



State Officer Handbook

2025-2026



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2025-26 Important Dates

COLLEGIATE	
EVENT	DATE
Application Deadline	January 30 at 5 PM
All Campaign Materials Deadline	February 13 at 5 PM
Officer Candidate Screenings	February 20
Collegiate State Leadership Conference	February 27 - March 1
Collegiate Officer Candidate Briefing	February 27
Collegiate Campaign Rally	February 27
Collegiate Campaign Booths Open	February 28
Elected Officer Orientation	March 8

HIGH SCHOOL	
EVENT	DATE
Application Deadline	February 20 at 5 PM
Officer Candidate Test Deadline	March 10 at 5 PM
Campaign Booth Materials & Speeches Deadline	March 10 at 5 PM
Officer Candidate Screenings	March 13 OR March 18
High School State Leadership Conference	March 30 - April 1
High School Officer Candidate Briefing	March 30
High School Opening Session and Campaign Rally	March 30
High School Campaign Booths Open	March 31
Elected Officer Orientation	April 13

Who is an Officer?

Being an Iowa FBLA Officer is a privilege afforded for only those members deserving of the experience. Being an Officer is not about being seen in the public eye or about gaining extra recognition but instead about serving the 2,400+ members of our organization. Being an Officer requires a great deal of work, effort, and sacrifices. In return, officers will be greatly rewarded by discovering an experience unmatched by any other. Officers also have the privilege of receiving many opportunities, training, and experiences that will last a lifetime. Iowa FBLA Officers serve as ambassadors for the association and for the state of Iowa. They also serve as representatives of their families, schools, and communities.

Officer Standards & Competencies

Iowa FBLA has highlighted five key traits or standards that enhance the role of a state officer. As leaders, we embody five of these standards, each manifesting in unique strengths. By cultivating these five areas within yourself, you can significantly enhance your ability to serve as an officer. Below is a list of each standard, a short description, and the competencies within the standard.

1. **Communication** - The process of exchanging information, ideas, thoughts, or feelings between individuals or groups through various methods such as speaking, writing, gestures, or other forms of media. Effective communication involves clear articulation, active listening, and mutual understanding to achieve a shared meaning.
 - 1.1. Nonverbal Communication
 - 1.2. Listening Skills
 - 1.3. Written Communication
 - 1.4. Presentation Skills
 - 1.5. Conversation Skills
2. **Team Player** - An individual who actively contributes to the success of a group by collaborating effectively with others, demonstrating reliability, showing respect for diverse perspectives, and prioritizing the team's collective goals over personal interests. Demonstrates the ability to see the big picture, break large projects into smaller tasks, appropriately prioritize multiple demands, and use time management and organizational tools to produce quality results by identified deadlines.
 - 2.1. Work in Teams
 - 2.2. Acceptance of Differing Viewpoints
 - 2.3. Team Before Self
 - 2.4. Commitment to FBLA
 - 2.5. Time Management & Planning
 - 2.6. Prioritization/Initiative
3. **Areas of Knowledge** - Demonstrates the ability to articulate the interconnected nature of business, management, leadership, and entrepreneurship issues, as well as the key concepts and current trends in business education and FBLA. (e.g., business knowledge, FBLA knowledge, and understanding of the CTE education and business education systems) Demonstrates the ability to seek solutions and resources when finding information. (e.g., solve problems, think critically, and conduct research)
 - 3.1. Business
 - 3.2. FBLA
 - 3.3. Business & Career and Technical Education

- 3.4. Solving Problems/Critical Thinking
- 3.5. Conducting Research/Lifelong Learning
- 4. **Character** - The set of moral and ethical qualities that define an individual's actions, decisions, and behaviors. Character encompasses traits such as honesty, integrity, responsibility, and compassion, reflecting a person's commitment to doing what is right and adhering to principles of fairness and respect.
 - 4.1. Reliability/Integrity/Trustworthiness
 - 4.2. Adaptability/Flexibility
 - 4.3. Positive Attitude
 - 4.4. Sincerity/Compassion
 - 4.5. Maturity
 - 4.6. Work Ethic
- 5. **Influence** - The capacity to affect the behavior, development, decisions, or perceptions of others. Influence can be exerted through various means such as communication, example, persuasion, or authority, and it plays a critical role in shaping outcomes and driving change in personal, professional, and societal contexts.
 - 5.1. Mentors & Coaches
 - 5.2. Member Representation
 - 5.3. Self-confidence
 - 5.4. Energetic
 - 5.5. Commitment to Service

Non-Discrimination Policy:

It is the policy of the Iowa Future Business Leaders of America not to discriminate on the basis of race, creed, color, sexual orientation, gender identity, national origin, sex, disability, religion, age, political party affiliation, or actual or potential parental, family or marital status in its programs, activities, or employment practices as required by the Iowa Code sections 216.9 and 256.10(2), Titles VI and VII of the Civil Rights Act of 1964 (42 U.S.C. § 2000d and 2000e), the Equal Pay Act of 1973 (29 U.S.C. § 206, et seq.), Title IX (Educational Amendments, 20 U.S.C. §§ 1681 – 1688), Section 504 (Rehabilitation Act of 1973, 29 U.S.C. § 794), and the Americans with Disabilities Act (42 U.S.C. § 12101, et seq.). If you have questions or complaints related to compliance with this policy by Iowa Future Business Leaders of America, please contact Kent Seuferer, Executive Director, the Iowa Civil Rights Commission, Grimes State Office Building, 400 E. 14th St, Des Moines, IA 50319-0201, telephone number, 515-281-4121, FAX number: 515-242-5840, email: icrc@iowa.gov, or the Director of the Office for Civil Rights, U.S. Department of Education, Citigroup Center, 500 W. Madison Street, Suite 1475, Chicago, IL 60661-4544, telephone number: 312-730-1560, FAX number: 312-730-1576, TDD number: 877-521-2172, email: OCR.Chicago@ed.gov. Additionally, you may contact the legal counsel for the Iowa Department of Education, Grimes State Office Building, 400 E. 14th Street, Des Moines, IA 50319-0146, telephone number: 515-281-5295.

