

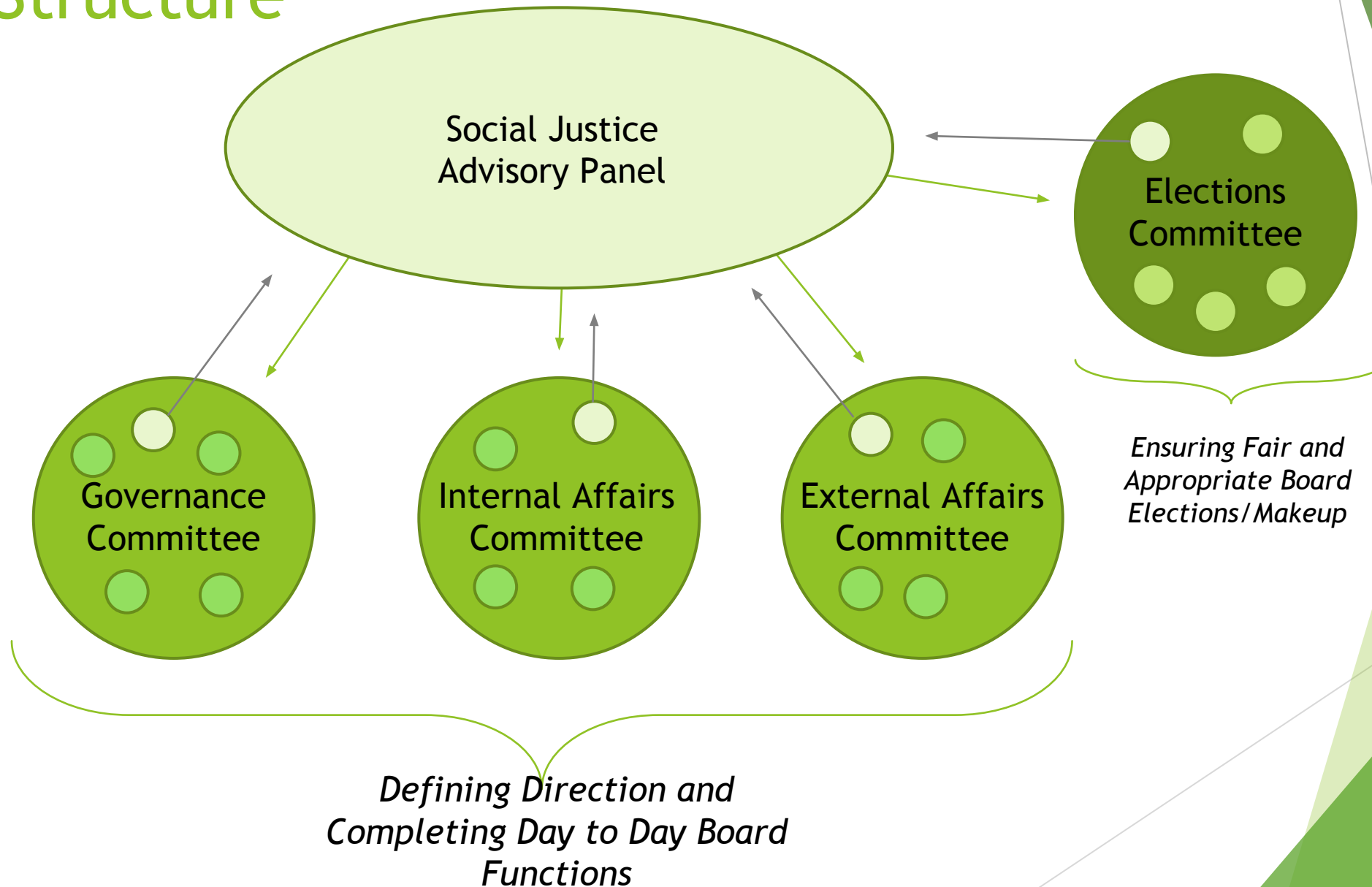
The background features abstract, overlapping geometric shapes in various shades of green, ranging from light lime to dark forest green. These shapes are primarily located on the left and right sides of the slide, framing the central text. The overall aesthetic is clean and modern.

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