



Clarence Campeau Development Fund Board of Directors Application

Who We Are

The objective of the Fund is to stimulate economic development activities of Métis people and communities.

As a first stop for Métis entrepreneurs and communities in Saskatchewan for 25 years, we leverage relationships with funding partners, industry, and communities to meet the evolving needs of Métis businesses.

What We Do

We help Métis entrepreneurs and communities in Saskatchewan by connecting them with funding partners, industry, and other communities. Our goal is to support Métis businesses and stimulate economic development by providing different types of financial assistance, including loans and grants.

We also aim to develop the management skills of new and existing Métis business owners and entrepreneurs. You can find more information about our programs on our website.

With our non-interest & interest-bearing loans and grants, you can take your business to the next level and make a real impact in your community. We believe in the power of Métis entrepreneurship to create positive change, and we are committed to supporting you every step of the way.

Our Mission:

The mission of CCDF is to improve the economic circumstances of Saskatchewan's Métis by providing funding and capacity for business and community economic development for new and existing Métis businesses.

Our Vision

CCDF is recognized as the most successful and professional Métis Financial Institution in the country. We are leaders in identifying market opportunities and providing Métis entrepreneurs with innovative financing and skill development solutions that benefit everyone in Saskatchewan.

Qualification for New Board Members:

1. Must be a Métis Citizen.
2. Must be a resident in the applicable areas.
3. Must have demonstrated experience or training in the Métis community, business, finance, law, economic development, or in another area or field that is relevant to the management and operation of CCDF.
4. Members must not:
 - Currently hold elected office as a member of the Provincial Métis Council with the Métis Nation-Saskatchewan or Government of Saskatchewan.
 - Be the spouse, sibling, parent, or child of an elected member of the Provincial Métis Council of the Métis Nation-Saskatchewan or Government of Saskatchewan.



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- Be in an undeclared or unapproved business relationship with an elected member of the Provincial Métis Council of the Métis Nation-Saskatchewan or Government of Saskatchewan
5. Must have a sound character and reputation as demonstrated by:
- A credible credit check. Must not have an undischarged bankruptcy or have personal commercial loans in arrears or in default.
 - Not have been convicted of an indictable offense, as demonstrated by a criminal record check or similar background check issued by a reputable law enforcement agency.

Our Needs and Expectations:

- The CCDF board of directors meets quarterly in March, June, September, and December.
- The time commitment we require is 4 full days in Saskatoon, for in-person board meetings, plus the time to travel to/from Saskatoon.
- We will also require 2 full days for strategic planning once every 3 years, in Saskatoon.
- The CCDF board will be expected to also attend ad hoc virtual meetings, as required.
- The terms for CCDF board members is for 3 years and the possibility of one extension for a maximum of 6 years.

Closing Date: May 10, 2024

Board Member Recruitment Package

1. Contact Information

Full Name	
Contact Phone Number	
Contact Email	

2. General Information

Formal Education/Professional Designations

Name of School	Program, Diploma or Degree Obtained	Year Completed



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3. Work Experience

Organization	Position	Years of Employment

4. Board Experience

Organization	Position	Dates



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Board Skills Self-Assessment for Applicants

How to use:

Using the skills matrix provides the opportunity to evaluate the key competencies we have identified that are required on the board. We must have a diverse set of skills and experience, that when they are brought together provides a strong board of directors to serve the Clarence Campeau Development Fund clients.

These skills and competencies can be gained from any aspect of your life professional/formal work experience, education/training, or personal life experience.

This tool will be used to create a gap analysis between what the board is comprised of currently and what gaps we need to fill with new board members in the recruitment process.

How to complete:

The questions in this assessment tool are to be filled out based on your assessment of your competency.

Read each description and consider your own experiences and apply the best rating that applies to your current competency levels.

Rating Scale

Rating	Description
5 – Expert	Expert level understanding Education and training – post-graduate degree or professional designation Experience (10+ years), extensive knowledge of best practices, trends Could explain, analyze or lead a strategic discussion around the topic
4 – Strong	Advanced understanding Education and training – post-secondary education relevant to that area Significant experience – 5-10 years Practical knowledge and ability to analyze, explain, and contribute to board discussions
3 – Good	Competent Understanding Extensive management experience in this area experience Relevant education and training Competence of the principles and ability to contribute to board discussions
2 – Basic	Basic understanding Has relevant educational background with a basic understanding Experience and understanding of principles and ability to follow board discussion
1 – None	No Understanding No education or relevant experience Unable to contribute to discussions or conversations about the topic



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1. Strategic Alignment

Strategic alignment refers to your ability to support the current strategic direction of CCDF and contribute to future strategic planning sessions.

Rating	1	2	3	4	5
Support the current Mission Statement					
Cultural awareness (as it relates to strategy development)					
Strategic Planning – as a board member					
Comments:					

2. Business & Economic Development

Capturing your experience and understanding of what it takes to be an entrepreneur and how it relates to business decisions.

Rating	1	2	3	4	5
Economic development experience					
Business Acumen					
Entrepreneurship					
Executive/organizational management					
Comments:					



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3. Finance & Legal

Refers to the financial aspects of business and the ability to identify risks or challenges within the proposal. The skills that support your ability to make board decisions for CCDF clients are based on all of the information required.

Rating	1	2	3	4	5
Finance and audit					
Legal – contract & labour law					
Lending					
Risk Management					
Comments:					

4. Governance

Refers to your experience as a board member, making board specific decisions and processes.

Rating	1	2	3	4	5
Policy Development					
Board of director experience					
Non-profit					
CEO Succession planning					
Comments:					



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5. Leadership

Refers to your ability to bring a leadership approach to your role as a successful board member with CCDF.

Rating	1	2	3	4	5
Leadership experience					
Independent decision maker					
Team/collaborative approach					
Marketing/public relations					
Lobbying					
Communication					
Comments:					

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- We will also require 2 full days for strategic planning once every 3 years, in Saskatoon.
- CCDF board is required to attend a one-day orientation and board training per year
- The CCDF board will be expected to also attend ad hoc virtual meetings, as required.
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6. Demographics

Gender		
Male		
Female		
Age		
25-40		
41-55		
56-70		
Over 70		
Métis Region		
Board Criteria	Yes	No
Are you a Métis citizen		
Do you have experience/training in business, economic development, or relevant management?		
Have you been convicted of an indictable offense?		
Do you agree to a criminal record check?		
Do you have an undischarged bankruptcy or have personal/commercial loans in default?		
Do you agree to a credit check?		
Are you an elected member of the Provincial Métis Council with the Métis Nation of Saskatchewan or the Government of Saskatchewan?		
Are you the spouse, sibling, parent, or child of an elected member of the Provincial Métis Council of the Métis Nation of Saskatchewan or the Government of Saskatchewan?		
Are you involved in an undeclared or unapproved business relationship with an elected member of the Provincial Métis Council of the Métis Nation of Saskatchewan or the Government of Saskatchewan?		
I have attached a copy of my Métis Card.		
I have attached a Resume.		
I have read the required time commitment, and I am available.		
Comments:		