



Breed Improvement Committee

Committee Mandate

1. PURPOSE

The Breed Improvement Committee advises the Holstein Canada Board of Directors and management on matters relating to the development, evolution, and delivery of the Holstein breed strategy and breed improvement programs. The Committee plays a key role in ensuring that the vision for genetic improvement of the breed is well supported by a relevant, science-based, and progressive classification service that meets the needs of Canadian dairy producers.

2. MANDATE

The mandate of the Breed Improvement Committee is to advise the Board of Directors on matters related to breed improvement including:

- Develop and maintain a Holstein breed strategy document to ensure a shared, forward-looking vision across breed improvement services;
- Advise the Board and management on emerging trends, opportunities, and challenges impacting the Holstein breed and the relevance of breed improvement programs;
- Review and provide input on the strategic direction of breed improvement programs to ensure they supports the long-term vision for the Holstein breed;
- Support the continuous development of breed standards and conformation evaluation methods based on science, industry input, and changing production environments;
- Support collaboration with industry partners, breed improvement organizations, and research bodies;
- Serve as a conduit for member insight and ensure regional and practical perspectives are considered in program development;
- Review and advise on revisions to Holstein Canada's True Type Models and recommend approval to the Board of Directors to ensure alignment with the Holstein breed strategy.

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 of the Breed Improvement Committee will be appointed by the Board at the first regular meeting of the Board following the Annual General Meeting of Members.

ii. Membership

The committee shall consist of eight (8) members:

- Three (3) National Directors (one (1) of which will be Chairperson);
- Five (5) members following regional representation; one (1) member from Western Canada, one (1) member from Atlantic Canada, one (1) member from Ontario, one (1) member from Québec, and one (1) breeder at large.

iii. Experts and Advisors

The Committee, in performing its functions, may request independent experts and advisors as Specialist appointments as needed.

5. COMMITTEE MEMBER QUALIFICATIONS

Committee members should bring a strong understanding of Holstein genetics, conformation, classification, and herd management practices. Ideal members will demonstrate a broad interest in breed improvement and a commitment to the future of the Canadian Holstein and possess:

- Practical experience in dairy herd management, breeding programs, and classification;
- A strong understanding of Holstein Canada programs, particularly related to genetics, conformation, and breed development;
- The ability to think strategically and contribute to long-term planning for the advancement of the breed;
- An openness to innovation and evolving scientific principles that support breed and program progress;
- Respect for diverse viewpoints and a collaborative approach to discussion and decision-making.

6. TERM OF APPOINTMENT

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

**Note: Specialist appointments to be reviewed every two (2) years with no maximum number of terms.*

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 once annually and more frequently as circumstances dictate. Each meeting shall be convened by the Chairperson.

9. COMMITTEE PAPERS

Unless directed by the Committee Chairperson, 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.