

3250 Schmon Parkway, Unit 1B
Thorold, Ontario L2V 4Y6
1 (888) 514-1370

**Call for Nominations for
Indigenous Diabetes Health Circle
Board of Directors**

To: Community Partners and Community Members
From: Robert Lebel, Chair, Board of Directors.
Date: July 29, 2025
Re: Call for Nominations, Indigenous Diabetes Health Circle,
Board of Directors

Deadline for Nominations September 12th , 2025

We are issuing this Call for Nominations for the Indigenous Diabetes Health Circle (IDHC) Board of Directors

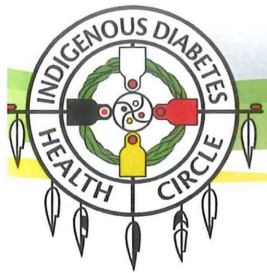
IDHC is an Indigenous DHC is a non-profit organization that provides holistic wellness programs and services for Indigenous people affected by or at risk of diabetes.

It is an exciting time to be part of the IDHC Board of Directors. The Board is leading a vibrant organization at a time of immense change and opportunity.

Joining this board will be an excellent opportunity for community-minded individuals, with leadership ability. The board follows and respects the advice of our Elders. The board operates under the Policy Governance Model. As a Director, your role will be to communicate with the communities we serve, respect and reflect Traditional teachings in all we do, set policy, monitor the chief executive officer and ensure good governance.

Successful candidates will demonstrate a passion and commitment to the mission and values of IDHC. We are seeking team players, with keen analytical skills and the ability to be visionaries. We prefer candidates who have previous board experience, but we are willing to extend opportunities to individuals who will commit to learning.

IDHC is currently seeking one director for election for a term of 3 years.



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We want to take this opportunity to thank Carol Taylor for her dedication to serving on the IDHC for many years and lending her knowledge and support.

We are open to applications from all people interested in serving on behalf of Indigenous peoples living with or at risk of diabetes. Given the current make-up of the board, we are particularly interested in candidates that are Indigenous.

See **Appendix A** for additional background that you should review if you are considering joining the Board. If this background inspires you to want to be part of a Board of Directors, we welcome you to submit your application.

Interested candidates are required to:

- ✓ Complete an IDHC Board of Directors Application Form
- ✓ Sign the Declaration of Commitment

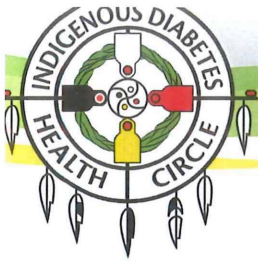
The completed forms are to be sent to **RoslynnBaird@idhc.life**
Subject: Call for Nominations

The deadline for applications is **September 12th, 2025**

If you have any questions, please feel free to contact Roslynn Baird, Chief Executive Officer.

Sincerely,

Robert Lebel
Chair
Board of Directors



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Appendix A

Indigenous Diabetes Health Circle

Background for Candidates interested in joining the Board of Directors

This document provides guidelines for board composition, attributes for policy governance and responsibilities for the Indigenous Diabetes Health Circle Board of Directors that you should consider when deciding if you are a good candidate for the Board of Directors.

Mission, Vision and Values:

We are looking for Board members who are committed to striving to achieve the Mission, Vision and Values of Indigenous Diabetes Health Circle.

Vision

Strengthening Indigenous Community Capacity
to Reduce the Impact of Diabetes This work is done with the appreciation that Indigenous peoples have the tools, knowledge and ability to make healthy choices and live free of diabetes
– now and in future generations.

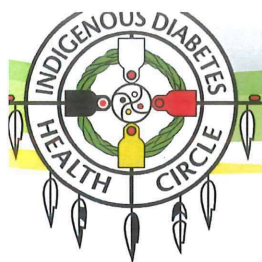
Mission

IDHC achieves its vision by supporting Indigenous communities, families and individuals by:

- Promoting holistic wellness models
- Building on traditional teachings and best practices to develop and provide programs, education and resources; and
- Building relationships and community capacity

Values

- IDHC recognizes and respects the Seven Grandfathers Teachings, Haudenosaunee Seven Spans Thick teachings, Inuit and Métis values.
- Respect for autonomy and diversity



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- Community based and responsive services
- Holistic wellness (body, mind and spirit)
- A spirit of sharing and cooperation
- Personal choice and the right to privacy

Goals/Strategic Directions

- Enhance Capacity Building Models
- Enhance Strategic Partnerships
- Increase youth outreach
- Support Human Health Resources

Attributes for IDHC Director of the Board

1 Minimum Requirements:

- 1.1.** Minimum Age of 18
- 1.2.** Committed to the mission, vision, values of IDHC
- 1.3.** Not be a staff member and no member of your family is a staff member.
- 1.4.** Be in good standing in the community

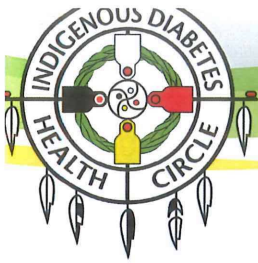
2. Aspirational Attributes for the Board as a Whole

- 2.1.** A minimum of 4 out of 6 Directors will be First Nations, Inuit or Métis, with proof of ancestry
- 2.2.** No more than 2 out of 6 directors will be non-Indigenous
- 2.3.** A minimum of two (2) directors will live or work in the North
- 2.4.** A minimum of two (2) directors will be open to gender diversity and/or sexual orientation

