

Multiple District 26 Policy Manual

2021-2022

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Updated July 2021

It is resolved that all previous statements of Multiple District 26 policy are rescinded and that the revised Multiple District 26 Policy Manual presented to the Council of Governors meeting on July 17, 2021 shall be and hereby is adopted as the policy manual of Lions Multiple District 26.

PURPOSE

1. To provide a ready source of information to the District Governors.
2. To provide a written record of the policies as adopted by the Council of Governors.
3. To provide continuity in the administration and operation of the Multiple District.
4. To provide a documented copy of the current policies of Lions Multiple District 26 to the District Governors-Elect.

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Chapter One – Council of Governors

A. The Multiple District Council and Officers

The term “council” or “state council” shall mean the Lions Multiple District 26 (MD 26) Council of Governors.

The term “state,” “state Lions,” “Missouri” or “Missouri Lions” shall mean MD 26 Lions.

Throughout this manual, the male gender, whenever used, shall include the female gender.

The state council is the deliberative and assisting body in the formulation of administrative plans and policies affecting Multiple District 26, including the annual multiple district convention.

1. It makes all contracts and approves all bills relating to MD funds. The funds include the MD 26 administrative funds and funds assigned to and / or generated by individual committees.
2. It designates a depository for MD 26 funds and sets bonds as required.
3. It requires financial reports and provides for an audit or review of the books of MD 26.

The officers of the state not-for-profit corporation (Lions of Missouri, Multiple District 26, Incorporated) are the seven district governors, who constitute the board of directors. The council vice-chairperson serves as president of the corporation. The council shall elect the vice-president of the corporation. The office administrator shall serve as the council and board secretary/treasurer. The council shall elect an assistant secretary/treasurer from the district governors-elect.

The council chairperson shall chair all council meetings. He or she will preside at business sessions of the multiple district convention and at multiple district meetings held at any international convention. He or she will serve as host for any special meeting held at the multiple district level.

The council chairperson shall only be reimbursed from multiple district funds, in accordance with Reimbursement Policy of Lions Clubs International, for the council meetings held within the State of Missouri, the MD 26 Convention or other GAT (GLT, GMT, GST) state programs. However, when an endorsed candidate for the position of ID or higher, and sufficient funds are available from the MD26 International Convention Committee, the outgoing council chairperson shall be entitled to a stipend of \$1,000 when the international convention is held outside the continental US and \$500 when held in the continental US. To receive such stipend, the CC will be required to represent the Multiple District in activities assisting and endorsing the MD26 ID Candidate.

Similarly, funds from either the council administrative budget, or if funds are available from the MD 26 International Convention Committee, the Council Chairperson – Elect should be entitled to a stipend of \$1,000 when the international convention is held outside the continental US and \$500 when held in the continental US. To receive such stipend, the CC-Elect will be required to attend any/all Council Chairperson training offered at the convention and will coordinate joint activities of the District Governor – Elects, while at the convention.

The council vice-chairperson shall perform the duties of the council chairperson in the absence of the council chairperson.

B. Quorum

A majority of the council constitutes a quorum. Except where a greater number is specified in the MD-26 Constitution and By-Laws, or this Policy Manual, a majority of those present and voting on an issue shall determine the outcome of that issue.

C. Policy Manual

The council shall adopt a policy manual at its first meeting and it shall guide the council. The Policy Manual may be changed at any time by a two-thirds vote. Such change(s) shall become effective at the close of the meeting in which approved.

No policy may be adopted that is in conflict with the Lions Clubs International Constitution and By-Laws, the Missouri Lions Multiple District 26 Constitution and By-Laws, the Laws of the United States of America, or the Laws of the State of Missouri. The Constitution and By-Laws Committee will screen the language to assure compliance with the Constitution and By-Laws of Multiple District 26 and that of Lions Clubs International.

D. Nomination for Council Chairperson

Interested candidates for the office of council chairperson for the following Lions year shall submit their intention to seek the office to the current council chairperson at the January council meeting. The current council chairperson shall submit the nominations to the council.

E. Organizational Meeting for District Governors-Elect

The chairperson of the council of governors shall call a meeting of the district governors-elect for a time during the MD 26 Convention for the organization of the new council.

The council chairperson shall call the meeting to order and determine whether at least four district governors-elect are present. If that number is not present, those present shall set a date (prior to the international convention), time and location for a meeting for that purpose and adjourn this meeting. The council chairperson's only duties for this meeting are:

1. Set time, place and agenda for the meeting.
2. Convene the meeting.
3. Determine whether the required number of governors-elect is present.
4. Conduct the election of the council chairperson-elect.
5. Conduct the election of the other officers-elect in the event the council chairperson-elect is not present.

Once a quorum is present, the chairperson should present the candidates for council chairperson to the district governors-elect, who may interview each candidate. Without further ado, the council chairperson shall ask the district governors-elect to write, each on a separate piece of paper provided by the chairperson, the name of the outgoing council member they wish to serve as their chairperson.

The chairperson will count the ballots in the presence of the district governors-elect and announce the results. Balloting shall continue until one of the candidates receives a majority of the votes cast. The Liaison Committee will observe. Refer to Article VII, Section 2, of Missouri Lions MD 26 Constitution.

Upon selection of the council chairperson of the succeeding council, the incumbent council chairperson shall relinquish the chair. The council chairperson-elect shall then preside over the election of the council vice-chairperson-elect, council assistant secretary/treasurer-elect, and the vice-president-elect of the state corporation. In the event the chairperson-elect is not present, the incumbent council chairperson shall then preside over the election of those officers. This election shall be conducted in the same manner as that of the council chairperson-elect of the succeeding council, except that any candidate shall be a member of the council-elect.