Position Responsibilities

FBLA High School Officer Roles

In addition to the below listed responsibilities, all officers will:

- Perform duties for the promotion and development of local, district, state and national FBLA
- Perform other duties as directed by the president or state adviser
- Embody the [standards and competencies](#) that enhance the role of the state officer

President	<ul style="list-style-type: none"> • Presides at officer meetings and official business meetings • Appoints appropriately needed committees and committee chairpersons • Maintains close communication with the state adviser and other division presidents • Ensures that the tasks required to accomplish the program of work are being performed in a timely manner by the officer team • Serves a one year term on the Iowa FBLA Board as a non voting ex-officio member
Secretary	<ul style="list-style-type: none"> • Take minutes at all official state meetings • Take minutes at all State Officer meetings • Assist in the creation of newsletters & scrapbooks • Assist with other State Officer initiatives and programs
Treasurer	<ul style="list-style-type: none"> • Serve as a member on the Budget Committee • Updates chapters on State Officer expenditures • Approve all State Officer expense reports to be paid by the state association • Assist with other State Officer initiatives and programs
District 1 Vice President	<ul style="list-style-type: none"> • Presides at meetings in absence of the president and would assume that position if it became vacant (2026-27 year only and then every six years) • Responsible for communications with all chapters in district • Assists with planning activities and district leadership conference in specified district • Assists State President with meetings
District 2 Vice President	<ul style="list-style-type: none"> • Presides at meetings in absence of the president and would assume that position if it became vacant (2027-28 year only and then every six years) • Responsible for communications with all chapters in district • Assists with planning activities and district leadership conference in specified district • Assists State President with meetings
District 3 Vice President	<ul style="list-style-type: none"> • Presides at meetings in absence of the president and would assume that position if it became vacant (2028-29 year only and then every six years) • Responsible for communications with all chapters in district • Assists with planning activities and district leadership conference in specified district • Assists State President with meetings
District 4 Vice President	<ul style="list-style-type: none"> • Presides at meetings in absence of the president and would assume that position if it became vacant (2029-30 year only and then every six years) • Responsible for communications with all chapters in district • Assists with planning activities and district leadership conference in specified district • Assists State President with meetings

District 5 Vice President	<ul style="list-style-type: none"> ● Presides at meetings in absence of the president and would assume that position if it became vacant (2030-31 year only and then every six years) ● Responsible for communications with all chapters in district ● Assists with planning activities and district leadership conference in specified district ● Assists State President with meetings
District 6 Vice President	<ul style="list-style-type: none"> ● Presides at meetings in absence of the president and would assume that position if it became vacant (2025-26 year only and then every six years) ● Responsible for communications with all chapters in district ● Assists with planning activities and district leadership conference in specified district ● Assists State President with meetings

FBLA Collegiate Officer Roles

In addition to the below listed responsibilities, all officers will:

- Perform duties for the promotion and development of local, district, state and national FBLA
- Perform other duties as directed by the president or state adviser
- Embody the [standards and competencies](#) that enhance the role of the state officer

President	<ul style="list-style-type: none"> ● Presides at officer meetings and official business meetings ● Appoints appropriately needed committees and committee chairpersons ● Maintains close communication with the state adviser and other division presidents ● Ensures that the tasks required to accomplish the program of work are being performed in a timely manner by the officer team ● Serves a one year term on the Iowa FBLA Board as a non voting ex-officio member
Executive Vice President	<ul style="list-style-type: none"> ● Presides at meetings in the absence of the president and would assume that position if it became vacant ● Assists the President with meetings and meeting preparation ● Assists other Vice Presidents with completion of projects and assignments
Vice President of Communication	<ul style="list-style-type: none"> ● Records the minutes of the officer meetings and official business meetings ● Keeps an accurate record of business brought before the voting delegates at the State Leadership Conference ● Leads the team in creation of communication materials, including but not limited to: social media, newsletter, and website content
Vice President of Membership	<ul style="list-style-type: none"> ● Keeps an accurate record of membership across local chapters in the state ● Assist with recruitment and retention efforts for collegiate chapters, both on-campus and direct ● Promotes the national membership programs to chapters
Vice President of Financial Development	<ul style="list-style-type: none"> ● Updates membership on state officer expenditures ● Assists state president with organizing state scholarship canvassing ● Works with businesses and the state staff to promote and foster sponsorship and scholarships

Officer Behavior

State Officers serve as ambassadors for Iowa FBLA and their conduct and demeanor are critical to the reputation, visibility, and success of the state chapter. Officers are expected to abide by the Code of Conduct, as well as the official Code of Ethics and Dress Code, which apply to all members of the association. State Officers and candidates should be fully familiar with these codes and should strive not only to meet their standards, but also to serve as role models in their implementation.

FBLA Code of Ethics

The Code of Ethics is a standard of conduct that should be ascribed to by all FBLA members and advisers. As role models, District and State Officers and candidates for District and State Office must conduct themselves according to the Code of Ethics at all times.

- I will be honest and sincere.
- I will approach each task with confidence in my ability to perform my work at a high standard.
- I will willingly accept responsibilities and duties.
- I will seek to profit by my mistakes and to take suggestions and criticisms directed toward the improvement of myself and my work.
- I will abide by the rules and regulations of my school.
- I will exercise initiative and responsibility, and will cooperate with my employer and fellow workers.
- I will dress and act in a manner that will bring respect to me and to my school.
- I will seek to improve my community by contributing my efforts and my resources to worthwhile projects.

