

IED Procedure Manual

- 1) Membership
 - a) Formation of a new Iowa East District (hereinafter referred to as IED) group
 - i) A formation form is secured from the District website
 - ii) The form shall be completed, signed by Pastor and sent to the IED President
 - iii) The application is presented to the Board of Directors (hereinafter referred to as BOD) for confirmation
 - iv) Record forms will be sent to the group
 - v) Welcome letter will be sent to the group (A commemorative Certificate of membership is available upon request.
 - b) Dissolution of a group:
 - i) A group wishing to disband will notify the District president in writing
 - ii) In the event of a church closure, the associated group(s) will automatically be disbanded.
 - c) Formation of a new Zone
 - i) By mutual consent of all parties concerned, a petition shall be drawn up and sent to the BOD
 - ii) After consideration and approval by the BOD, the new Zone may be formed.
 - iii) The Zone concerned shall proceed to organize: call a meeting, elect officers, write bylaws and become an official Zone of the IED.
 - iv) The Zone shall conform to the LCMS circuit lines as nearly as possible.
- 2) Elected Officers (President, VP Christian Life, VP Communication, VP Gospel Outreach, VP Human Care, VP Organizational Resources, Financial Secretary, Recording Secretary, and Treasurer)
 - a) General Duties of all Elected Officers
 - i) May perform the duties of President in the absence of, or at the request of, the President
 - ii) Attend all Executive Committee and Board of Directors meetings
 - iii) Serve as department coordinator
 - iv) Encourage each member of the department to become familiar with applicable sections of the IED Procedures Manual
 - v) Plan for and preside at departmental meetings
 - vi) Review IED Procedures Manual each biennium (or more frequently at the request of the Vice President of Organizational Resources and Board of Directors) and make necessary changes
 - (1) Ensure departmental committees review applicable sections of the Procedures Manual and make necessary revisions
 - (2) Forward all changes to the VP of Organizational Resources
 - vii) Oversee Convention activities for the department
 - (1) Serve as liaison between the Board of Directors and departmental committees for convention assignments
 - (2) Ensure all departmental assignments for the convention are carried out by the committees as assigned by the President and Board of Directors
 - b) Duties Specific to the President
 - i) Preside at conventions of the IED and at all meetings of the Board of Directors and Executive Committee. Responsible for appointing departmental committees, appointed personnel and special committees with approval of the Board of Directors.

- ii) Encourage each officer (elected and appointed) to become familiar with all sections of the Bylaws and Procedure Manual pertaining to one's position
- iii) Set date and site for Board of Directors and Executive Committee meetings in consultation with Meeting Manager
- iv) Prepare official Call to Meeting and agenda for meetings
- v) Appoint all Departmental Committees and Appointed Personnel, with approval of Board of Directors
- vi) Prepare convention agenda
- vii) Receive notification from Zone presidents of new groups wanting membership
- viii) Receive notification from Zone presidents of groups wanting to disband
- c) Duties specific to VP of Christian Life (The Christian Life Department may include the Christian Life Committee. Other committees may be added as appointed by the President and approved by Board of Directors.
 - i) Encourage IED members to submit original program resource materials, receive materials and submit to IED Pastoral Counselors for approval, and see that the resources are available for IED usage
 - ii) Oversee all activities of the Christian Life Committee
 - (1) Review all materials and promote all LWML resources being published by committees
 - (2) Publish information to Zones and groups in the IED *Alive*
 - (3) Oversee LWML store
- d) Duties specific to VP of Communications (The Communication Department may include the Archivist-Historian, Public Relations Director, Newsletter Editor, and Webmaster. Any other positions may be added as appointed by the President and approved by the Board of Directors.)
 - i) Oversee all the activities of the Archivist-Historian
 - (1) Appointed by the President, with approval of the Board of Directors, for a term of two (2) years and may be reappointed
 - (2) Keep a record of all pertinent items and happenings of IED
 - (3) Submit a biennial report to the IDE LCMS Archives, IED President, and LWML Archives
 - (4) Attend Board of Directors meeting serving in an advisory capacity
 - ii) Oversee all activities of the Public Relations Director
 - (1) Appointed by the President, with approval of the Board of Directors, for a term of four (4) years, serving the last two (2) years as Newsletter Editor; assuming duties in January of the next even numbered year
 - (2) Attend Board of Director meetings in an advisory capacity
 - (3) Assist the Newsletter Editor in preparing the IED *Alive* newsletter
 - (4) Send occasional articles concerning LWML, i.e., conventions, rallies, etc., to the IDE LCMS Newsletter and appropriate LCMS and secular publications
 - (5) Prepare LWML displays in IED as needed
 - (6) Publicize LWML news within IED
 - (7) Serve as a link between group, Zone and national public relations committees
 - (8) Arrange radio/television interviews and coverage at the discretion of the BOD and/or District President