F. Revenue

Refer to Article VIII of Missouri Lions MD 26 By-Laws.

G. Financial

The MD 26 council chairperson, vice-council chairperson, council chairperson-elect, secretary/treasurer and district governors-elect shall prepare a proposed administrative budget for the next year of operation of MD 26. This proposed budget shall be forwarded to all incoming district governors not less than ten days prior to their first council of governors meeting.

The council of governors shall adopt a balanced administrative budget at their first meeting each fiscal year.

The council chairperson, vice-council chairperson, council secretary/treasurer, and assistant secretary/treasurer shall be authorized to sign MD 26 financial documents and checks. All checks must be signed by two of these authorized officers to be valid. The Council has determined that securing a second signature would create a sizable expense or delay. Electronic signature procedure will be placed in effect as follows. The council secretary/treasurer emails a list of expenditures to the assistant secretary/treasurer for approval (in the event that the assistant secretary/treasurer is not available, council secretary/treasurer will email vice council chairperson, if they are not available the council secretary/treasurer will email council chairperson for approval of expenditures with a carbon copy to the assistant secretary/treasurer so that they are informed of all expenditures). The assistant secretary/treasurer will either approve or disapprove the

expenditures via email to the council secretary/treasurer. The email received will authorize the expenditures. The MD 26 council chairperson, vice-council chairperson, council secretary/treasurer, assistant secretary/treasurer, and all office employees shall be bonded for an amount approved by the Council of Governors.

MD 26 will reimburse, from MD 26 administrative funds, the expenses of each MD 26 district governor for one of the four regular council meetings. The council meeting reimbursed by MD 26 should be the council meeting which is the least expensive and based on the mileage, meals, and overnight lodging authorized by the Lions Clubs International Reimbursement Policy. In most cases this will be the meeting closest to their home.

The MD 26 council parliamentarian shall be reimbursed mileage, accommodation and meal expenses based on LCI reimbursement policy to each Multiple District Council meeting from MD 26 administrative funds.

Vice district governors will be reimbursed mileage expenses to MD 26 Council of Governor meetings from MD 26 administrative funds. The reimbursement shall not exceed \$75 per vice district governor per year.

All reimbursements will be according to Lions Clubs International Reimbursement Policy.

H. Council Meetings

The council of governors shall hold its first meeting of the new term within forty-five days after the date on which the district governors officially take office. Special meetings of the council, in addition to the four regular meetings, may be called by the council chairperson as he or she deems necessary and advisable or upon petition of any three voting members of the council, with 15 days' notice. The following schedule is recommended by the council of governors:

1. At the place of the Missouri Lions All-Star Football game.
2. At a site selected by the council of governors after receiving a recommendation for a site from the vice district governors of the previous year and on the last full weekend in October.
3. At the site of the upcoming MD 26 convention and on the last full weekend in January.
4. At the site of the MD 26 convention, immediately prior to the convention, during the convention or immediately following the convention.

The logic of the first and last meeting sites is obvious. The logic for the second meeting site is only that it is attractive and enjoyable. The site is most likely for occasional change. The third meeting site allows the district governors and vice district governors to view the site of the upcoming state convention and make plans for the convention.

To assure availability of suitable meeting facilities for the second council meeting each year, the current council of governors shall, at or before their second council meeting, receive a recommendation for a site from the first vice district governors, and then select a site for the next council's second meeting. No agreements with the entities of the sites chosen by the 1st Vice District Governors shall be signed prior to approval by the Council, and should only be signed by the Council Secretary-Treasurer and/or other Council Officers as approved by the Council.

Care must be taken to avoid conflicts with other MD 26 and international activities already established.

Seating for the council of governors shall consist of:

1. Head table. Seats will be provided for the council chairperson, council vice chairperson, council secretary/treasurer, assistant secretary/treasurer, council parliamentarian, past international director(s), and international director.
2. Flank tables. Right side flank tables seats will consist of remaining Past International Directors, then District Governor's and Vice District Governors. Left side flank tables seats will be provided for the remaining district governors and vice district governors from each district.
3. Open seating. Seats will be provided for Lions and guests attending the council of governors meeting.

PID		PID	C S/T Recorder	PODIUM	CC	C PAR		VCC/DG M2
PID								2 nd VDG M2
PID								1 st VDG M2
1 st VDG M4								A CS/T DG M5
DG M4								1 st VDG M5
2 nd VDG M4								2 nd VDG M5
1 st VDG M6								1 st VDG M1
DG M6								DG M1
2 nd VDG M6								2 nd VDG M1
1 st VDG M7								2 nd VDG M3
DG M7								DG M3
2 nd VDG M7								1 st VDG M3

COUNCIL SEATING CHART

Open Seating

Open Seating

Discussion of an item on the floor shall be conducted as follows: First, the governors shall speak; second, the vice district governors seated at the tables may speak; and then comments from the floor may be called for.

All council meetings shall be “Non-Smoking”, and phones should be set to silent/vibrate. Phones are not to be answered during meetings. Smartphone’s/tablets can be used during meetings as long as they are on silent/vibrate.