National Officer Candidate Information

Individuals interested in becoming a national officer candidate must also follow the same procedures as state officer candidates and meet the qualifications as running for State President. The candidate will be voted on just as all state officer positions and the winning candidate will receive the endorsement of Iowa and the signature of the State Adviser for their national candidate submission materials. All state campaign guidelines must be followed during the officer's campaign, with the exception of the candidate speech.

State President candidates are ineligible to apply for a national office position.

Candidates can run for state office (besides State President) and for the endorsement to apply for national office at the same time.

All candidates interested in running for National office are eligible and encouraged to attend a workshop series that will take place between the application deadline and the SLC. In this series, candidates can gain coaching and guidance on general campaign support. All candidates who apply for National office will receive the same coaching. No candidate will be given an unfair advantage or additional support over another.

After the conclusion of the State Leadership Conference, the selected national officer candidate must meet with the State Adviser and State Officer Coach within two weeks of the conference. During this meeting, the following items will be discussed: candidate speech, campaign materials, state staff support, regular meetings ahead of the NLC, and candidate and campaign preparation for NLC.

Please note that all of the candidate's campaign materials must first be approved by the state officer prior to submission to National FBLA.

State Officer Financial Benefits

State Officer Uniform

Each Iowa FBLA State Officer will be required to have the state officer uniform. Several items for the uniform are provided, but certain items are the responsibility of the officer.

Provided	Officer Responsibility
Official FBLA Blazer*	Dress Shoes or Heels
FBLA Neck Tie*	State Officer Dress, if applicable
FBLA Polo	White Shirt, if applicable
Name Tag	Belt, if applicable
FBLA Blazer Patch*	Dress Pants, if applicable

*Must be returned at the end of term

Officer Reimbursement

The following items may be eligible for reimbursement/additional support:

- \$25 awarded to help cover parts of the uniform that are not already provided
- Reimbursement for travel to in-person chapter visits

The following items are not eligible for reimbursement:

- Career Specific Events, State Officer Training, Media Days. - Part of being a state officer is being supported by your adviser, school, and/or parents. Please reference the adviser's role of having a state officer for more information.

Officer Resignation

If an officer resigns before their term is complete, they will be responsible for reimbursing the association for all costs incurred during the officers period. Costs can include, but not limited to: officer uniforms, complimentary conference registration(s), hotel stays, and meals consumed during events. See the financial benefits section for more information.

Conferences and Events

The state office will give the following benefits to the state officer, local chapter adviser, and chaperone. A chaperone is a high school/middle school adviser. Please see [Adviser's Role](#) for more information. A check mark indicates that the state association will cover the costs for that item at the event. This list is not all-inclusive and is subject to change.

High School Financial Benefits - Conferences						
Event	Waived Costs	Registration	Meals	Lodging (Officer)	Lodging (Adviser)	Mileage
State Officer Orientation	\$145	✓	✓	✓	X	X
State Officer Training	\$215	✓	✓	✓	X	X
NLC	\$25	X	1-2 meals with Officer Team	X	X	X
CSE	\$65	50% Discount	X	X	X	X
SFLC	\$320	✓	✓	✓	X	X
NFLC	\$0	X	X	X	X	X
DLC	\$25	✓	✓	X	X	X
SLC Prep Day	\$120	✓	✓	✓	X	X
SLC	\$505	✓	✓	✓	X	X

*All lodging will be at dual occupancy for adults and up to quad occupancy for state officers

Collegiate Financial Benefits - Conferences					
Event	Waived Costs	Registration	Meals	Lodging (Officer)	Mileage
State Officer Training	\$215	✓	✓	✓	X
NLC	\$225	✓	1 meal with Officer Team	X	X
Career Connections Conference	\$25	X	1-2 meals with Officer Team	X	X
SLC Prep Day	\$120	✓	✓	X	X
SLC	\$385	✓	✓	✓	X

*All lodging will be at dual or quad occupancy for state officers

Calendar of Events

FBLA state officers have specific expectations and responsibilities while they are in office. **This list is not all-inclusive.** Events may come up throughout the year not on this list that officers will be expected to attend. The following events require a state officer and chaperone (High School) to attend. Failure to attend required events can result in removal from office.

High School Conferences & Events (2025-26)		
Event	Date, Location	Attendance
State Officer Orientation	April 13, 2025 TBD	Required
State Officer Foundations - Training Part I	June 9-10, 2025 Des Moines, IA	Required
State Officer Summit - Training Part II	August 2025 TBD	Required
National Leadership Conference	June 29 - July 2, 2025 Anaheim, CA	Recommended
State Fall Leadership Conference	October 26-27, 2025 Des Moines, IA	Required
National Fall Leadership Conference	TBA 2025 City TBA	Optional
Career Specific Events	TBA 2025 Locations Assigned	Recommended
District Leadership Conference	Dec 2025 - Jan 2026 Locations Assigned	Required
State Leadership Conference Planning Day Day at the Capitol Event	February 2026 Des Moines, IA	Required
State Leadership Conference	March 29-31, 2026 Cedar Rapids, IA	Required

Collegiate Conferences & Events (2025-26)		
Event	Date, Location	Attendance
State Officer Orientation	March 8, 2025 TBD	Required
State Officer Foundations - Training Part I	April 12, 2025 TBD	Required
State Officer Summit - Training Part II	June 2025 TBD	Required
National Leadership Conference	June 2025 Dallas, TX	Recommended
Career Connections Conference	October/November 2025 TBA	Recommended
State Leadership Conference Planning Day	January 2026 Des Moines, IA	Required
State Leadership Conference	February 2026 Des Moines, IA	Required

*Dates listed are when officers will be on site to prepare and participate in the event.

