



**Misiway Milopemahtesewin**

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## Attributes for MISIWAY Director of the Board

### ***Minimum Requirements for Board members (as per bylaws)***

- Be of First Nation, Inuit or Métis descent, either status or non-status.
- Minimum Age of 18
- Committed to the mission, vision, values of Misiway Milopemahtesewin.
- Not be a staff member and no member of your family is a staff member.
- To be a member of Misiway Milopemahtesewin.
- Lives, works or attends school in the City of Timmins or in communities served.
- Be in good standing in the community

### ***Aspirational Attributes for the Board as a Whole:***

- Indigenous Mix: The Board strives to have a mix of First Nations and Metis.
- The board strives to have a mix of genders and recognizes, and welcomes gender diversity.

### **CURRENT PRIORITIES:**

All Indigenous peoples re encouraged to apply. Given who is currently on the Board, the Misiway Board of Directors is particularly looking for candidates who are:

- Métis or Inuit
- Young adults between the age of 18-30 and/or Elders
- Male.

Misiway Board of Directors encourages applications from individuals who reflect these priorities. We fully understand that one person could belong to more than one of these priority groups and we strongly encourage applications from candidates who reflect this diversity.

### 3 Attributes of Every Director:

Misiway Milopemahtesewin is looking for the following: knowledge, expertise, and/or lived experience:

- **Advancing Misiway:** knowledgeable about and dedicated to Misiway's vision, mission, values and strategic directions;
- **Indigenous Health in Indigenous Hands:** committed to Indigenous governance and Indigenous delivery of services.
- **Traditional Culture:** supports the reclaiming of traditional teachings and values. Misiway is in the process of anchoring our work in the Seven Grandfather's teachings and understanding of traditional culture and experience with ceremonies.
- **Comprehensive Indigenous Primary Health Care as reflected in the Model of Wholistic Health and Wellbeing:** understands comprehensive primary health care, inclusive of traditional healing and the social determinants of health; and
- **Integration of Two-eyed Seeing:** supports the integration of Traditional healing and services with western medicine. Misiway provides programs and services which support and promote Indigenous values and healing practices, complemented by non-Indigenous Western approaches.
- **Agent of Change:** understands that Misiway is an agent of change for Indigenous peoples and communities it serves, including the underlying systemic problems and political forces impacting Misiway and the health system.

### 4 Expertise of the Board as a whole:

**Policy Governance:** experience of governance principles and practices

- Misiway operates with a policy governance framework and is committed to this model.
- If you do not have experience in this model, appropriate training will be provided.

**Strategic Planning:** experience of strategic planning processes

- Misiway will be undergoing a new strategic plan so experience in this area is welcome.

**Financial Literacy:** ability to understand the financial position of Misiway as presented within its financial statements

- While we do not expect Directors to be accountants, we anticipate that several Directors will feel comfortable working with auditors and reading financial statements.

### 5. Self Reflection for Potential Directors In a Policy Governance Board

Misiway is committed to a Policy Governance model. To see if you are the right fit for this model, please see below the attributes that describe the desirable Board attributes under policy governance.

#### Strategic Vision:

- Ability to see the big picture
- Ability to articulate a clear vision for the organization's future and develop long-term and strategic plans aligned with the mission and values.
- Understanding of complex issues and the ability to identify key strategic priorities.

#### Policy Expertise:

- Understanding of policy development processes, including identifying key issues, crafting effective policies and evaluating their impact.
- Capability to analyze policy proposals, assess their impact and make informed decisions.

#### Critical Thinking:

- Ability to analyze complex situations and information, identify potential risks and benefits, and make sound decision based on evidence and sound judgements.
- Ability to effectively engage with our communities in policy development processes.

#### Delegation Skills:

- Comfortable working with an outcome focus (Ends) and not operational focus.
- Clear understating of the distinction between governance (policy setting) and management (executive).
- Ability to effectively delegate responsibilities to management while maintaining oversight and accountability.

#### Collaborative Leadership:

- Excellent communication skills to facilitate open discussion and consensus building among directors.
- Ability to foster a collaborative environment where diverse perspectives are valued.

#### Ethical Conduct:

- Commitment to high ethical standards and transparency in decision making.
- Ability to identify and address potential conflicts of interest.
- Possess moral courage, willing and able to make hard decisions.

#### Accountability:

- Willingness to hold management accountable for implementing policies and achieve desired outcomes.
- Active monitoring of performance metrics and key indicators.

#### Adaptability:

- Ability to adjust to changing circumstances, new information and evolving organization needs while maintaining policy alignment.

#### Commitment to Governance:

- Dedication to actively participate in board meetings, review materials and contribute to ongoing policy evaluation and improvement.