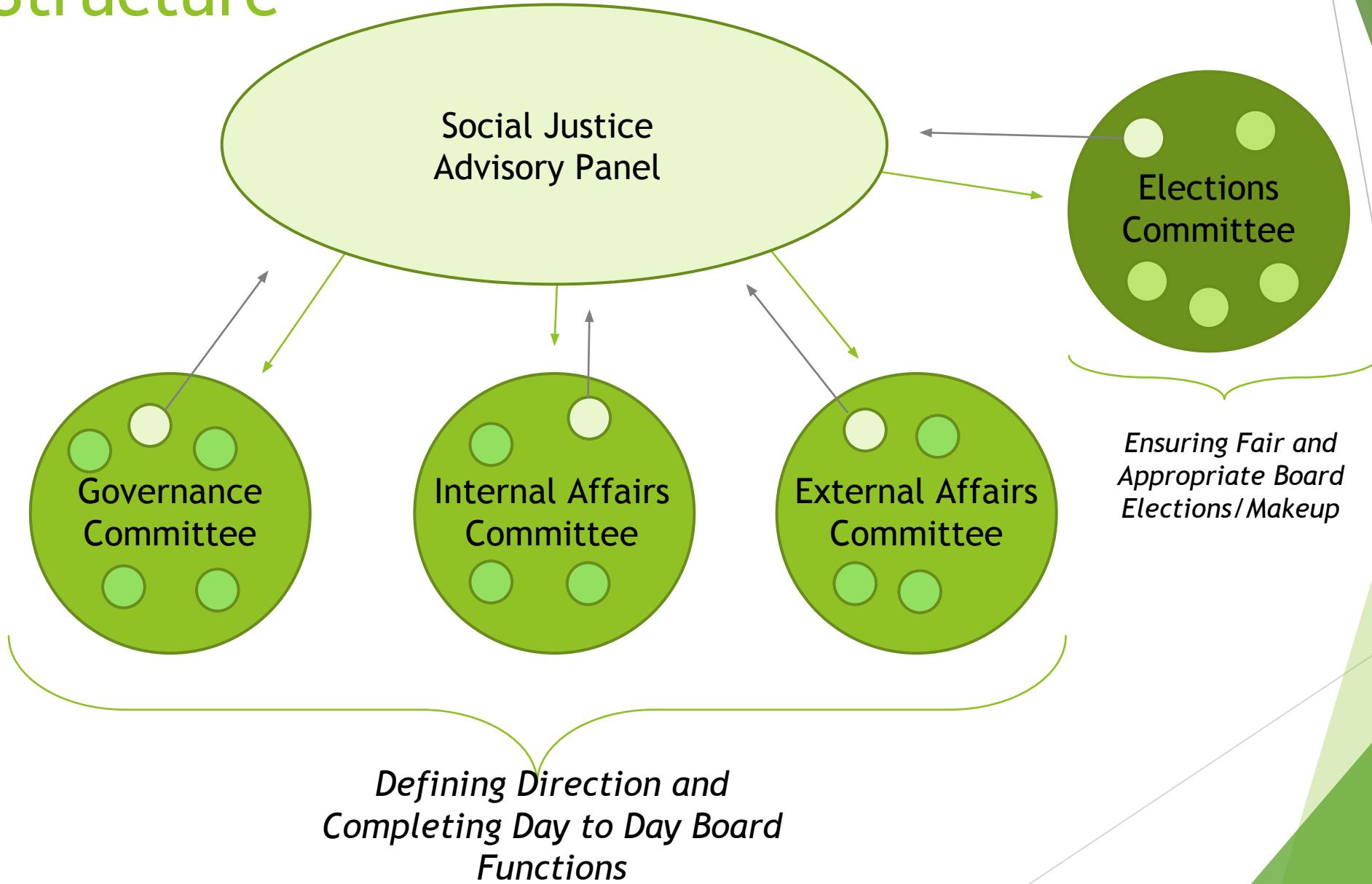


MAMFT Proposed Board Structure Details

Proposed Board Structure

- ▶ Reduce to Four Standing Board Committees
 - ▶ Governance
 - ▶ Internal Affairs
 - ▶ External Affairs
 - ▶ Elections
- ▶ Create One Board Review/Oversight/Collaboration Panel
 - ▶ Social Justice Accountability Panel

Structure



Board Positions

Elected Positions

- ▶ President
- ▶ President Elect
- ▶ Secretary
- ▶ Treasurer
- ▶ Board of Directors
 - ▶ Three to Nine individuals
 - ▶ *Pending the ongoing needs of the organization*
- ▶ Elections Committee
 - ▶ Five individuals