I. Approved Multiple District 26 Projects/Programs

The following projects/programs have the endorsement of the council of governors and are to be considered state projects for Missouri Lions:

- Missouri Lions Eye Research Foundation D/B/A Saving Sight
- Lions Business Opportunities for Missouri Blind (State Committee)
- Missouri Lions Hearing Conservation Program (State Committee)
- Missouri Lions All-State Band (State Committee)
- Missouri Lions All-Star Football Game (State Committee)
- Lions Opportunities for Youth (State Committee) – This program includes Peace Poster, Youth Camp and Exchange, Quest, and Leos activities.
- Annual function or event or program organized by MD 26 GAT (GLT, GMT, GST).

The following have the endorsement of the Council of Governors and are to be considered as MD 26 Supported organizations:

- Leader Dogs for the Blind
- World Services for the Blind
- Mid-South Lions Sight and Hearing Service
- KidSight
- Missouri Lions Eye Mission Foundation

The projects and organizations should expect and receive the full support of all Missouri Lions and MD 26 Lions Clubs.

The Council of Governors will appoint an ad hoc committee to review requests that projects/programs be added to or deleted from the list of MD 26 projects/programs.

J. Courtesy Mailing to International Officers, Past International Officers, International Directors, and Past International Directors

International officers or directors from Missouri and all past international officers and directors residing in Missouri and all past council chairpersons, shall receive the same mailings from the MD 26 office as the district governors receive, except those mailings that should be seen only by district governors.

K. Council Minutes

To help committees carry out their duties, the chairperson of all MD 26 committees shall receive copies of all council meeting minutes.

L. Convention Speaker

At least two years in advance, the council will invite, through the liaison committee, a current officer of Lions Clubs International with the rank of at least 3rd Vice-President (at the time of the state convention) to be the speaker at the state convention. No past presidents or past directors shall be invited until their eligibility has been confirmed by the Travel Department at International Headquarters.

M. Other Areas

The council shall oversee the activities of all state committees. To assist in this function, the council, at its first meeting (if not selected at the organizational meeting during the MD 26 Convention), approves one or more of its members to act as a liaison to each of the state committees. Each district governor should make every attempt to attend all meetings of his or her assigned committee(s). The governors shall be reimbursed mileage expenses for attendance at said meetings in the same manner as a committee member.

A memorial in the amount of \$25 will be donated to a charity of the Lion's family's choice upon the death of any of the following MD 26 Lions: Past or present district governor or international officer and present state committee chairperson, and vice district governors. The donation will be made from the MD 26 administrative fund. If a past or present international officer has died, the seated council may increase the memorial donation up to \$1,000.

Melvin Jones Fellowship Award

When funds are raised for LCIF, through MD 26 fundraising activities, a MJF or PMJF may be presented on behalf of the MD. The MJF Committee shall consist of the current International Director, if applicable, any Past International Officer, Past International Director and the Current Council Chairperson. Nominations must be presented to the COG, in a closed session, for approval. Any awards should take place during the MD26 Annual Convention.

State Office Credit Card Acceptance

The State Office shall set up a process to accept credit card payments for various Missouri Lions activities. A nominal surcharge may be imposed on a payment to offset the cost of using the credit card system.

Chapter Two – Multiple District Secretary/Treasurer and State Office

A. Multiple District Secretary/Treasurer

The council of governors shall annually appoint the office administrator as the MD 26 Secretary/Treasurer and the council secretary/treasurer. The council secretary/treasurer serves as an *ex officio* member without a vote. He or she shall be bonded in an amount required by the Council; the bond is paid from MD 26 administrative funds.

The office administrator salary shall be approved at the first council meeting held in the new fiscal year.

Reasonable actual expenses incurred in travel for the council meetings shall be budgeted and paid from MD 26 administrative funds. Travel expense is to be cleared in advance through the council chairperson. The council must approve any expenses in advance for the secretary/treasurer's attendance at any international convention.

The secretary/treasurer shall see that an accurate record is kept of all meetings of the council, with copies sent to the district governors and Lions Clubs International following each meeting (MD 26 By-Laws call for this to be done within ten days following the meeting). He or she has control of receipts and disbursements, subject to the direction of the council. He or she shall sign all contracts approved by the Council of Governors for Council Meetings in July and October of each year, unless the Council approves another Council Officer to do so. The accounts of the secretary/treasurer are open for inspection by the council or any auditors appointed by the council. The council secretary/treasurer makes an annual financial report to the council meeting preceding the MD 26 convention and turns over all funds and records to the succeeding council.

B. Multiple District Office – General Policies

The council shall determine the location of the MD 26 Office. The council shall consider, among other things, the following in establishing or changing the location of the MD 26 Office: central location, accessibility to good private and public transportation, good mail service, adequate space, and cost (including cost of salaries and lease).

The use of signature stamps on checks drawn on the organization is prohibited.

The State Office Administrator shall ensure the council meeting agendas are readily available to the council chairperson, district governors, international officers, past international officers, international directors, and past international directors. The agenda must be made available no later than ten days prior to each council of governors meeting. The agenda may be made available in either paper copy or electronically (e.g., posted on the MD 26 web site with e-mail notification, e-mail with attachment, etc.).

Agenda packets shall be prepared and distributed electronically to the council chairperson, district governors, vice district governors, parliamentarian, international director and all past international officers and directors, or distributed in paper format, if requested. Electronic distribution will be done at least 72 hours prior to the Council Meeting. These packets shall contain meeting agenda, financial reports, committee reports and other reports pertaining to items that will be or may be considered or acted upon by the council of governors at the council meeting.