3. Current Priorities:

Given who is currently on the Board, the IDHC Board of Directors is particularly looking for candidates who are: Indigenous

4. Attributes of Every Director:



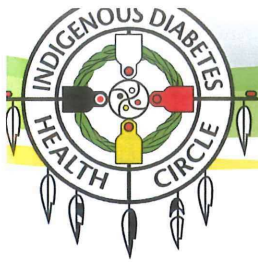
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Individual Directors: IDHC is looking for the following knowledge, expertise and/or lived experience with every director:

- Be committed to the vision, mission and principles of the corporation.
- Be committed to working with and on behalf of Indigenous peoples who live with or at risk of diabetes.
- Understanding the importance of the Seven Spans Thick, Seven Grandfather, Inuit and Métis teachings, and striving to integrate into all aspects of board work.
- Have an understanding of Indigenous wholistic health and well-being.
- Have an understanding of IDHCs programs and services.
- Have good standing in the community.

The IDHC Directors are:

- ***Visionary and future focused***, spending most of their decision-making time looking forward.
- ***Entrepreneurial in spirit***, understanding the need to be flexible in meeting our communities' needs through new programs and services
- ***Risk Takers***, balancing the need to take chances with the traditional stewardship responsibilities of a Board.
- ***Good Communicators***, understanding the importance of effective communication at all levels and organizing themselves and their committees accordingly.
- ***Systems Thinkers***, always seeking to understand the root causes and forces that shape the issues and challenges they will face in the boardroom.
- ***Innovative***, when looking for courses of action, connecting to the corporation, to the community around them, and when exploring and imagining new forms of partnership and alliances that will support our mission and advance our strategic plans.
- ***Appreciative***, of the strength of diversity, understanding that our Culture and Tradition helps us to provide a higher level of responsiveness to our clients and our communities and promotes creativity, innovation and corporate learning.
- ***Caring***, that those in need will always be our priority.



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5. Expertise of the Board as a whole:

Policy Governance: experience of governance principles and practices

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

Strategic Planning: experience of strategic planning processes

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

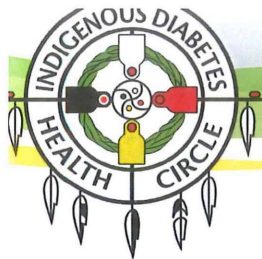
Financial Literacy: ability to understand the financial position of IDHC as presented within its financial statements

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

6. Responsibilities and Expectations of the Indigenous Diabetes Health Circle

1 Commitments

The Board of Directors is committed to being reflective and inclusive, and having Directors who bring a diversity of knowledge, expertise and lived experiences that will ensure effective governance that affirms the mission, vision, and values of IDHC. As a policy governance board that governs through Inclusive Leadership, all Directors are collectively responsible to ensure that the voices of the members are represented and information is shared.



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Each Director does not represent specific organizations; instead, each Director must reflect on and understand the ways in which their perspectives are informed by their lived experiences. Once appointed or elected, the role of the Directors is to ensure that the whole Board is accountable to, and representative of the community.

Each Director acts in a position of trust for the broader community. As per the attributes for each director, this means that each Director must be prepared to demonstrate their commitment to IDHC by being knowledgeable about and dedicated to its vision, mission, values and strategic directions. These commitments are to be demonstrated through self-reflection, skills development, meaningful participation in Board work, and taking ownership of decisions of the Board.

2 Accommodation

The Board is committed to reducing and eliminating barriers. Directors can, at anytime during their term, request accommodation in order to facilitate participation in Board activities.

Each accommodation request will be discussed on an individual basis, in confidence.

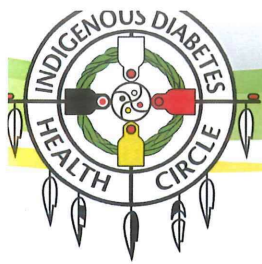
3 Board and Committee Meetings

- There are generally 4 quarterly Board meetings per year.
- 3 of the Board meetings are usually held virtually and are 2 hours in length on average.
- Meeting agendas are sent out approximately one week prior to the meeting. IDHC covers meeting costs including meals, transportation and hotels. A minimum of 48 hours is required for any cancellation of flight or hotel accommodation.

4 Orientation for new Directors

- Training in Policy Governance (if required)
- Bylaws and governance policies
- Strategic Plan
- Programs and services

5 Committees



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- Directors are also expected to participate in Board Committees, and/or participate in other Board-related activities.
- Committee meetings often take place between Board meetings and are usually hosted virtually. The amount of time required depends on the Committee or activity.

6 Preparation Time:

There is approximately 3 hours of preparation time before each Board meeting plus reading for committee meetings. Preparation time may be increased during your first year depending on the work of the Board.

7 Officers

Officer positions on the Board are: Chair, Vice-Chair and Secretary and Treasurer. The Board is committed to succession planning, and each Director has an opportunity to take on one of the Officer positions. Support including skills training will be provided, as required.

8 Supports

To fulfil their role, Directors will receive the following support:

- access to training and resources to build capacity
- administration support from IDHC
- travel expenses and meals are provided according to the Travel policy.

9 Term of Office

Directors are elected for a 3-year term and are eligible to serve for up to two consecutive terms.