

FIRST NATIONS LEADERSHIP COUNCIL

October 13, 2022

NOTICE OF POSITION: NEW RELATIONSHIP TRUST BOARD OF DIRECTORS



BRITISH COLUMBIA
ASSEMBLY OF
FIRST NATIONS

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Applications are being sought from persons interested in participating as a Board member for the New Relationship Trust. The First Nations Leadership Council will be appointing **two** Board members, each for a three-year term commencing December 1, 2022.

Business and Structure

The New Relationship Trust (NRT) is a not-for-profit corporation dedicated to increasing the capacity of First Nations in British Columbia. The NRT was created on March 31, 2006 with the passing of the *New Relationship Trust Act* and the transfer of \$100 million from the Ministry of Aboriginal Relations and Reconciliation to the Trust.

The purpose of the New Relationship fund is to provide money to assist First Nations to build their own capacity to participate in the processes and activities envisioned by, and that evolve out of, the New Relationship between the Government of British Columbia and First Nations in British Columbia by enhancing First Nation governance, leadership and institutional and human resources capacity to address social, cultural and economic needs and priorities.

The Board is responsible to distribute funds to First Nations based on its strategic plan and to manage the remainder under an investment strategy. The main objectives of the Board's investment strategy are to preserve capital in real terms, generate sufficient annual cash flow to meet expenditure objectives, and increase cash flows to meet rising expenditures over the long term.

The organization's website can be found online at www.newrelationshiptrust.ca and the *New Relationship Trust Act* Third Reading can be found online at http://www.bclaws.ca/EPLibraries/bclaws_new/document/ID/freeside/00_06006_01.

Strategic Direction

The *New Relationship Trust Act* requires the board of directors to prepare a three-year rolling strategic plan. The strategic directions provided in the 2008/09 strategic plan are:

1. To build **capacity**
2. To encourage and ensure access to **education**
3. To protect and revive **languages and cultures**
4. To support programs that engage **youth and elders**
5. To foster and advance **economic development** opportunities



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These strategic areas were identified through a province wide First Nations regional engagement process initiated by the board of directors in 2006, 2009, 2012, 2015, 2018 and 2021. This process also informed the development of the NRT's mission and vision.

Mission: Investing in First Nations in British Columbia to assist them in building their capacity.

Vision: A British Columbia where First Nations enjoy a high quality of life that includes vibrant cultures and languages, effective and independent governments, social justice, and economic prosperity and where all forms of education are valued and accessible.

Based on the **Guiding Principles** set out in the *New Relationship Trust Act*, the New Relationship Trust will:

- be accessible by all First Nations;
- allocate funding,
 - in a simple, efficient and flexible manner,
 - in a way that is responsive to changing needs and circumstances, and
 - will to lead to the achievement of specified outcomes in accordance with specific plans, processes and timelines;
- be operated in a simple, efficient and flexible manner with openness, transparency and accountability;
- not replace or duplicate existing government or First Nation programs; and
- leverage New Relationship Trust funds wherever possible

Governance Structure

The New Relationship Trust has a board of directors comprised of 7 individuals. The directors are appointed by the following bodies: one individual each appointed by the First Nations Summit, the Union of British Columbia Indian Chiefs and the Assembly of First Nations - British Columbia Region; 2 individuals appointed by the First Nations Leadership Council (FNLC); and 2 individuals appointed by the Province of British Columbia. The 3-year term of office of the two current directors appointed by the FNLC will end on November 30, 2022.

The following committees have been established by the board: Finance/Audit Committee, Governance (HR) Committee, and Communications Committee. Directors may choose to establish further committees.

The *New Relationship Trust Act* establishes a transparent and accountable approach to reporting on operations of the Trust through the publication of the 3-year strategic plans, annual reports and annual audited financial statements, along with the obligation to conduct and publish a review every five years. The NRT office is located on Tsleil Waututh Nation lands at 3188 Alder Court, North Vancouver.

Board Responsibilities and Accountabilities

Role - The Board's broad role is that of:

- **Leader:** Set strategic direction and empower management;
- **Overseer:** Evaluate performance measures and hold management accountable;
- **Steward:** Shepherd resources of others;
- **Reporter:** Report to First Nations organizations, First Nations, public, others.