Other Lions may receive the electronic packets, by request. Such a request implies that the entire packet will be sent (unless there are items of a confidential nature, such as personnel matters or litigation), and that the packet will be sent regularly, until a request is received to no longer receive them.

The agenda packet will be made available on the Missouri State Lions web site in advance to the meeting.

Chapter Three – Multiple District Committees

A. Committees Established by the Constitution

Refer to Article VIII of the MD 26 Constitution.

B. Terms of Committees

Refer to Article VIII, Section 8 of the MD 26 Constitution.

C. Rules Governing Committees

Committees shall adopt budgets for their expected revenue and necessary expenditures, which are to be approved by the council. They may only spend funds to further the purpose of Lionism by the committee.

There is no prohibition against one person serving on more than one committee at the same time.

In addition to the basic membership of the committee, the council may appoint additional persons to serve as *ex-officio* non-voting members.

The MD 26 Office shall furnish to each committee a copy of Chapter Three of the MD 26 Policy Manual and procedures for establishing and conducting group conferences before the first meeting of the committee.

At its first meeting, each committee shall elect a chairperson, vice-chairperson, secretary/treasurer and other officers as necessary. The secretary/treasurer shall be responsible for taking minutes at each committee meeting and forwarding the minutes to the MD 26 Office for distribution. Unless otherwise addressed in the Constitution & By-Laws, the secretary/treasurer shall be responsible for the handling, reporting and forwarding of any funds the committee shall receive to the MD26 Office for deposit. All disbursements shall only be through the MD 26 Office.

Committees with items of request, budgets, minutes, motions, or any committee utilizing credit or debit cards for dispensing funds, etc. to be considered at the next council meeting shall file those items in the MD 26 Office at least two weeks prior to the council meeting, with copies forwarded by the office administrator to the council of governors at least ten days prior to the council meeting. For committees utilizing credit / debit cards, a complete listing of all individuals holding such credit/debit cards, the authorized dollar limit on each issued card and the purpose for each individual holding such card, shall be required. Only Lions Club members, in good standing, of a Lions Clubs in MD26 will be allowed to be issued, in their name, and use a committee credit/debit card.

All credit / debit card expenses are to be reviewed by a committee appointed by the CC, at least annually and presented to the COG. Additionally, any credit /debit cards utilized for a committee must be turned into the State office for safe keeping during times of non-usage.

Further, committee funds, allocated or generated from activities, shall not be utilized for the expense of personal meal consumption or the purchase of any alcoholic beverages.

Each committee shall, before the end of the fiscal year, prepare and transmit a report to the MD 26 Office enumerating the activities of the committee for the year. This report should contain a section on unfinished business and proposals for new business for the following year.

Each committee that handles funds shall prepare and transmit a complete financial report, with itemized, and chronologically listed, receipts, disbursements, assets, and liabilities, to the State Office prior to the end of the fiscal year.

Mileage expenses

1. Committees with a source of funds other than the council will pay mileage expenses from those funds.
2. The council will budget administrative funds for the other committees. The budgeted amount, less the costs for teleconference meetings, shall be divided between the seven committee members and the liaison governor according to mileage actually driven. At the end of the Lion's year each committee member and the liaison governor will turn in the total actual mileage driven by each to the meetings. Those mileages will be totaled and divided into each of the committee members and the liaison governors' mileage to get a percentage for each committee member and the liaison governor. Those percentages will be multiplied times the remaining budgeted amount to arrive at the amount each committee member and the liaison governor may collect. Any additional travel expense must be approved by the council of governors prior to disbursement.
3. All requests by committee members for mileage reimbursement for attendance at committee meetings shall be signed by the committee chairperson before being sent to the MD 26 Office for payment.

Committee meetings shall be coordinated through the MD 26 Office.

1. Every effort will be made to have several meetings at the same general location and time to encourage car-pooling, thus reducing expenses.
2. A minimum of two of the regularly scheduled committee meetings should be conducted via group conferencing. Procedures for establishing a group conference are available from the MD 26 office.
3. Committee meetings shall not be scheduled during a council work session, regular session, or during the weekend that the council visits Leader Dogs for the Blind or any other official council visit to a Lions' agency or service.

The council shall review all service activities and fund-raising activities of the state committees to ensure that there is no conflict between committees and to ensure the appropriateness of each activity. In the event that a committee fails to function in the capacity designated, control of the committee will revert to the COG and appropriate action taken.

All committees shall consult and follow the guidelines established in Lions Clubs International Board Policy concerning the use of the Lions name and emblem on State Projects.

All committees (except Lions Business Opportunities for Missouri Blind, which does not utilize the services of the MD 26 Office, GAT (GLT, GMT, and GST), and Opportunities for Youth) who have a source of funds other than the council shall be assessed an office fee to include all ordinary office expenses.

1. The Band Committee is assessed an annual fee of \$500.
2. The Athletic Committee is assessed an annual fee of \$1,500. This may require adjustment if the event is not held.
3. The State and International Convention Committee and the Hearing Committee are each assessed an annual fee of \$750.
4. International Candidate Fund is assessed an annual fee of \$550. Any expense incurred for mass mailings is not an ordinary office expense.

All Committee meetings shall be “NON-SMOKING”.

Monies reimbursed to Global Action Team and Public Relations Chairmen without prior Council approval shall be for in-state expenses only.

