



Young Leaders Advisory Committee

Committee Mandate

1. PURPOSE

Planning for the future is very important to the success of any organization. The youth of today are the members, customers, and leaders of tomorrow. Holstein Canada believes that by involving and encouraging youth, the seeds will be sown for a healthy future in our dairy industry.

The key goals of the Young Leaders Advisory Committee include leadership development, education, and hands-on participation. The Committee will also provide young adults with knowledge and understanding of the programs and services available to assist in the profitable management of dairy herds. It will facilitate an understanding of the workings of Holstein Canada and help lay the groundwork for a progressive and relevant organization.

2. MANDATE

The Young Leader Advisory Committee (YLAC) will advise and help Holstein Canada staff in the development and implementation of their Young Leader Program. The YLAC will provide input to the Association and be a point of reference for the Board regarding all youth programs. They will also be active participants in the discussion, development, and decision-making of the Association's innovations.

Specific activities include:

- Monitor, make recommendations, and organize Young Leader activities
- Attend the Young Leader Convention Program
- Participate in coordinating or orienting youth programs (e.g. Western Canadian Classic, European Young Breeder School, etc.)
- Assist Holstein Canada staff in reaching out to Young Leaders (e.g. posting Facebook updates to Holstein Canada's Young Leader page)
- Recommend activities for Young Leaders that support Holstein Canada's organizational goals
- Give important feedback to Holstein Canada staff

3. CODE OF CONDUCT

Committee members must sign a copy of the Committee Member Code of Conduct on an annual basis and abide by all of the duties outlined within the Code of Conduct.

4. COMPOSITION

- i. Chairperson
The Chairperson (President) of the Young Leader Advisory Committee will be voted on annually by the Young Leaders Advisory Committee at the Young Leader Convention Program.
- ii. Co-Chairperson
The Co-Chairperson (Vice-President) of the Young Leader Advisory Committee will be voted on annually by the Young Leaders Advisory Committee at the Young Leader Convention Program

iii. **Membership**

The Committee shall consist of nine (9) members:

- Two (2) National Directors
- Seven (7) members following regional representation; two (2) members from Western Canada, one (1) member from Atlantic Canada, two (2) members from Ontario, and two (2) members from Québec

5. COMMITTEE MEMBER QUALIFICATIONS

In selecting members to the Committee, the HR Committee shall have regard to the following composition requirements:

- Must be between 21 and 35 years of age
- Familiar with Holstein Canada Services
- Come from a Holstein farming background
- Be passionate about the Holstein industry
- Act with integrity
- Visionary
- Possess good leadership and communication skills
- Credible
- Reliable
- Progressive
- Open-minded

6. TERM OF APPOINTMENT

- Three (3) year term
- Maximum two (2) terms
- Maximum 6 years lifetime

7. REMOVAL AND VACANCY

Any member of the Committee may be removed and replaced at any time by the Board. Subject to quorum requirements, if a vacancy exists on the Committee, the remaining members may exercise all its powers.

8. COMMITTEE TIME REQUIREMENTS

The Committee shall meet at least twice annually and more frequently as circumstances dictate. Each meeting shall be convened by the Chairperson.

- The YLAC will meet in-person annually during the Young Leader Convention
- The YLAC will meet in-person annually in the Fall
- The YLAC is expected to attend the Young Leader Convention and help and support throughout the Convention
- The YLAC is tasked with completing follow-up work from Convention, the Holstein Canada Board of Directors, and other related activities as required
- All YLAC to attend youth events and Holstein events in their area and Province (when possible). Promote the Young Leaders program by handing out information, talking to

youth about opportunities, and promote the program by speaking to groups when possible.

9. COMMITTEE PAPERS

Unless directed by the Committee Chairperson (President), the Committee Secretary shall distribute in advance of a meeting of the Committee an agenda and any related papers to each member of the Committee and the Chief Executive Officer.

10. COMMITTEE MINUTES

- The Committee Secretary shall prepare minutes of meetings and have them reviewed by the Committee Chairperson.
- Minutes of the meeting shall be approved at the next meeting of the Committee

11. REPORTING TO THE BOARD

Following a review of the minutes by the Chairperson and the Committee, minutes of each meeting shall be submitted to the Board for consideration of any actions or recommendations.

The Committee Chairperson or a Committee Designate must report to the Board after each Committee meeting concerning: (i) the actions and recommendations of the Committee and (ii) all matters relevant to the Committee's role and responsibilities.

12. COMPENSATION

Committee members will receive a per diem for attending virtual and in-person meetings in accordance with the Holstein Canada Per Diem guidelines set forth by the Board of Directors.