High School State Officer Campaign Guidelines

Candidate Eligibility

A chapter may nominate only **two candidates** for an elected state office. More than two candidates from the same chapter will not be permitted. It is the policy of Iowa FBLA that current Iowa FBLA State Officers may not endorse any candidate other than themselves running for any office, nor may you use any statement that could be inferred as an endorsement by a current Iowa FBLA State Officer.

Candidate Requirements

To be eligible to run for state office, applicants must meet the following requirements:

- Must be a current freshman, sophomore or junior who is currently listed in FBLA paid membership.
- Must have met a minimum score on the State Officer Candidate test with a qualifying score of 75% or higher.
- Submit an application with all required documents and attachments by the due date.

Application

All candidates must submit an application to Iowa FBLA. Applications must be submitted by the deadline set in the State Officer Handbook. At the time of application, an officer must select the position they wish to apply for. Candidates may not apply for multiple positions or switch the position they are applying for after submitting the application. If a position does not have any applicants at the stated deadline, the position will be opened by State Staff after the State Leadership Conference.

Candidate Qualifier

All applicants must pass a State Officer Candidate test with a score of 75% or higher. This will be an objective test on the essential information about Iowa FBLA and the national organization (rather than some of the trivial information that is necessary to know that every State Officer should know). It is essential to demonstrate the basic fundamentals of the organization through exam questions on the mission statement, creed, pledge, goals and code of ethics for FBLA, Inc. Last year's test will be sent as a study guide once the application has been received. Upon submitting an application, a testing link will be emailed to the local adviser. This test must be proctored by the local adviser or a school official and completed by the due date outlined in the State Officer Handbook.

Candidate Screenings

Candidate screenings will be held during the dates outlined in the State Officer Handbook. These 15-20 minute interviews will contain questions of the candidate's experience, credibility, and goals. Screenings will be conducted by Iowa FBLA State Staff and/or Board of Directors members. Candidates will be sent a sign-up with predetermined times. It is the responsibility of the candidate to make a time work with their schedule. Failure to complete the screening may result in disqualification.

Screenings will be scored based on the state officer standards and competencies located at the beginning of this document. The standards and competencies are purely a guide to assist in the candidate process and evaluate the candidate.

Campaigning

Campaigning will occur during the State Leadership Conference in the Leadership Lounge. Each candidate will receive a 6 foot table with a black table cloth and two chairs provided by the hotel. Booths will be pre-assigned to each candidate and cannot be moved. A maximum of \$200.00 may be spent on the campaign, including the printing of materials, promotional items, and campaign booth decorations. A printed financial report using the spreadsheet template provided by the state will be required for submission at the Candidate Briefing Session.

General Rules

- Campaigning & campaign materials are not allowed outside the Leadership Lounge.
- References in inappropriate nature or bad taste are not permitted.
- No pictures or names of current State Officers may appear at the campaign booth or be used in the campaign message.

Campaign Booth

- Iowa FBLA & the hotel are not responsible for damages or missing personal property that is left unattended at any time during the conference.
- All materials that will be used in your campaign booth must be submitted to and approved by the State Officer Coach.
- Each booth will need to be staffed by at least one person for the entirety of the time.
- Only the candidate and two (2) additional assistants, plus one adviser/adult, may campaign at the booth at one time.
- Items may not be affixed to any walls, and items cannot be placed on the floor around your booth
- Damage of any kind to the facility from the campaign booth will be billed to the candidate's chapter.
- Candidates and their workers may not play music with lyrics at their booths.
- All candidates and campaign staff must be dressed in accordance with the conference dress code. Candidates and campaign staff are not allowed to wear costumes, aprons, t-shirts, hats, etc. in the campaign booth area, campaign hall, or conference sessions.
- Candidates may bring a laptop or tablet to show their campaign video at their booth. The cost of the computer does not need to be factored into the cost of the booth. TVs or extended screens are not permitted.
- Power will not be provided for the campaign booths, use of the hotel power (and extensions cords) are not permitted in the leadership lounge.
- Live animals may not be a part of the campaign booth.
- Walking around the campaign area or standing in the aisle of the campaign hall to engage members or campaign is prohibited.
- Gymnastic type stunts/cheers with stunts are prohibited for reasons of safety and liability.

Promotional Items

- There is no limit on the amount of promotional items that can be passed out. All items being passed out at your booth must be included in your financial report.
- Any food or beverage must be factory pre-packaged and not homemade.
- Money may not be used as a promotional item or contest prize.
- A copy of all items at your booth must be sent electronically to the State Officer Coach by the date outlined in the State Officer Handbook.

Speeches

Speeches will take place during the Opening Session & Campaign Rally. Candidates will have two minutes to give their speech. There will be a timer in front of the stage that will start when the candidate starts speaking. Once two minutes have passed, the candidate's microphone will be immediately turned off. Speeches begin with the District 6 Vice President and go through the office of President. A copy of your speech must be emailed to the State Officer Coach by the date outlined in the State Officer Handbook. You may not make edits after submitting your speech, as your submission will be preloaded as submitted into the Opening Session script.

Social Media/Online Content

Candidates and their campaign team **may not** disclose the candidate's intent to run for office or campaign on social media or in any manner prior to the first day of the SLC.

- No references to the candidate's intent to run may be posted by members of the chapter, an adviser, peers, or a family member before this time. This includes posts related to the preparation of materials or encouraging attendees of the conference to visit the candidate or candidate's booth.
- Candidates may post their involvement in FBLA on social media channels, but cannot mention or insinuate their campaign or intent to run before this time.
- Acceptable online campaign formats include: the official State Leadership Conference App, Instagram, Facebook, and X (formerly known as Twitter.)
- Officer candidates may post and brand their conference app profile as a candidate running for office, but **cannot** use the chat feature in the app to promote their candidacy **before** the first day of the conference.
- When using social media, the candidate **MUST**:
 - Be responsible for all campaign efforts, including making campaign policies and procedures clear with anyone who may be campaigning on their behalf.
 - Represent their local chapter and state organization in a positive light in every photo, video, and comment.
 - Be respectful - no other candidates may be mentioned in their campaign efforts.
 - Include the conference hashtag, #IAFBLASLC on every post.

