COMMITMENT

This Commitment is to be signed by Nominee

Recognizing the important responsibility one is committed to as a member of the Board, IF elected, I hereby pledge to carry out in a trustworthy and diligent manner the duties and obligations associated with that role.

1. My role:

I acknowledge that my primary roles as a Board member will be:

- To contribute to defining the organization's mission and governing the fulfilment of that mission; and
- To contribute to, and support, the work of the Board and to carry out the functions of the office of Board member as stated in the Bylaws and other governance documents such as policies.
- My role as a Board member will focus on the development of policies that govern the implementation of the organization's plans and purposes. This role is separate and distinct from the role of the Chief Executive Officer, who determines the means of implementation.

2. My commitment:

I will exercise the duties and responsibility of the elected office with honesty, integrity, collegiality, and care.

3. Pledge:

If elected, I pledge, to the best of my knowledge and ability, as follows:

- To establish as a high priority my attendance at all meetings of the Board
- To be prepared to discuss the issues and business addressed at scheduled meetings, having read the agenda and all background material relevant to the topics at hand
- To maintain the confidentiality of what is said or seen at Board meetings
- To work with and respect the opinions of my peers who serve on the Board
- To always act for the good of the organization as a whole
- To represent the organization in a positive and supportive manner at all times and in all places
- To observe meeting procedures and display courteous conduct in all Board meetings
- To refrain from intruding on administrative issues that are the responsibility of management, except to monitor the results and prohibit methods that conflict with Board policy
- To avoid conflicts of interest between my position as a Board member and positions held with other organizations or my personal life. If such a conflict does arise, I will declare that conflict before the Board and refrain from voting on matters in which I have conflict
- To support in a positive manner all actions taken by the Board even when I am in a minority position on such actions
- To participate openly and honestly in reviews of Board performance and my performance as an individual director
- To participate in development opportunities that may be provided in order to augment my skills as a trustee and the efficacy of the Board as a whole.

4. If, for any reason, after being elected, I find myself unable to carry out the above duties to the best of my ability, I will first seek leave of the Board to work to a different standard and, if I cannot

achieve this, I will agree to resign my position as a Board member.

SIGNATURE

Name of Nominee	David Masse
Date	January 24, 2021
Signature of Nominee	