D. Committees and Appointments Not Established by the MD 26 Constitution or By-Laws

Ad Hoc Committees: The council of governors shall have the authority to appoint ad hoc committees to examine specific issues to improve the operations, policy and impact of Lionism in the state. An ad hoc committee may be activated if the council determines the need and for a specific period of time. Each district shall appoint a member to each ad hoc committee. The committee shall elect its own chairperson. Past international directors, if not district representatives, shall be *ex-officio* members without a vote. State and International Lions Clubs employees can and should be consulted. An ad hoc committee may, at its discretion, consult with as many additional Lions as it deems necessary. Each ad hoc committee will prepare and present written findings and recommendations to the council.

District Governor-Elect Seminar Committee: The council shall appoint, at the first Council of Governors’ meeting, the MD26 Global Leadership Chairperson who shall prepare and conduct a district governor-elect seminar. The seminar shall take place immediately prior to the MD 26 Convention at the site of the convention. As part of this committee’s function, sufficient training should be included to ensure each DG-E has adequate knowledge regarding the workings of the Missouri Lions.

District Governors-Elect Spouses Seminar: The council shall appoint, at the first Council of Governors’ meeting, a person or persons to organize and conduct a seminar for the spouses of the district governors-elect. This seminar shall be held in conjunction with the district governor-elect seminar.

Election Committee: The council shall appoint, no later than March 15 of each year, an election committee with one representative from each district to set up and supervise voting at the MD 26 Convention, count ballots and report the results of the voting to the convention.

Policy Manual Committee: The incoming Governor team shall appoint a policy manual committee and chairperson prior to the first council meeting each year to review the policy manual. At a minimum, council members shall review the policy manual prior to the first and last council meetings of each fiscal year.

Multiple District Protocol Chairperson: The council shall appoint a multiple district protocol chairperson at the first council meeting each year who shall establish Lion's protocol at each official meeting of the COG.

Multiple District Parliamentarian: The council shall appoint a multiple district parliamentarian at the first council meeting each year to serve as parliamentarian for the council.

MD 26 Office Committee: The council shall appoint a multiple district state office committee to oversee and assist in the operating of a full-time office. This committee shall be responsible to hire employees to fill any vacancies or needs and shall adjust hours according to the work load. All changes to employee adjusted hours should stay within the budget as set by the Council of Governors unless approved ahead of time. The State Office Committee shall be responsible for updating and making needed changes to the Personnel Manual. All updates and changes shall be approved by the Council of Governors. The council shall determine the necessary number of Lions needed to accomplish these responsibilities. Due to the unique nature of this committee, it is not necessary that each district be represented on this committee and will include the Council Chair.

MD 26 Investment Committee: The council shall appoint a multiple district committee with representative from each of the districts. The district governor of each district shall nominate a Lion from their district that has knowledge of finances and investments. The committee will recommend to the council investments in accord with Appendix 4--Missouri Lions MD 26 Investment Policy of this manual. The committee shall elect its own chairperson from out of its members. To provide for consistent carryover of policy, the members will be appointed for a three-year term, on a staggered schedule, M1 and M4, M2 and M5, then M3, M6 and M7.

Chapter Four – Multiple District Convention

A. General Provisions

Refer to Article X of the MD 26 Constitution and Article VI, MD 26 Bylaws.

B. Past District Governor Pins

It shall be council policy to have the council chairperson distribute past district governor pins to the outgoing governors at the MD 26 Convention. The funds for the past district governor pins are provided by either the governor or district. The first past district governor name badges are provided by Lions Clubs International.

C. MD 26 District Convention Hosts

In order to plan for multiple district conventions, the following rotation for districts to host the multiple district conventions shall be:

2022--District M1
2023--District M6
2024--District M7
2025--District M2
2026--District M4
2027--District M3
2028--District M5

Chapter Five – Missouri Lions State Trading Pin

A. Trading Pin Distribution

The distribution of Missouri Lions state trading pins, whose design and distribution date shall be set by the Council, shall be as follows:

Council chairperson (Council Meeting July)	50 pins each
Council chairperson-elect (Wrap-up Session Friday State Convention).....	25 pins each
District governors (excluding the Council chairperson-elect)(Council Meeting in July)	25 pins each
District governors-elect (Training Session Friday State Convention)	50 pins each
International director (Council Meeting in July).....	100 pins each
Past international directors (every year after going out of office) (Council Meeting in July).....	10 pins each
Each Missouri Lion registering at the International Convention.....	5 pins each
Each registrant at the MD 26 Convention.....	1 pin each

B. Pin Design

The Missouri Lions Pin Traders Club shall work with the first vice district governors-elect prior to the council of governors at each state convention. The first vice district governors-elect may select a presented design or one of their own and will approve a single design. The Pin Traders Club will arrange for the production of the approved number of pins and give them to the district governors elect at the next state convention.

C. Purchase of Pins

The pins will be made available for purchase as soon as they arrive in the state office. If possible, pins will be made available for purchase at the Missouri Lions All-state Football game week-end.

The MD 26 Convention Host Committee will provide the funds used to purchase the Missouri Lions state trading pin distributed to the MD 26 Convention registrants.

The MD 26 Convention International and State Convention Committee will provide the funds used to purchase the Missouri Lions state trading pins distributed for use at the international convention.

Chapter Six –State Newsletter

A. State Newsletter

The MD 26 Marketing/Communications Committee shall ensure a newsletter informing Missouri Lions of all aspects of Lionism, especially the activities of Missouri Lions and Lions Clubs, is prepared. The newsletter shall be titled *Missouri Lion*.