- iii) Oversee all activities of the Newsletter Editor
 - (1) Create and distribute yearly outline including selecting the themes for each issue
 - (2) Attend BOD meetings as a reporter
 - (3) Prepare reports for BOD meetings
 - (4) Member of IED Convention Steering Committee
 - (5) Take calls and answer emails when questions arise
 - (6) Prepare four issues of the *Alive* each year
 - (a) Send reminder email a week ahead of news deadline to the BOD to make sure everyone that needs to contribute knows and remembers
 - (b) Compile all news submitted and ask for missing information to be submitted
 - (c) Proof all material and send along to the President, VP of Communication and Assistant Newsletter Editor to proof as well
 - (d) Ask for help from the Assistant Editor as needed
 - (e) Create issue outline and submit to Print Express with all materials
 - (f) Work with Print Express to review proofs
 - (g) Send proof out to President, Financial Secretary, Pastoral Counselors, VP of Communication and Assistant Editor for final proof and review
 - (h) Make final edits with Print Express and send to print
- iv) Oversee all activities of Webmaster
 - (1) Appointed by President, with approval of the Board of Directors, in even numbered years for a term of two (2) years and may be reappointed
 - (2) Maintain the Facebook page and IED website
- v) Oversee Technology/Communication committee
- vi) Conduct all the official correspondence of the IED, subject to the approval of the President
- e) Duties specific to Vice President of Human Care (The Human Care Department includes Human Care committee. Other committees may be added as appointed by the President and approved by Board of Directors.)
 - i) Encourage participation in mission service activities and maintain a list of mission opportunities
 - ii) Oversee Human Care committee
- f) Duties specific to Vice President of Gospel Outreach (The Gospel Outreach Department may include Mission Grants Committee, Student Aid Committee, and Endowment Fund Committee. Other committees may be added as appointed by the President and approved by Board of Directors.)
 - i) Oversee Mission Grants committee
 - (1) Forward mission grants proposals to committee at least (2) months prior to Mission Grants selection meeting
 - (2) Encourage production of materials and programs to raise awareness of mission grants and the need for uplifting these programs with prayer and mite offerings
 - (3) Review and approve all products/programs
 - ii) Oversee Student Aid Committee
 - iii) Oversee Endowment Fund Committee

