

Board Development Task Force

Initial Recommendations

Approved at February 9, 2026 Board Meeting

Members: Chris Gorman, Brandi Hoffman, Jacob Toledo; **Staffed by:** Kim Snyder

The Board Development Task Force is **charged** with formulating recommendations for:

1. A clear, consistent process for identifying, recruiting, nominating, and electing qualified Board members.
2. Expectations and criteria for Board service, including skills, experience, terms, and succession planning.
3. An onboarding plan for new Board members that clarifies fiduciary duties, governance responsibilities, and the respective roles of the Board as a collective body and of individual Board members.

RECOMMENDATIONS

1. Board Composition (total of 11):

- Three officers – President, VP, and Treasurer
- Three Hockey Vice Presidents – VP Girls, VP Boys, and VP Mites
- Five At Large members

2. Service Eligibility:

- Member in good standing and 18+ years of age
- Possess requisite skills to fulfill responsibilities of elected role

3. Recruiting Board Members:

- Responsibilities for each board role will be clearly defined through written, posted job descriptions, and all MYHA members in good standing will have the opportunity to be considered as board candidates. To encourage a diverse and well-qualified pool, MYHA will promote board service by:
 - Engaging team managers to encourage participation and recommend qualified candidates.
 - Posting board opportunities on the organization's website and social media channels.
 - Communicating opportunities to the full membership through Sports Engine via email and/or mailings.

4. Application for Board Service:

- MYHA members in good standing who are interested in board service will submit an application to the Board Governance Committee.¹
- Applications will include:
 - A statement of interest describing why the individual wishes to serve
 - A self-assessment of the applicant's skills, experience, and fit relative to the desired board member characteristics
 - Identification of the type of role the applicant is interested in (Officer, Hockey Vice President, At-Large Member)

¹ Note – in 2026, the Board Development Task Force, rather than the Governance Committee will fulfill these duties.

5. **Vetting and Recommendation of Candidates:**

The Board's Governance Committee will review all applications, vet and recommend candidates using a two-tiered approach:

- Tier 1: Officers and Hockey Vice Presidents
 - The Governance Committee will recommend a **slate** of Officers and Hockey Vice Presidents to the Board for approval.
 - Upon Board approval, the slate will be presented to the full membership at the annual meeting for final approval.
 - If the slate is NOT approved at the annual meeting, candidates will be voted on individually. Any candidate who does not receive a majority of eligible votes will not be elected. Within 30 days of the annual meeting, the Governance Committee will identify new candidates for any open role and conduct a vote of members in good standing.

- Tier 2: At-Large Board Members
 - The Task Force will compile a list of qualified At-Large candidates who reflect the desired mix of skills, experience, and perspectives.
 - At the annual meeting, the full membership will elect the number of At-Large members needed to fill vacant seats from the eligible candidate pool.

6. **Other Notes:**

- Current board members whose terms have not yet expired may, if willing, serve out their full terms.
- Officer terms should be staggered to ensure continuity and avoid simultaneous turnover.
- Board members may maintain non-hockey-related volunteer roles while serving on the board.
- The Governance Committee will recruit a Treasurer to serve in 2027 and should identify this individual early enough to allow for an appropriate transition and shadowing period with the current Treasurer.

7. **Timeline for 2026 Elections:**

- By March 9th
Board Development Task Force to present proposed slate of officers and hockey VPs at board meeting and list of current board members willing to serve as At-Large members on the new board. Need board approval to forward slate to membership for election in April annual meeting.

- By March 13^h
Share news of board restructure and opportunity to apply for any open seats on the board.

- March 27th
Deadline for submission of applications for board service – applications submitted to Carter/Vanessa for review by Board Development Task Force.

- By April 6th

Board Development Task Force to send to membership recommended slate of officers and hockey VPs and list of qualified At-Large candidates to the MYHA membership.

- April 13th
Planned date of 2026 Annual Meeting – election of board members and approval of proposed bylaw changes.