B. Editorial Policy

The *Missouri Lion* shall contain only articles for the good of Lionism in general and Lionism in Missouri in particular. To accomplish this, only articles of a positive nature not detrimental to any Lion, Lions Club, or other group or individual will be included in the newsletter. Articles of a religious or political nature will also be excluded. Every attempt, within the space restraints, will be made to cover all state activities and as many club activities as possible. Articles on individual Lions may also be included if they are of general interest to the Lions of Missouri. All publications must be presented diplomatically and without bias or discrimination.

C. Editor

Each year, the council of governors shall appoint an editor for the *Missouri Lion* based on a recommendation by the MD 26 Marketing/Communications Committee. The Editor should be a Lion with a wide, current knowledge of Lionism at all levels with ability and desire to publish a quarterly newsletter.

The MD 26 Marketing/Communications Committee shall supervise the *Missouri Lion* Editor. As such, the Editor may not serve as a member of the Marketing/Communications Committee.

The editor shall report directly to the council at each regularly scheduled meeting. The editor's report shall include information related to the publications and distribution and any other items deemed necessary.

The *Missouri Lion* Editor shall edit, publish and distribute at least a quarterly newsletter on Lionism, to the Lion members of MD 26

1. There will be at least 4 electronic additions published in the Lions year, with the intent to make them quarterly. The deadline for submission of material for inclusion in any electronic issue will be at least 15 days prior to publication. It will be up to the discretion of the editor if more editions are required and when they are published. The deadline and address for submission of articles for publication in the next issue shall be included in each issue. If additional publications are required, the editor should notify the Lions using the Missouri Lions MO-net of the deadline date.
2. Recognizing that not every Missouri Lion is subscribed to the Missouri Lions MO-net, direct email of all editions will be distributed by each district secretary as needed.

Chapter Seven – Dress Code

A. Dress Code

The MD 26 dress code is intended to give guidance to the council and Missouri Lions as to appropriate dress when representing MD26 at Lions functions. This allows members of MD 26 to present themselves in the most favorable manner to the Lions of the world and to the public in general. The following general dress styles may be recommended at various functions.

Hats with Lions logos may be worn with any Business, Distinctive MD 26 Business or smart casual wear.

	Men	Women
Smart Casual	Slacks and sport/polo shirt with a collar; jacket and tie not necessary. (No jeans, tennis shoes*, open-toe shoes, shorts or T-shirts) *Dress black tennis shoes are allowed.	Slacks, skirt, split-skirt or dress; blouse or polo shirt. (No jeans, tennis shoes*, open-toe shoes, shorts, or T-shirts) *Dress black tennis shoes are allowed.
Business	Business suit or sport coat and tie	Business Suit or separates with skirt, slacks, or dress.
Formal	White dinner jacket, white tuxedo shirt, black tie, black cummerbund or black vest (optional), black slacks, black socks, and black shoes. Black dinner jackets may only be worn by IDs and PIDs.	Short or long cocktail dress

B. Distinctive MD 26 Attire

During occasions that Missouri Lions wish to present a uniform appearance, distinctive apparel reflecting MD 26 may be recommended.

Each year, the 2nd vice district governors-elect may select distinctive smart casual and business uniforms that uniquely identify their leadership positions within MD 26. The 2nd vice district governors-elect will agree upon each component of the distinctive attire.

District Governor/Vice District Governor Uniforms:

	Men	Women
Smart Casual	Distinctive sport/polo shirt reflecting Missouri Lions, slacks, socks, and shoes	Distinctive blouse or polo shirt reflecting Missouri Lions, skirt or slacks, and shoes
Business	District Governor/Vice District Governor sport jacket, shirt, neckwear, slacks, socks, and shoes	District Governor/Vice District Governor jacket with skirt, slacks, or dress; shoes

Similarly, the adult companions of the 2nd vice district governors-elect may select a special uniform attire that complements the chosen attire of the 2VDG-E's.

The **2021-2022 District Governors** selected the following distinctive attire:

	Governor	Adult Companion
Smart Casual	Distinctive Council approved red polo shirt with embroidered council approved Lions logo and lettering, black slacks or skirt, black shoes & socks/hose.	Distinctive Council approved navy polo shirt with embroidered council approved Lions logo and lettering, tan skirt or slacks, and black shoes & socks/hose.
Distinctive MD26 Business	Distinctive Council approved red sports jacket with MD 26 patch; white shirt or blouse, distinctive tie or scarf, black slacks or skirt, black shoes & socks/hose.	Distinctive Council approved navy sports jacket, white shirt or blouse, distinctive tie or scarf, tan skirt or slacks, black shoes & socks/hose.
		Adult companions will compliment the DG's choice of attire

C. Dress Code for Specific Functions

The following is recommended attire at Lions functions.

MD 26 Convention

	Men	Women
International Directors/Past International Directors	Business	Business
District Governors and Vice District Governors	Distinctive MD 26 Business	Distinctive MD 26 Business
Others	Smart casual/optional	Smart casual/optional

MD 26 Convention Banquet

	Men	Women
International Directors/Past International Directors	Formal *	Formal
District Governors and District Governors-Elect	Formal	Formal
Past District Governors	Formal **	Formal
Vice District Governors-Elect and others	Business***	Business/Formal***
<p>*ID and PIDs may elect to wear black tuxedo jackets, unless seated at the head table. **PDG's can choose to wear a different color tie, vest and cummerbund, unless seated at the head table. ***1st VDG-E's may choose to wear distinctive MD26 attire or Business Suits. White Dinner jackets are not an option. Female 1st VDG-E's .may choose to wear Business attire or short/long cocktail dress. 2nd VDG-E's should wear Business attire (suit or short/long cocktail dress).White Dinner jackets are not an option.</p>		

International Convention
DGE training sessions

	Men	Women
District Governors	Distinctive MD 26 Business	Distinctive MD 26 Business
District Governors-Elect and Adult Companions	Distinctive MD 26 Business	Distinctive MD 26 Business
	Distinctive MD 26 Business	Distinctive MD 26 Business
*DGE's can choose by majority vote to wear their smart casual uniform. Adult companions will compliment the DGE's choice of attire.		