- g) Duties specific to Vice President of Organizational Resources (The Organizational Resources Department may include Structure Committee and Member Development)
 - i) Vacancy President
 - (1) In the event of any emergency or unexpected vacancy in the office of the President, fill the temporary vacancy until the President is able to resume her duties or until the Board of Directors meets to elect a new President
 - ii) Oversee activities of Structure Committee
 - (1) Become familiar with the IED Bylaws
 - (2) Submit IED Bylaws changes proposed by the committee to the Executive Committee (hereinafter referred to as EC) and BOD
 - (3) Keep up-to-date on all proposed changes in Zone bylaws
 - (4) Proofread IED bylaws before publishing and distribution
 - iii) Oversee Member Development committee
 - (1) Encourage committee members to develop resources for seeking, developing and supporting all women to participate in LWML
 - (2) Encourage use of the LWML website
 - (3) Assist the committee in promoting and gathering applications for Young Women Representatives (hereinafter referred to as YWR) at LWML and IED conventions
 - (4) Assist committee with special programming for YWRs at Convention
 - iv) Submit proposed amendments of the IED Bylaws to the BOD for approval
 - v) Submit approved proposed amendments to LWML Structure Committee for review and suggestions
 - vi) Present proposed amendments to BOD and delegates at biannual convention
 - vii) Make copies of current IED Bylaws available to all groups
 - viii) Maintain a file of the current Zone Bylaws for each Zone in IED
 - ix) Maintain Procedures Manual
- h) Duties specific to Financial Secretary
 - i) Collect, count and deposit all money received for IED. Remittance shall be accompanied by vouchers supplied by Financial Secretary to each group treasurer.
 - ii) Report donors and honorees for all memorials twice yearly in the IED *Alive*
 - iii) Send an acknowledgement to the sender, or family involved, of all memorial contributions received by the IED
 - iv) Have the books reviewed prior to Convention by a competent person(s) approved by the BOD
 - v) Maintain authorized user status of accounts with financial institution to sign checks in case of an emergency.
- i) Duties specific to Recording Secretary
 - i) Record and distribute minutes of EC, Convention and BOD meetings. These minutes will be reviewed by two (2) BOD members, appointed by President.
 - ii) Compile BOD reports prior to the meetings and provide to webmaster to post on secure website.
 - iii) Receive credentials of certified delegates and alternates prior to convention

- iv) Record and submit any changes to Convention Registrar.
- j) Duties specific to Treasurer
 - i) Be authorized to sign checks in an emergency
 - ii) Review and prepare budget
- k) Pastoral Counselors
- 3) Departmental Committees (The Departmental committees may include Structure, Christian Life, Endowment Fund, Human Care, Member Development, Mission Grants, Student Aid, and Technology/Communication)
 - a) Structure Committee
 - i) Zone President appointed for a term of one (1) year by the President, with the approval of the BOD. The Pastoral Counselors shall serve in an advisory capacity
 - ii) Receive and examine all Zones' proposed Bylaw amendments and approve those not in conflict with the object and polices of IED
 - iii) Examine IED Bylaws biennially, in the odd numbered years, and prepare proposed amendments for submission to the membership after approval by the BOD and LWML Structure Committee
 - b) Christian Life Committee
 - i) Three members whose three (3) year appointments shall be staggered
 - ii) Each member of the committee shall serve as chairman in her third year
 - iii) A new member will be appointed in the fall by the President, with the approval of the BOD. This appointment will take effect the following January.
 - iv) Attend BOD meeting in advisory capacity
 - v) Encourage and assist in training of individuals as kingdom workers through its chief object mission inspiration, mission education, and mission service
 - vi) Encourage and promote participation in Christian Life activities at the strict, zone and group level
 - vii) Promote the use of variety of media
 - viii) Promote the use of skits, retreats, programs, and other written materials created and published by the LWML or those approved by the Pastoral Counselors
 - ix) In charge of the LWML store: inventory and sales of merchandise during various district functions
 - c) Endowment Fund Committee
 - i) Three (3) Zone Presidents: two which are members of the Student Aid Committee. All appointed for a one (1) year term by the President with the approval of the BOD
 - ii) Meet quarterly as needed, or at least once a year
 - iii) Receive, account for, and invest gifts, bequests, and contributions from individuals, firms, or corporations, in money, securities, or in other forms of property in accordance with the "Prudent Man Rule"
 - iv) Rely on the advice of the LCMS Foundation's Gift Planning Counselor and his/her staff as to the acceptability of gifts
 - v) Ensure receipts are sent to donors as soon as possible using IRS approved wording
 - d) Human Care Committee

