

**Public Call for Nominations to Board of Directors
Human Milk Banking Association of North America (HMBANA)
Submission Deadline: June 7, 2019**

HMBANA is seeking new board members with expertise in the health care, legal and business fields, nonprofit management, research, milk donation, or other skill sets that serve HMBANA's mission. Board members are sought to enhance diversity of thought and representation and must bring an awareness either by experience or expertise of the need for expanded access to donor human milk in healthcare settings.

As an equity-focused voice for donor human milk access, use, research, and policy advancement, HMBANA's organizational focus continues shifting from nonprofit milk bank operations to advocacy and leadership. By joining HMBANA, board members will engage in ongoing dialogue and decision-making that help continue to shape the standards and principles of nonprofit milk banking in the United States and Canada.

Board members may be called upon to externally represent HMBANA in public arenas, to volunteer in the conceptualization and implementation of ground-breaking conferences and publications, to participate in research related to human and donor milk, and to otherwise help continue to form and run the backbone of the movement of nonprofit milk banking.

A PUBLIC CALL is made for applicants to run for four (4) open positions on the Board of Directors of the Human Milk Banking Association of North America (HMBANA):

- **Treasurer (External or Internal/Milk Bank*) – 1 vacancy**
- **Director (External or Internal/Milk Bank*) – 3 vacancies**

**Ideally, candidates will be external and not affiliated with a milk bank. However, all applicants will be evaluated to prepare the best slate of candidates for the ballot.*

Position one is for a Director to serve as HMBANA's Treasurer. Ideal qualifications for the one open Treasurer post include:

- Willingness to serve in the capacity of Treasurer for a two-year term, renewable for one additional term.
 - NOTE that under [HMBANA bylaws](#), "The Treasurer shall be responsible for all funds and securities of the organization; and direct deposit such monies in the name of HMBANA in such depositories as shall be directed by the Board of Directors; prepare, or cause to be prepared, a true and accurate statement of assets and liabilities at the close of each fiscal year; and in general perform the duties incident to the office of Treasurer." Bylaws, Art V Sec 7. There are HMBANA staff members who aid with all aspects of this financial work.
 - If the candidate is currently affiliated with a member milk bank of HMBANA, they must have "at least two years' experience working either as director, or other qualified and knowledgeable associate, of an HMBANA-accredited nonprofit donor human milk bank", and must not have served on the HMBANA Board of Directors within the last year (since August 2018). Bylaws, Art IV Sec 5.
- Experience with financial oversight for other organizations. Ability to work closely with Executive Director and accountant in preparing HMBANA financial reports, annual budget, and regular reports to the HMBANA Board.
- Enhances diversity of thought and representation on the HMBANA Board.



- Aware by experience or expertise of the need for expanded access to donor human milk in healthcare settings.

Positions two, three and four are for a Director. Ideal qualifications for the three open Director positions include:

- Willingness to serve in the capacity of Director for a two-year term, renewable for one additional term.
 - NOTE that under HMBANA bylaws, “Directors elected from member categories external to milk banking will provide other expertise and resources for HMBANA.” Bylaws, Art V Sec 5.3. External Directors may have expertise in health care, legal and business fields, nonprofit management, research, milk donation, or other skill sets that will serve HMBANA’s mission.
- Enhances diversity of thought and representation on the HMBANA Board.
- Aware by experience or expertise of the need for expanded access to donor human milk in healthcare settings.

HMBANA’s mission: “HMBANA advances the field of nonprofit milk banking through member accreditation, development of evidence-based best practices, and advocacy of breastfeeding and human lactation to ensure an ethically sourced and equitably distributed supply of donor human milk.”

This mission recognizes:

- A shift in HMBANA’s organizational focus from nonprofit milk bank operations, to **advocacy and leadership** as the **equity-focused** North American voice for donor human milk access, use, research, and policy advancement.
- Infants from non-dominant culture in North America have a disproportionate need for donor human milk, and acute care, because of systemic [differences in infant morbidity and mortality based on race](#).
- [Nonprofit organizational leadership](#) in all fields have traditionally excluded those from non-dominant culture, requiring concerted effort to welcome equitable representation. As part of HMBANA’s systemic review/revision of its [vision, mission, strategic plan](#), and operational structure, we are making changes for equity- and capacity-building governance.

Interested candidates should send the following to info@hmbana.org by June 7, 2019:

- A current resume/CV
- A cover letter or email, describing why the applicant is interested in serving as a Director, or Treasurer, on the HMBANA Board of Directors and a brief explanation about the applicant’s vision in support of HMBANA’s mission

Of interest to all applicants:

There are a total of 13 Board members. Under HMBANA Bylaws and policy, Directors are elected by a simple majority of the voting members of the organization. Voting members are operational member milk banks, allotted one vote each, and other Directors not associated with an operational milk bank (externals), allotted one vote each. Board meetings are conducted bi-monthly (every other month), by 90-minute conference call. In-person board meetings are conducted annually and will require 2-4 days travel within North America.

Directors are not compensated for Board service. Expenses may be reimbursed by the person’s employer/operational member milk bank member. Starting in 2020, limited funds will be made available to external Directors who need them to reimburse costs associated with attending HMBANA’s one in-person board meeting held in conjunction with its conference.

Board positions start August 1, 2019. Inquiries and questions should be directed to the HMBANA Nominations Committee (c/o HMBANA staff, info@hmbana.org).