



**Call for Nominations to the Board of Directors  
Human Milk Banking Association of North America  
Submission Deadline: November 22, 2023**

The Human Milk Banking Association of North America (HMBANA) is accepting nominations and applications for the Board of Directors. While we encourage any stakeholder to apply, the organization has identified the following strategic, representation, and succession planning needs:

- Expertise in fund development, law, human resources, public relations, insurance, and/or health equity
- Diverse community representation

A public call is made for applicants to run for six (6) open positions on the Board:

- Directors representing a milk bank\* or directors from the community, not representing a milk bank
- President-Elect

**SUCCESSFUL CANDIDATE PROFILE**



*Willingness to serve for a two-year, renewable term with an average of five hours spent per month.*



*Board members will give annually at a level that is meaningful to them, including in-kind donations.*



*The average director meets every other month in addition to attending the annual conference and committee work.*

\* Bylaws require that milk bank representatives must be currently active in an official role with a fully accredited HMBANA milk bank that is in good standing with dues and accreditation and have at least two years' experience working either as directors, or other qualified and knowledgeable associates of an HMBANA milk bank. Must have support of chief executive/director of the milk bank. Only one representative per milk bank is eligible to serve on the board during the same time.

**Interested candidates should submit their information using this [form](#).**

HMBANA Board terms start January 1 each year. The HMBANA Board meets every other month, by 90-minute conference/video call. In-person board meetings are conducted annually and will require 2-3 days travel within North America.

Per US nonprofit regulations, HMBANA Board members serve as volunteers. Limited funds may be available for directors not affiliated with a milk bank to reimburse costs associated with attending HMBANA's annual in-person board meeting that is held in conjunction with the conference.

**Qualifications:**

- Disclosure of conflicts of interest and absence of conflicts with HMBANA mission such as individuals whose primary purpose is to develop, market, or sell products or services in service to infant formula, human milk substitutes, or for-profit milk banking as well as efforts that are detrimental to infant health, breastfeeding, or health equity.
- Willingness to serve in the capacity of Director for a two-year term, renewable for one additional term.
- Ability to attend a minimum of 75% of all board meetings.
- Ability to serve on at least one HMBANA committee, taskforce, or similar meaningful service.
- Enhance 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.

**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:**

- HMBANA's organizational focus includes nonprofit milk bank operations, advocacy, and leadership as the equity-focused North American voice for donor human milk access, use, research, and policy advancement.
- Infants from non-dominant cultures 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 cultures, requiring concerted effort to welcome equitable representation. The HMBANA Board of Directors seeks to include these under-represented voices in its leadership.

*Inquiries and questions should be directed to the HMBANA Nominations Committee  
[info@hmbana.org](mailto:info@hmbana.org)*