- i) Two (2) Zone Presidents appointed for a term of one year by the President and approved by BOD
- ii) Research, suggest and promote Human Care projects for the District, Zone and groups including ingathering projects during various functions
- iii) Assist in preparation of a Human Care display for the convention
- e) Member Development Committee
 - i) Three (3) members whose three (3) year appointments shall be staggered
 - ii) Each member of the committee shall serve as chairman in her third year. Appointments shall take effect the following January.
 - iii) A new member will be appointed each fall by the President with the approval of the BOD
 - iv) Develop and distribute Member Development information to groups, encouraging them in the continued use of programs to improve group functioning and enhance leader development
 - v) Encourage and receive applications from YWRs for the IED and LWML conventions
 - vi) Review and make recommendation to BOD on applications accepted for the IED and LWML conventions
 - vii) Put together special programing for the YWRs attending the IED convention
 - viii) Assist the YWRs at the IED and LWML conventions
 - ix) Conduct seminars and training sessions at the District, Zone and group level as requested
- f) Mission Grants Committee
 - i) Two (2) Zone Presidents appointed for a term of one (1) year by the President, with the approval of BOD
 - ii) Establish guidelines for mission grant proposals
 - iii) Grant proposals shall be sent to the VP of Gospel Outreach, following the Mission Grants Committee guidelines
 - iv) Mission Grants Committee chairman shall send a copy of each grant proposal to the President, the two (2) members of the Mission Grants Committee and the two (2) Pastoral Counselors at least two (2) weeks before the committee meets
 - v) Send Qualified grant proposals accepted by the committee to the IDE LCMS President for his signature
 - vi) The qualified grant proposals shall then be presented to the BOD for discussion and approval
 - vii) The grant proposals accepted by the BOD, with the approval of the IDE LCMS Office, shall be published prior to the IED Convention in the IED newsletter and also in the IDE LCMS publication
 - viii) Prepare mission grant ballots for the IED convention
 - ix) Individuals or organizations receiving funds allocated at the IED Biennial Convention may not appear on the ballot at an ensuing convention for identical proposals. This restriction shall not apply to ongoing Student Aid grants
- g) Student Aid Committee
 - i) Two (2) Zone presidents appointed for a term of one (1) year by the President, with the approval of the BOD

- ii) Establish guidelines for the Student Aid requests with the approval of the BOD
- iii) Receive, review and recommend requests for tuition assistance
- iv) Oversee the disbursements of scholarship funds and correspond with recipients
- h) Technology/ Communications Committee
- 4) Appointed Personnel (The appointed personnel may include members of Communication Department, Parliamentarian, Speakers Bureau Coordinator, Short-term Mission Coordinator, Heart-to-Heart Coordinator, Retreat Chairman or Co-Chairman, Meeting Manager and District Registrar)
 - a) General Requirements
 - i) Member of LWML
 - ii) Become familiar with all sections of the Bylaws pertaining to one's position
 - iii) Appointed by the President to a term of two (2) years and eligible for reappointment
 - iv) Attend meetings as advisory member
 - v) Responsible to the President
 - b) Duties Specific to Parliamentarian
 - i) Advise the presiding officer in responding to points of order and parliamentary inquiries.
 - ii) Generally provide advice on conducting the meeting according to the rules – Bylaws and Robert's Rules of Order Newly Revised.
 - iii) Track speaking time during convention when such is specified and limited.
 - c) Duties Specific to Speakers Bureau Coordinator
 - i) Promote mission education
 - ii) Submit proposed speakers to one of the Pastoral Counselors for approval
 - iii) Maintain an approved list of speakers available for rally/workshop/retreat presentations
 - d) Duties Specific to Short-Term Mission Coordinator
 - e) Duties Specific to Heart-to-Heart Coordinator
 - f) Duties Specific to Retreat Chairman and Co-Chairman
 - i) Surplus funds from Fall Retreat will be placed in IED Mites
 - g) Duties specific to Meeting Manager
 - i) Update BOD roster quarterly
 - ii) Create and/or proofread Call to Meeting and send out one month in advance
 - iii) Record attendance at BOD meetings. Ensure absent members send an elected member from their zone for voting. Ensure the alternate voting member has access to all pre-meeting materials.
 - iv) Send emails to the BOD as directed from the President
 - v) Maintain accurate name plaque cards - color coded for voting
 - vi) Help prepare meeting space as needed
 - vii) Assist President during BOD meetings. Ex: make copies
 - viii) Prepare a report for BOD meetings
 - ix) Receive Zone Gathering information from the Zone Presidents and compile for the President
 - x) Create and maintain master directory of all IED Board of Directors, Departmental Committees, Appointed Personnel for internal use
 - xi) Distribute for signature the Code of Ethics and Conflict of Interest and Confidentiality Agreement forms to all those involved in the BOD

