



**APPLICATION  
PALA BOARD OF DIRECTORS  
Mar 1, 2026**

Pan-American Lacrosse Association (PALA) is the third Continental Federation (CF) formed under the auspices of World Lacrosse, the IOC recognized international governing body of lacrosse. As a Continental Federation, PALA's current membership includes 21 nations in the Americas and the Caribbean. PALA is a 501(c)3 non-profit organization incorporated in the state of Florida, USA.

PALA seeks to identify two qualified individuals interested in being considered for Board positions. Along with the experience and competencies required to specific roles, PALA seeks individuals who will contribute positively to the organization's operational and cultural development. Complete job descriptions

Candidate applications must be received by April 1. Applicants must be a National of, or reside within, a PALA Member nation to be considered for a Board position. Candidates for all positions must include the following in their candidate package:

- completed application (attached)
- conflict of interest disclosure statement, (attached)
- cover letter
- CV/resume relevant to the position and
- documentation from the national governing body from which the candidate resides that acknowledges the candidates intention to serve on PALA Board.
- All of information must be sent to [infopala@panamericanlacrosse.org](mailto:infopala@panamericanlacrosse.org) no later than 2/10/24 to be considered for inclusion on the ballot.

\_\_\_\_\_

First Name: \_\_\_\_\_ Last Name: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_

Zip code: \_\_\_\_\_ County/ Nation: \_\_\_\_\_

Mobile Phone: \_\_\_\_\_ email address: \_\_\_\_\_

Current Employer: \_\_\_\_\_ Current Position: \_\_\_\_\_

Nature of Business: \_\_\_\_\_

Name of Your Member Nation/ NGB: \_\_\_\_\_



**Please check off the position you seek to be considered for. Please select only one position:**

Board member

1. Have you ever served on a Board of Directors or as a Volunteer for other organizations before? If so, please provide the name of the organization and the position and length of term, you served and describe your experience.

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2. Please provide the role you serve/ have served in your PALA Member Nation/ NGB (check all that apply):

|   |  |   |
|---|--|---|
| <input type="checkbox"/> Board Member     | <input type="checkbox"/> Staff member    | <input type="checkbox"/> Executive Committee Member |
| <input type="checkbox"/> Founding Member  | <input type="checkbox"/> Event Volunteer | <input type="checkbox"/> Athlete Member             |
| <input type="checkbox"/> Committee Member | <input type="checkbox"/> Coach Member    | <input type="checkbox"/> Official/Referee Member    |
| <input type="checkbox"/> Treasurer        | <input type="checkbox"/> Other           |   |

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3. History of Lacrosse Involvement:

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4. Will you commit to participate in all regular meetings of the Board and membership, to the best of your ability?

yes  No

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5. Please briefly indicate your interests in serving as a PALA Board member and share the experiences and skills you will bring to the Board.

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6. Federal and State Agencies require us to ask if you have ever been convicted of a felony?

\_\_\_yes \_\_\_no

7. While PALA Board members are not nominated by or do not represent the member nation/NGB when serving on the PALA Board, PALA believes it is important that associated member nations / NGBs are made aware of applicants' interests in serving. Please provide confirmation that your Member nation/ NGB acknowledges your intention to serve on the PALA Board. Confirmation may come in the form of a letter, email or signed statement to the applicant that incorporates the following language:

***On behalf of the Board of \_\_ (NGB) \_\_\_\_\_, I'd like to acknowledge that \_\_\_\_\_ has expressed their intention to serve in a volunteer position on behalf of the Pan-American Lacrosse Association (PALA) and will be applying to be considered for a Board position in the upcoming PALA Board election.***

**Name** \_\_\_\_\_ **Date** \_\_\_\_\_

**Position** \_\_\_\_\_ **Organization** \_\_\_\_\_

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## **ALA CONFLICT OF INTEREST STATEMENT AND DISCLOSURES**

PALA is committed to sustaining an ethical organization free of conflicts of interest and perceived conflicts of interest. Each PALA Board and Committee Member has the responsibility to administer the affairs of PALA honestly and prudently, and to exercise their best care, skill, and judgment for the sole benefit of PALA. Those persons will exercise the utmost good faith in all transactions involved in their duties, and they will not use their positions PALA or knowledge gained therefrom for their personal benefit. The interests of the organization must be the first priority in all decisions and actions. PALA requires that any of its Board and Committee members recognize, attempt to avoid activities or investments that involve, might appear to involve, or could result in a potential conflict of interest.

This policy does not attempt to provide an exhaustive list of every possible circumstance that might give rise to a conflict of interest, but provides examples of situations or “transactions” where potential conflicts of interest often arise.

A “Conflict of Interest” or “Conflict” exists when a Board or Committee members activities interests, or relationships interfere with, influence, or have the potential to interfere with or influence his or her responsibilities on behalf of PALA or undermine the interests of the PALA. The activities and interests of a PALA Board or Committee member relatives and close associates must also be considered when evaluating whether a conflict of interest exists. Relatives and close associates include spouses/domestic partners, children, siblings, parents, in-laws, close friends, and business partners.

A “conflict of interest” as defined below, may be actual, potential, or perceived:

i. Actual Conflict of Interest

An actual conflict of interest exists when a member has an active relationship with a person or organization that may influence their decision making with PALA

ii. Potential Conflict of Interest

A potential conflict of interest exists when an actual conflict of interest has not yet been established, but there is reasonable cause to believe that a future event may create a conflict of interest

iii. Perceived Conflict of Interest

A perceived conflict of interest exists when a member does not have an active relationship with a person or organization, but it may appear to another individual that a connection between the two exists and has influenced a decision made by the member.

All PALA Board and Committee Members should disclose all relationships and activities which may give rise to an actual, potential, or perceived conflict of interest.

Disclosure of an actual, potential, or perceived conflict of interest does not necessarily prohibit involvement in the disclosed activity or with PALA. It is the continuing responsibility of each Member to scrutinize their transactions, outside business interests, and relationships for actual, potential, or perceived conflicts and to immediately make such disclosures.



All PALA Board and Committee Members must comply with the Conflicts of Interest Policy and proactively disclose actual or potential conflicts of interest as they arise. In addition, all members must annually sign a standardized disclosure form to disclose any actual, potential, or perceived conflicts of interest

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**CONFLICT OF INTEREST DISCLOSURE STATEMENT**

I, \_\_\_\_\_, am a Board member, Board candidate or committee member of PALA and I attest to the following:

- I have received the PALA Conflict of Interest Policy (the "Policy").
- I have read and understand the Policy.
- I agree to comply with the Policy.

Affiliated Persons include your family and other people or organizations close to you. Affiliated persons can include:

- Your spouse, domestic partner, child, mother, father, brother, sister, grandparent, cousin or other blood relative;
- Any corporation or organization of which you are a board member, an officer, a partner, participate in management or are employed by, or are, directly or indirectly, a debt holder or beneficial owner of any class of equity securities.

Please note all lacrosse and PALA community involvement. Please state the obvious – even if your involvement is widely known, be sure to note it here to be certain that any conflicts up front and easier to deal with.

- I own, operate or work at a business that is involved in our sport
- My family members or affiliated persons own, operate or work in a business that is involved in our sport
- I am actively participating in our sport as a competitor, official, coach or other type of participant
- My family member(s) or affiliated person(s) actively participate in our sport as a competitor, official, or other type of participant.

Other:

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I HERBY CONFIRM that my responses to the above questions are complete and correct to the best of my information and belief.

Sign Name \_\_\_\_\_

Date \_\_\_\_\_