International Convention
International show

	Men	Women
District Governors	Smart Casual	Smart Casual
District Governors-Elect and Adult Companions	Smart Casual	Smart Casual
Others	Smart Casual	Smart Casual

Plenary Sessions

	Men	Women
District Governors	Distinctive MD 26 Business	Distinctive MD 26 Business
District Governors-Elect and Adult Companions	Distinctive MD 26 Business	Distinctive MD 26 Business
Others	Smart Casual	Smart Casual

Parade

	Men	Women
International Directors/Past International Directors	Business	Business
District Governors-Elect **Includes PDG's of any previous year in which the International Convention has been cancelled.	Distinctive MD-26 Business*	Distinctive MD-26 Business*

Others	Blue polo shirt with the state of Missouri outlined on the back, "Missouri Lions" across the outline, "Show Me" at the bottom of the outline, and the Lions emblem on the front, Black slacks, Black belt, Black socks, Black shoes	Blue polo shirt with the state of Missouri outlined on the back, "Missouri Lions" across the outline, "Show Me" at the bottom of the outline, and the Lions emblem on the front, Black slacks or skirt, Black belt, Black socks, Black shoes
<p>The MD26 approved white ball cap is optional wear during the parade. *DGE's can choose by majority vote to wear their smart casual uniform during the parade.***PDG's attire will complement the decision of the DGE's.</p>		

MD 26 Council of Governors
Meetings /Work Session

	Men	Women
International Directors/Past International Directors	Business	Business
District Governors	Distinctive MD 26 Business	Distinctive MD 26 Business
Vice District Governors	Distinctive MD 26 Business	Distinctive MD 26 Business
Others	Smart casual/optional	Smart casual/optional

MD 26 Council of Governors Meetings
Council of Governor Meeting

	Men	Women
International Directors/Past International Directors	Business	Business
District Governors	Distinctive MD 26 Business	Distinctive MD 26 Business
Vice District Governors	Distinctive MD 26 Business	Distinctive MD 26 Business

Missouri Lions All-Star Football Game
Banquet

	Men	Women
International Directors/Past International Directors	Business	Business
District Governors	Distinctive MD 26 Business	Distinctive MD 26 Business
Vice District Governors	Distinctive MD 26 Business	Distinctive MD 26 Business
Others	Smart casual/optional	Smart casual/optional

Missouri Lions All-Star Football
Game
Football Game

	Men	Women
District Governors	Distinctive MD 26 Smart Casual	Distinctive MD 26 Smart Casual
Others	Optional	Optional

Committee Meetings

	Men	Women
All Lions	Optional	Optional

**Other Global Action Team
State Programs**

	Men	Women
International Directors/Past International Directors	Business	Business
District Governors	Distinctive MD 26 Business	Distinctive MD 26 Business
Vice District Governors	Distinctive MD 26 Business	Distinctive MD 26 Business
Others	Optional	Optional
* District Governors may elect by majority vote to wear their distinctive MD 26 Smart Casual attire		

Leader Dogs for the Blind Weekend

As recommended by the Leader Dogs for the Blind.

Mid-South Lions Sight and Hearing Service Leaders Weekend

As recommended by Mid-South Sight and Hearing Service.

USA/Canada Leadership Forum

As recommended by USA/Canada Forum.

Chapter 8 – International Convention

A. Caucus

A “caucus” by definition is a gathering of official delegates/alternates where voting credentials are dispensed, ballot issues and/or choices of candidates are discussed. Missouri Lions may utilize a “caucus” at any State Convention or International Convention as necessary.

Chapter 9 - Multiple District 26 Privacy Policy

Multiple District 26M recognizes the importance of protecting the private information of our members. MD26M collects personal information about Lions Club members to facilitate communications with and between our members. This information is to be used solely to further its purposes including that “to unite the clubs in bonds of friendship, good fellowship and mutual understanding” and to conduct its necessary operational activities including:

- Dues and other billings
- Distribution of the District newsletter and membership/officer information and updates
- Compilation of membership profiles and trends to support membership growth, extension and retention programs
- Convention and meeting planning
- Contact information for Lion leaders, including past and present International Officers, Directors, Board Appointees, Multiple District Council Chairpersons and Council of Governors, District and Vice-District Governors, and Club Officers
- Furtherance of public relations activities and cooperative alliances
- Support of Lions Clubs International Foundation and other adopted service programs (See Chapter 1, Section I)
- Special advertising, non-dues revenue programs or other purposes in accordance with the purposes and objectives as determined by the Council of Governors
- Disclosure of information as required by law or that is pertinent to judicial or governmental investigations.

When information is distributed, a caption indicating the information is private and not to be distributed beyond local use shall be included.

Any payment information collected is protected by software during transmission, which encrypts all of your personal information so that it can be safeguarded over internet channels.