- h) Duties Specific to District Registrar
 - i) Send membership application blanks when requested and membership certificates upon approval
 - ii) Maintain a complete list of group record forms and a mailing list for the *Lutheran Woman Quarterly* and the IED newsletter
 - iii) Distribute record forms for the group membership file and to each group to be returned to:
 1. IED President, 2. IED Vice President of Communication, 3. IED Financial Secretary 4. Zone President
- 5) Standing Rules
 - a) Societies are requested to send the names of any local or IED speakers to the Speakers Bureau Coordinator.
 - b) At IED Conventions, to conserve time, the following may be done: shorten the opening devotional service, allot a definite time to the speakers, print the reports of all IED officers and committees in the convention manual, and dispense with the reading of same.
 - c) There may be two (2) offerings at the IED Convention.
 - d) Delegates to the LWML convention shall be invited to report to each society or combination of societies within the zone.
 - e) The main purpose of missionary speakers shall be to furnish knowledge and inspiration for mission activities rather than to promote immediate contributions.
 - f) The BOD will not hear requests for funds or grant promotions at Board meetings.
 - g) Mileage shall be reimbursed at a rate to be determined yearly by the BOD at the first meeting of each calendar year
 - h) It is recommended that candidates for the office of President should have previously served as an elected officer of the BOD.
 - i) Zones shall conduct two (2) rallies annually for the purpose of mission inspiration and education.
 - j) It is recommended that, if possible, a representative of the BOD attend zone rallies. The President and/or any other representative from the BOD shall receive reimbursement for mileage and meal, if not otherwise provided.
 - k) The IED shall assist the zones in paying the expenses of zone delegates to the LWML convention, if necessary.
 - l) IED Conventions shall be hosted by the zones in alphabetical order.
 - m) It is recommended that anyone desiring to bring any business or resolution before a convention shall submit it in writing to the President at least two (2) weeks prior to the convention.
 - n) The BOD shall be fiscally responsible in the stewardship of all BOD mite contributions and gifts.
 - o) An outreach and inreach budget shall be adopted at the IED Convention for the next biennium.
 - p) Societies that become inactive shall be given two (2) subscriptions to the *Lutheran Woman's Quarterly* and the *IED Alive* newsletters from IED.
 - q) In honor of ladies receiving their Crown of Life who have served as the President of IED, a memorial of fifty dollars (\$50.00) will be sent to the Endowment Fund.
 - r) The first offering at each IED convention shall be for IED mission grants. Amended June 2020

- s) IED and Zone Expenses for Conventions: Zone expense is 1. Song leader-registration covers expenses, honorarium – amount set by host zone. 2. Electronic support – registration covers expenses, honorarium – amount set by host zone. 3. Convention manual – registration covers expense. IED expense is 4. Keynote speaker – IED covers expenses and honorarium - \$100-200. 5. LWML Representative. – IED covers expenses and honorarium - \$100. 6. Interest Session leaders – IED covers expenses and honorarium - \$50. 7. Parliamentarian – IED covers expenses and honorarium - \$50-100.
- t) Thrivent Choice Dollars will be designated for the Endowment Fund.
- u) All past District Presidents of the IED will have their IED Convention registrations paid for by the IED for their lifetime.