If an officer candidate is found to have used social media before the first day of the State Leadership Conference or violated any social media rules, the State Officer Coach, State Adviser and State Chair have the ability to remove the candidate and request the posts be removed.

Candidate Briefing Session

Each candidate will be required to attend a meeting at the State Leadership Conference on the first day. This meeting must include the submission of a finalized financial report, and a sample of any/all materials being handed out at the campaign booth. Should any material be deemed against guidelines at this meeting, it will not be allowed to be distributed.

Elections

All candidates will run and be elected at the State Leadership Conference.

- Election of officers will begin with the District 6 Vice President and proceed through the office of State President.
- Elections will take place electronically during the conference. Voting delegates must appear at the Opening General Session & Campaign Rally to receive their credentials to the online voting platform.
- State President, Secretary and Treasurer will be voted on by **all** chapter voting delegates.
- District Vice Presidents will **only** be voted on by the chapter voting delegate from their respective district.
- Each chapter will receive two voting delegates. Chapters may not have more voting delegates than the number of members registered for the conference.
- Voting shall take place by ranked ballot vote of the voting delegates.
- The tellers report will be issued upon request to the Executive Director seven (7) days after the election.

High School Adviser's Role

A state officer's local adviser plays a very important role in the state officer's success. As an adviser to a state officer, it is essential to maintain daily contact with them at school and check in periodically with the officer.

After Submission

Once the application is submitted, you and the candidate will receive a confirmation email. After the application deadline, candidates and advisers will receive a link to the study guide and the proctored test. Once submitted, the state officer will find out if they have passed the test.

If the Candidate is Elected

If elected at the State Leadership Conference, the new officer must attend a brief meeting immediately following the conclusion of the Closing Session. The elected officer may still travel home from the conference with their chapter.

Travel

Being an adviser to an Iowa FBLA State Officer includes traveling with the officer to events, such as conferences and other state-sponsored events. See the travel policy form in the State Officer Handbook for more information. Note that it is the responsibility of the adviser and the officer's

school district to provide support for the officer to attend events such as District Leadership Conferences, Chapter Visits, and Officer workdays.

District Officer Advisers

Every school with a District Vice President has the honor of hosting the District Leadership Conference. This conference should be organized by the District Vice President, local adviser, district adviser (if applicable), and district council. Advisers assist the officers by guiding them to hold a successful event. Iowa FBLA will provide detailed instructions and assistance for hosting the District Leadership Conference.

Conference Registration

Advisers are responsible for registering the state officer for all events and conferences, unless notified otherwise by the State Officer Coach. When registering for events, select the "State Officer" option, if available. See the Conferences and Events sections for financial costs covered by Iowa FBLA for service as a state officer.

Collegiate State Officer Campaign Guidelines

Candidate Eligibility

A chapter may nominate no more than **three candidates** for an elected state office. More than three candidates from the same chapter will not be permitted. It is the decision of the local chapter or local chapter adviser to determine which three candidates may submit their names for application. It is the policy of Iowa FBLA that current Iowa FBLA State Officers may not endorse any candidate other than themselves running for any office, nor may you use any statement that could be inferred as an endorsement by a current Iowa FBLA State Officer.

To be eligible to run for state office, applicants must meet the following requirements:

- Must be a current freshman, sophomore or junior who is currently listed in FBLA Collegiate paid membership.
- Must be enrolling in Fall & Spring semesters full time for the term of the office.
- Submit the Application with all required documents and attachments by the due date.

Candidate Screenings

Candidate screenings will be held during the dates outlined in the State Officer Handbook. These 15-20 minute interviews will contain questions of the candidate's experience, credibility, and goals. Screenings will be conducted by Iowa FBLA State Staff and/or Board of Directors members. Candidates will be sent a sign-up with predetermined times. It is the responsibility of the candidate to make a time work with their schedule. Failure to complete the screening may result in disqualification.

Screenings will be scored based on the state officer standards and competencies located at the beginning of this document. The standards and competencies are purely a guide to assist in the candidate process and evaluate the candidate.

Speeches

Speeches will take place during the Opening Session & Campaign Rally. Candidates will have two minutes to give their speech. At exactly two minutes, the candidate speaking may then only complete the sentence they are on—no additional time will be allowed. State officers will stop any candidate who continues after time has been indicated and the sentence has been completed. Speeches begin with the Vice President of Financial Development and will proceed through the President.

Question and Answer Session

A question and answer session will be provided for all officer candidates at the State Leadership Conference with the voting delegates and the members. This session will last no longer than 30 minutes. The time and location will be announced in the conference program. This session represents an opportunity for all officer candidates to meet with voting delegates and members to answer questions (e.g., campaign platform, qualifications, FBLA experience, etc.) that may help them determine who to elect during the Voting Delegate Assembly. Questions asked during this session must be applicable to all candidates to answer. The session will be moderated by State Staff.

Campaigning

Campaigning will occur during the State Leadership Conference. Each candidate will receive a 6 foot table with a black table cloth and two chairs provided by the hotel. Booths will be pre-assigned to each candidate and cannot be moved. A maximum of \$200.00 may be spent on the campaign, including the printing of materials, promotional items, and campaign booth decorations. A printed financial report using the spreadsheet template provided by the state will be required for submission at the Candidate Briefing Session.