Staff/Volunteer Positions

- ▶ Executive Director
- ▶ Administrator
- ▶ Training Director
- ▶ Marketing Director/Intern

Board of Directors Requirements

- ▶ All Elected Officials must be members of MAMFT
- ▶ Three Directors must be voted in with a commitment to Social Justice
 - ▶ This will account for the minimum three standing Board of Director Roles
- ▶ Only one of the Directors should be pre-licensed
 - ▶ Student or Pre-licensure status
- ▶ At least one Director should live and work outside of Twin Cities metro

Committee Membership

- ▶ Elections Committee
 - ▶ Five Elected Members, who designate their Committee Chair
 - ▶ Strong suggestion that a member or committee chair also join Social Justice Advisory Panel
- ▶ Governance Committee
 - ▶ Must include at least one Social Justice Board Director (elected board members)
 - ▶ Should include President and Secretary (elected officials)
 - ▶ Can include any active member of MAMFT (non-elected)
- ▶ Internal Affairs Committee
 - ▶ Must include at least one Social Justice Board Director (elected board member)
 - ▶ Should include Treasurer (elected officials)
 - ▶ Can include any active member of MAMFT (non-elected)
- ▶ External Affairs Committee
 - ▶ Must include at least one Social Justice Board Director (elected board member)
 - ▶ Should include President-Elect
 - ▶ Should include Executive Director (staff)
 - ▶ Can include any active member of MAMFT (non-elected)

Social Justice Accountability Panel-Membership

- ▶ Three Elected Board Members
 - ▶ Each Individual will serve on at least one of the three standing board committees in addition to participating in the advisory panel
 - ▶ These responsibilities will rotate annually if there are more than three board members
- ▶ Any active member of MAMFT interested in participating in the panel
 - ▶ Panel Meetings are the equivalent of the current social justice committee meetings which are open to any member interested in attending
- ▶ Potential to include external supports/inputs
 - ▶ Develop partnerships with justice doing organizations
 - ▶ Hire or include non-profit advisors
 - ▶ Secure feedback from former and non-MAMFT members who are MFTs

Why is Social Justice a Panel, not a standing committee?

- ▶ To ensure that social justice is a commitment throughout the board
 - ▶ Ensures that individuals with an understanding of and commitment to social justice are a part of ALL MAMFT standing committees
 - ▶ Develops an external space to discuss issues, and creates a structure that can hold committees accountable for any problematic or discriminatory behaviors.
- ▶ To reduce the potential for social justice concerns to be delegated to a single committee/person
 - ▶ In the past many social justice issues have been handed off to the social justice committee, which frequently results in people with marginalized identities handling the bulk of this work
- ▶ Allows for both internal and external oversight into the board's work towards building a more equitable organization.

What Do These New Committees Do?

- ▶ Governance: Oversees the Health and Functioning of the Board
 - ▶ Handles behind the scenes concerns and makes sure that any issues are addressed
 - ▶ Onboarding new board members, making sure current board makeup is meeting the needs of the association, addresses problems within board, determines if training or changes are needed within the board
 - ▶ *This is a function that wasn't formally built into our prior board structure, and has caused problems in the past*
- ▶ Internal Affairs: Oversees the day to day functions of the board
 - ▶ Decides what directions the board goes with our work:
 - ▶ How do we budget, what are we focused on in the year, how do we provide direction to staff, how do we see/respond to changing issues in our professional community
- ▶ External Affairs: Oversees Communications and Member Engagement
 - ▶ Handles/provides direction on most of the functions that members regularly see
 - ▶ What trainings should be held, what do members need for support, how do we want to communicate all these things

So What Happens to the Old Committees?

- ▶ Elections Committee remains the same
 - ▶ Now works with and receives feedback from Social Justice Accountability Panel
- ▶ Social Justice Committee Expands to become permanent Panel that interacts with all MAMFT functions, while participating in each committee
- ▶ Other prior committees or board functions are now shared responsibilities in new committees
 - ▶ Governance: Oversees the health and functioning of the Board
 - ▶ Strategic Planning + Evaluation of Board + Complaint Assessment + Leadership Training
 - ▶ Internal Affairs: Oversees the internal functions of the board
 - ▶ Strategic Planning + Staff Direction + Finance + Professional Practices + Legislative + Pre Clinical + Greater MN
 - ▶ External Affairs: Oversees communications and member engagement
 - ▶ Training + Membership + Public Relations + Professional Practices + Pre-Clinical + Greater MN + Legislative