Responsibilities - Board responsibilities fall into the following general categories:

- **Managing Board Affairs:**
Establish the processes and structures necessary to ensure the effective functioning and renewal of the board. Includes: monitor and improve quality of board, ensure appropriate board committees; ensure appropriate board orientation and ongoing professional development; articulate roles and responsibilities for board, committees, chair, individual directors; define board process and guidelines, evaluate board, committees, directors and chair; and identify potential director competencies.
- **Organization's Mandate:**
Fully understand the New Relationship Trust's mandate as established by the *New Relationship Trust Act* and implemented through its strategic planning processes.
- **Strategy and Plans:**
Participate in the development of, review and approve the organization's strategic plan consistent with the New Relationship Trust's mandate.
- **Human Resources:**
Subject to government legislation and guidelines, select, appoint, compensate, evaluate and terminate the chief executive officer and chief financial officer; oversee management succession and development.
- **Financial and Corporate Issues:**
Review financial, accounting and control systems; ensure appropriate risk management systems, ensure code of ethical conduct and conflict of interest guidelines in place.
- **Monitor and Report:**
Monitor organizational performance against strategic plans and compliance with applicable legislation; account to First Nations and the public through appropriate reporting.
- **Communications:**
Oversee organization's communications policy.

Accountabilities

In carrying out its work, the board operates within the legislative framework of the *New Relationship Trust Act*, Statutes of BC, 2006, as amended.

Board Composition

The individuals who make up the Board of Directors should, collectively, have the necessary personal attributes and competencies required to:

- Add value and provide support for management in establishing strategy and reviewing risks and opportunities;
- Effectively monitor the performance of management and the organization; and
- Account for the performance of the organization.

Personal Attributes

All directors should possess the following personal attributes:

- high ethical standards and integrity in professional and personal dealings;
- appreciation of the responsibilities to the public;
- able and willing to raise potentially controversial issues in a manner that encourages dialogue;
- flexible, responsive and willing to consider others' opinions;
- capable of a wide perspective on issues;
- ability to listen and work as a team member;
- no direct or indirect conflict of interest with the member's responsibility to the organization;
- strong reasoning skills;
- able and willing to fulfill time commitment required to carry out responsibilities; and
- commitment to continuous learning about the New Relationship Trust and First Nation capacity development

Competencies

Collectively, the Board should comprise the following core competencies:

- operational or technical expertise relevant to the operation of the New Relationship Trust including:
 - strategic management and organizational change,
 - operations,
 - internal control and accounting,
 - technology,
 - communications,
 - human resource management, and
 - risk management;
 - financial expertise;
 - legal expertise;
 - knowledge of government;
 - knowledge of aboriginal issues in British Columbia; and
 - knowledge of the First Nation communities served by the New Relationship Trust.

Governance Experience

While previous experience as a director is not required, it is important that candidates for positions understand the roles and responsibilities of a member of a governing board and have the necessary experience and demonstrated skills to enable them to contribute to board decision-making and oversight.

Part of the organization's commitment to good governance includes the provision of an orientation for new board members and ongoing professional development for new members.

Other Considerations

Within the context of the board skills requirements, consideration is given to diversity of gender, First Nations cultural heritage, and knowledge of the communities served by the organization, particularly rural or isolated First Nations communities.

Time Commitment

Normally, the Board will meet 4 to 6 times a year as a whole. The timing of the meetings is established by the board, based on their availability. The regular board meetings usually take place at Vancouver, British Columbia.

In addition, most board members serve on a board committee and attend an annual board strategic planning session. Committees meet on a quarterly basis or as needed. Board members also attend various organization functions such as: meetings with the provincial government, the federal government and First Nations organizations regarding recognition and awareness of New Relationship Trust purposes and plans.

Term

The New Relationship Trust Act provides for a term of 3 years for the directors appointed in November 2022 (December 1, 2022 – November 30, 2025).

Compensation

There is a \$400 per day honorarium plus reimbursement of related out-of-pocket expenses for NRT Directors.

Eligibility Requirements

Applicants must meet the following eligibility requirements:

- Be of BC First Nations ancestry and currently reside in British Columbia;
- Have experience in Aboriginal business, employment and training and/or community economic development; and
- Be willing and prepared to attend 5 regular meetings annually and be willing to participate in sub-committees of the New Relationship Trust Board.
- Successful candidates for FNLC appointments to the NRT are eligible to serve a maximum of two consecutive terms

Application Process

The deadline for interested applicants to submit a **resume and cover letter** stating their qualifications is **4:00 PM on Monday November 14, 2022**.

Please submit to:

C/o Colin Braker, Communications Director
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