General Rules

- Campaigning & campaign materials are not allowed outside the Leadership Lounge.
- References in inappropriate nature or bad taste are not permitted.
- No pictures or names of current State Officers may appear at the campaign booth or be used in the campaign message.

Campaign Booth

- Iowa FBLA & the hotel are not responsible for damages or missing personal property that is left unattended at any time during the conference.
- All materials that will be used in your campaign booth must be submitted to and approved by the State Officer Coach.
- Each booth will need to be staffed by at least one person for the entirety of the time.
- Only the candidate and two (2) additional assistants, plus one adviser/adult, may campaign at the booth at one time.
- Items may not be affixed to any walls, and items cannot be placed on the floor around your booth
- Damage of any kind to the facility from the campaign booth will be billed to the candidate's chapter.
- Candidates and their workers may not play music with lyrics at their booths.
- All candidates and campaign staff must be dressed in accordance with the conference dress code. Candidates and campaign staff are not allowed to wear costumes, aprons, t-shirts, hats, etc. in the campaign booth area, campaign hall, or conference sessions.
- Candidates may bring a laptop or tablet to show their campaign video at their booth. The cost of the computer does not need to be factored into the cost of the booth. TVs or extended screens are not permitted.
- Power will not be provided for the campaign booths, use of the hotel power (and extensions cords) are not permitted in the leadership lounge.
- Live animals may not be a part of the campaign booth.
- Walking around the campaign area or standing in the aisle of the campaign hall to engage members or campaign is prohibited.
- Gymnastic type stunts/cheers with stunts are prohibited for reasons of safety and liability.

Resume & Cover Letter

The candidate's resume and cover letter will be available for all conference attendees to view through the conference application. Materials must be submitted to the State Officer Coach by the deadline outlined in the State Officer Handbook.

Promotional Items

- There is no limit on the amount of promotional items that can be passed out. All items being passed out at your booth must be included in your financial report.
- Any food or beverage must be factory pre-packaged and not homemade.
- Money may not be used as a promotional item or contest prize.
- A copy of all items at your booth must be sent electronically to the State Officer Coach by the date outlined in the State Officer Handbook.

Elections

All candidates will run and be elected at the State Leadership Conference.

- An Election Coordinator will oversee and conduct the entire election process at the State Leadership Conference.
- Election of officers will begin with the Vice President of Financial Development and proceed through the office of President.
- All state officers will be elected by ballot vote of the local chapter voting delegates.
- Each chapter will receive two voting delegates. Chapters may not have more voting delegates than the number of members registered for the conference.
- Voting shall take place by ranked ballot vote of the voting delegates.
- The tellers reports will be issued upon request to the Executive Director seven (7) days after the election.

Officer Candidate Checklists

High School

- Completed Online Application
- Appendix A: Student/Adviser/Parent Certification
- Appendix C: Code of Conduct
- Appendix D: State Officer Discipline Policy
- Appendix E: State Officer Social Media Agreement & Photo Release
- Appendix F: State Officer Travel Policy
- Appendix G: Medical Release Form
- Photo ID (Driver's License/Passport/etc.)
- Full Color Professional Headshot

Collegiate

- Completed Online Application
- Appendix B: Student/Adviser Certification
- Appendix C: Code of Conduct
- Appendix D: State Officer Discipline Policy
- Appendix E: State Officer Social Media Agreement & Photo Release
- Appendix G: Medical Release Form
- Photo ID (Driver's License/Passport/etc.)
- Full Color Professional Headshot

Appendix A: Student Certification (High School)

To become a state officer of Iowa FBLA requires a commitment on the part of all parties concerned. In order to make that commitment, each party must understand their responsibility. This agreement must be signed by all parties indicated in order for a candidate to be eligible for office.

By submitting their application, the candidate agrees to:

- Complete all Campaign guidelines outlined in the State Officer Handbook.
- Participate in all campaign activities and abide by all rules and regulations outlined in the State Officer Handbook.

IF ELECTED, the candidate agrees To:

- Perform to the best of their ability the duties of the selected office.
- Participate in all activities scheduled by the Iowa FBLA State Adviser, FBLA State Officer Coach or the Iowa FBLA Board of Directors.
- Purchase (if needed) pieces of the uniform that are not provided by Iowa FBLA.
- If you have to resign from your position anytime during your term, you will reimburse Iowa FBLA for any expenses incurred throughout the year related to your position.
- Meet and adhere to deadlines set by the officer team, Iowa FBLA Staff and Board of Directors.
- Attend required scheduled activities including:
 - State Officer Orientation & Trainings
 - State Officer Meetings
 - State Fall Leadership Conference
 - District Leadership Conferences (attend your district's conference and others if requested by the state officer and/or State Officer Coach)
 - State Leadership Conference Prep Day
 - State Leadership Conference (Note: State conference has preference over prom, athletics and other school activities. If you decide to attend an activity that conflicts with the state conference, you will not participate at all during the conference. You must be in attendance for all pre-conference planning beginning one (1) day prior to the official conference.)

Please do not run for office if you are unable to completely fulfill any of the above requirements.

State Officer Candidate Initials: _____

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The Parents/Guardians, Coaches, and Employer Agree To:

- Permit the candidate to participate in all scheduled Iowa FBLA State activities.
- Encourage the candidate to take full benefit of the leadership development experience.
- Provide transportation when necessary to events sponsored by Iowa FBLA.
- Adhere to the State Officer Travel Policy

The Adviser and School Administrator Agree To:

- Recommend for state office only those candidates who are qualified.
- Support their State Officer Candidate(s) throughout their campaigning period and if they are elected to office, their term with the association.
- Provide a Chaperone for at least one (per officer) of the officers required events, if elected.
- Ensure the candidate's attendance at all Iowa FBLA State activities, adhering to the State Officer Travel Policy.
- Follow all procedures as outlined in the State Officer Handbook.

Student Signature

Date

Parent Signature

Date

Adviser Signature

Date

School Principal Signature

Date

Appendix B: Student Certification (Collegiate)

To become a state officer of Iowa FBLA requires a commitment on the part of all parties concerned. In order to make that commitment, each party must understand their responsibility. This agreement must be signed by all parties indicated in order for a candidate to be eligible for office.

By submitting their application, the candidate agrees To:

- Participate in all campaign activities and abide by all rules and regulations outlined in the State Officer Handbook.

IF ELECTED, the candidate agrees To:

- Perform to the best of their ability the duties of the selected office.
- Participate in all activities scheduled by the Iowa FBLA State Adviser, FBLA State Officer Coach or the Iowa FBLA Board of Directors.
- Purchase (if needed) pieces of the uniform that are not provided by Iowa FBLA.
- If you have to resign from your position anytime during your term, you will reimburse Iowa FBLA for any expenses incurred during your duration as an officer.
- Attend required scheduled activities including:
 - State Officer Leadership Training (must attend entire conference)
 - State Officer Meetings
 - State Leadership Conference Prep Day
 - State Leadership Conference

Please do not run for office if you are unable to completely fulfill any of the above requirements. All dates & locations for these events can be found in the State Officer Handbook.

Student Signature

Date

Parent Signature *(If the student is under the age of 18)*

Date

Appendix C: Code of Conduct

IOWA FBLA STATE & DISTRICT OFFICERS CODE OF CONDUCT

1. State Officers shall behave in a courteous and respectful manner, refraining from language and actions that might bring discredit upon FBLA.
2. State Officers shall fully participate in all appropriate activities, conferences, workshops, business meetings, etc. for which they have responsibility.
3. State Officers shall abide by the dress code as approved by National FBLA.
4. State Officers shall abide by the rules of each conference and recognize they serve as a role model for other members.
5. State Officers shall be willing to take and follow instructions as directed by those responsible for them.
6. State Officers shall avoid places and actions, which in any way could raise questions as to moral character or conduct. This includes activities and incidents away from Iowa FBLA.
7. State Officers shall treat all members equally.
8. State Officers participating in FBLA assignments shall not damage or deface property. Damage to any property or furnishings in hotel rooms, private accommodations, and/or buildings will be paid for by State Officers at their own expense.
9. State Officers shall not endorse any candidates for local or state FBLA office.
10. State Officers shall refrain from endorsing any product, vendor, or sponsor or entering into financial obligations on behalf of Iowa FBLA or business education, without the consent of the State Chair/State Adviser.
11. State Officers shall refrain from entering into romantic relationships with other State Officers or allowing personal relationships to interfere with State Officer duties while on duty at a conference.
12. State Officers shall not hold official meetings or appoint individuals or committees without the permission of Iowa FBLA.
13. State Officers shall complete assignments in a timely fashion and at the highest level of quality possible.

Iowa officers who violate or ignore any of the above subject themselves to:

1. Being removed from the FBLA conference and/or activity and sent home at their own expense by their local chapter adviser in consultation, when appropriate, with the Iowa FBLA chair of the board of directors and/or the State Adviser, and/or State Officer Coach, and/or State Chair.
2. Have any honors or offices withdrawn.

As a State officer, I agree that I will abide by the above prescribed code of conduct.

Student Signature

Date

Parent Signature *(If the student is under the age of 18)*

Date

Appendix D: State Officer Discipline Policy

STATE OFFICER DISCIPLINE POLICY

State officers serve as ambassadors for the association and their conduct and deportment are critical to the success of this responsibility. The "Iowa FBLA State & District Officers Code of Conduct" and the "State/District Officer Discipline Policy" were developed and approved by the Iowa FBLA board of directors. Iowa Officers are governed by both.

1. Any concerns affecting officer performances should be sent to, or initiated by, the President/State Adviser of the association.
2. The President/State Adviser will inform the officer of charges and make an inquiry.
3. If the violation is of the type that can be corrected, the officer involved will be informed and the President/State Adviser will work with the officer in improving performance.
4. If the violation is not of the type that can not be corrected, removal procedures, to be determined by the President/State Adviser, will be initiated.
5. The officer may appeal the decision to the board of directors. The action of the board of directors is final.

I understand the above policy and agree to abide by the regulations set for Iowa Officers.

Student Signature

Date

Parent Signature *(If the student is under the age of 18)*

Date

Appendix E: Social Media & Photo Release Agreement

STATE OFFICER SOCIAL MEDIA AGREEMENT

Social media can be a useful tool to communicate with peers, members, friends, advisers and more. Social media can also be dangerous if you are not careful. Every picture, link, quote, tweet, status, or post that you or your friends put online is forever part of your digital footprint. You never know when that will come back to hurt or help your reputation during your time in office, applying for a scholarship or new job, or other important areas of your life.

Recognizing the above:

- I take responsibility for my online profile, including my posts and any photos, videos or other recordings posted by others in which I appear.
- I will not degrade others before, during, or after conferences or competitions.
- I will post only positive things about my peers, advisers, other members, judges and any stakeholders of FBLA
- I will use social media to purposefully promote abilities, organization, community, and social values.
- I will consider “Is this the me I want you to see?” before I post anything online.
- I will ignore any negative comments about me and will not retaliate.
- If I see another officer post something potentially negative online, I will have a conversation with that person. If I do not feel comfortable doing so, I will talk to the president, or an adviser.
- I am aware that I represent Iowa FBLA, my school, my family, and my community at all times, and will do so in a positive manner

IOWA FBLA PHOTO RELEASE FORM

I hereby consent to and authorize the use and reproduction by Iowa FBLA, or anyone authorized by Iowa FBLA, of any and all photographs/digital images/videotapes/recordings of (individual’s) name _____ on (date) _____ at all Iowa FBLA Activities, for use by Iowa FBLA, its employees, officers and agents, and the right to copyright and/or use, reuse and/or publish, republish photographic pictures, digital images, videotapes and recordings in conjunction with the students name listed above.

I also give permission for these photographs/digital images/videotapes/recordings to be used in its entirety and/or edited version as deemed necessary by Iowa FBLA (to include usage of images on Iowa FBLA and other Career and Technical Student Organizations websites).

Furthermore, permission is also given for the photographs/digital images/videotapes/recordings to be used by Iowa FBLA at any time in the future without further clearance from me.

I understand that these photographs/digital images/videotapes/recordings may be used for marketing purposes (including websites) by Iowa FBLA.

I have read the foregoing release, authorization and agreement, before signing below, and warrant that I fully understand the contents thereof.

I have read, understood and agree to the Iowa FBLA Photo Release Form and the State Officer Social Media agreement form.

Student Signature _____ Date

Parent Signature *(If the student is under the age of 18)* _____ Date

Appendix F: State Officer Travel Policy (High School)

Officer Legal Name _____ Date of Birth _____

With the amount of different events that an officer would attend in the year, some drivers can be allowed to drive themselves to certain activities to represent Iowa FBLA. Before any travel takes place with a state officer, a travel authorization form must be submitted by the state officer seven (7) days before travel. If the officer fails to meet the requirements below to travel to an event, an adviser, school staff member, or guardian must transport them.

For an officer to be eligible to transport themselves to an event they must:

- Be over the age of 16
- Have a current valid driver's license*
- Have current liability auto insurance on their vehicle*

*A copy of these items must be on file with Iowa FBLA before travel.

For an officer to drive themselves, the event must be:

- An event that their chapter is not attending
- Pre-approved by Iowa FBLA

Events that officers cannot drive themselves to (not limited to):

- State Fall Leadership Conference
- State Leadership Conference
- Any National Conference
- Any events pre-approved by Iowa FBLA

Before every event, a transportation form must be approved by the state office at least one week prior to travel. Section 1 - Parents/Legal Guardians, my child has permission to:

Yes (initial)	No (initial)	
		My child can utilize Public Transit (Uber, Rideshares, taxis, buses, subways, etc.) with an FBLA approved adult. (Local Chapter Adviser, Iowa FBLA Staff)
		My child can utilize Public Transit (Uber, Rideshares, taxis, buses, subways, etc.) by themselves.
		My child can drive themselves to Iowa FBLA events. <i>Please see above for restrictions about eligibility to drive themselves. If yes, please complete Section 2.</i>
		My child can drive other student officers (that have parents' permission) in their vehicle at Iowa FBLA events. <i>If yes, please complete Section 3.</i>
		My child can ride with other student officers driving (that have parents' permission.) <i>We understand that the parents of the driving state officer must have their parents' written permission to drive my child and must provide written proof of liability insurance.</i>
		My child can ride in a car driven by an Iowa FBLA approved adult (State Adviser, State Staff, another approved Iowa FBLA adult.)
		My child may be chaperoned by a representative of Iowa FBLA in the event that a school employee or parent/guardian is unable to participate in functions required of officers as part of their official responsibilities.

Parent/Legal Guardian Printed Name

Signature

Date

If your child will have the option to drive themselves to Iowa FBLA Events, please complete the following to give them permission.

Section 2 – Driving themselves to events

I/we hereby permit _____ to transport the other Iowa FBLA state officers in their private vehicle to locations approved by the Iowa FBLA state advisers. I understand that the officers riding with my child must have their parents' written permission to ride with my child, and I further understand that we are responsible for ensuring compliance with all state licensing and driving requirements pertaining to our child.

Insurance Policy #: _____

Insurance Carrier: _____

Parent/Legal Guardian Printed Name

Signature

Date

Section 3 – Driving other State Officers

I/we hereby permit _____ to transport the other Iowa FBLA state officers in their private vehicle to locations approved by the Iowa FBLA state advisers. I understand that the officers riding with my child must have their parents' written permission to ride with my child, and I further understand that we are responsible for ensuring compliance with all state licensing and driving requirements pertaining to our child.

Insurance Policy #: _____

Insurance Carrier: _____

Parent/Legal Guardian Printed Name

Signature

Date

Appendix G: Medical Release Form

Personal Information

Name: _____ Birth Date _____ Gender _____

Permanent Address: _____

City _____ State _____ Zip _____ Cell Phone: _____

Father's Name: _____ Cell Phone: _____

Email: _____

Mother's Name: _____ Cell Phone: _____

Email: _____

Emergency Contact Information

Name: _____ Relationship: _____

Cell Phone: _____

Health Insurance Information

Insurance Company: _____ Policy Holder Name: _____

Identification #: _____ Group #: _____

Location of Card: _____ Insurance Company Phone #: _____

Dietary Restrictions

(Check all that apply)

Vegetarian Vegan Gluten Free Other: _____

Allergies: (Medications, foods, insects, latex, etc.) _____

By my child being elected as an FBLA State Officer, I understand that this honor requires them to attend a variety of mandatory activities to represent their school and the state of Iowa.

For their protection, I hereby authorize my child's local chapter adviser, and/or the FBLA State Adviser, to sign in my absence for any emergency medical treatment or hospitalization, to order injection, anesthesia, or surgery that my child should need when they are attending FBLA activities this year.

I understand that my child's local chapter adviser, state adviser, state officer coach and Iowa FBLA cannot be held liable for any accident or injury that my child may incur while attending an FBLA event this year.

I understand that my child will always have their insurance card (original or duplicate) in their possession while attending an FBLA function.

Parent/Legal Guardian Printed Name

Parent/Legal Guardian Signature

Date