The use of committee members, officers, and others is not available on the internet. Contact information on the multiple district website is not to be used as a commercial mailing list and Lions Club members should ensure it is not used for that purpose.

With the approval of the Council of Governors, Multiple District information may be shared with approved committees as listed in Multiple District 26 Constitution and By-Laws, Article VIII: Committees.

Appendix 1 - Group Conferencing Tools

Virtual Meetings:

Virtual Meetings should primarily be held using the LCI Connect platform as it is a cost effective option. MD26 prefers to not incur the expense of providing a Zoom platform.

1. Access 'Connect' by opening your MyLCI account (myapps.lionsclubs.org), click on the menu, click on 'Connect'.
2. You will be able to 'Meet Now' or 'Meet Later'-from here follow directions as provided on screen.
3. Attendees can be invited to the meeting by entering their name to access their Lion contact information.
4. If difficulties are encountered, please contact your District Governor or IT Committee Chair.
5. Your District or Club may provide Zoom access.

Appendix 2 - Consent Agenda Procedure

Use of Consent Agenda: The council of governors may use a "consent agenda" to dispense with items of business that are routine in nature. The Council Chairperson shall arrange the consent agenda and forward those items to each member of the council prior to the council "work session". Consent agenda items do not require discussion; however, any member of the council of governors may request a consent agenda item be removed for further discussion.

Items for Clarification or Questions: For items that require clarification, or for which a member of the council of governors has a question, that clarification must be requested before the meeting. An item cannot be pulled from the consent agenda just to have a question answered. Information gathering should happen ONLY before the meeting. The person being asked the question has time to gather the information. Clarification shall then be sent to all members of the council of governors, so everyone has the same information before the meeting.

Items for Discussion: If there is an item about which a board member disagrees, or believes that item requires discussion, then a request is made at the board table to pull that one item from the "Consent Agenda" and to add it to the regular agenda as an item to be discussed. The remainder of the "Consent Agenda" items are voted on and approved, and only that single item is held out for discussion.

"Council Chairperson, I would request that the Item 'c' be pulled from the Consent Agenda for discussion."

"All in favor of approving the Consent Agenda, minus Item 'c,' signify by saying Aye."

Then Item 'C' will be discussed as a regular discussion item.

As an example, the agenda would appear as follows:

Council of Governors Meeting Agenda

Item #1: Welcome

Item #2: Consent Agenda

- a) Minutes of prior council meeting
- b) Contract to finish state office room
- c) Appointments
- d) Status report on pin design
- e) MLERF report

Appendix 3 – Whistleblower & Conflict of Interest Policies

The Missouri Lions MD 26 has both Whistleblower & Conflict of Interest Policies in place.



LIONS MULTIPLE DISTRICT 26, INC.

WHISTLEBLOWER PROTECTION POLICY

Lions Multiple District 26, Inc. requires governors, officers and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of Lions MD 26, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

Reporting Responsibility

This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns internally so that MD 26 can address and correct inappropriate conduct and actions. It is the responsibility of all Council members, officers, employees and volunteers to report concerns about violations of Lions code of ethics or suspected violations of law or regulations that govern MD 26's operations.

No Retaliation

It is contrary to the values of Lions MD 26 for anyone to retaliate against any Council member, officer, employee or volunteer who in good faith reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of MD 26. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment.

Reporting Procedure

Lions MD 26 has an open-door policy and suggests that employees share their questions, concerns, suggestions or complaints with their supervisor. If you are not comfortable speaking with your supervisor or you are not satisfied with your supervisor's response, you are encouraged to speak with the Council Chair. Supervisors and managers are required to report complaints or concerns about suspected ethical and legal violations in writing to the MD 26 Council Chair, who has the responsibility to investigate all reported complaints. Employees with concerns or complaints may also submit their concerns in writing directly to their supervisor or the Council Chair.

Compliance Officer

The MD 26's Council Chair is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The Council Chair will advise the Council of Governors of all complaints and their resolution.

Accounting and Auditing Matters

The Council Chair shall immediately notify the Council Assistant Secretary-Treasurer of any concerns or complaint regarding corporate accounting practices, internal controls or auditing and work with the Assistant Secretary-Treasurer until the matter is resolved.

Acting in Good Faith

Anyone filing a written complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

Confidentiality

Violations or suspected violations may be submitted on a confidential basis by the complainant. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

Handling of Reported Violations

The Council Chair will notify the person who submitted a complaint and acknowledge receipt of the reported violation or suspected violation. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.

Est. October 30, 2010 (Reviewed July 1, 2021)

**MISSOURI LIONS
MULTIPLE DISTRICT 26
LIONS CLUBS INTERNATIONAL**

CONFLICT OF INTEREST POLICY

**Article I
Purpose**

The purpose of the conflict-of-interest policy is to protect the Missouri Lions' interest when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer or governor of the Organization or might result in a possible excess benefit transaction. This policy is intended to supplement but not replace any applicable state and federal laws governing conflict of interest applicable to nonprofit and charitable organizations.

**Article II
Definitions**

1. Interested Person

Any district governor, principal officer, or member of a committee with governing board delegated powers, who has a direct or indirect financial interest, as defined below, is an interested person.

2. Financial Interest

A person has a financial interest if the person has, directly or indirectly, through business, investment, or family:

- a. An ownership or investment interest in any entity with which the Missouri Lions has a transaction or arrangement,
- b. A compensation arrangement with the Missouri Lions or with any entity or individual with which the Organization has a transaction or arrangement, or
- c. A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Organization is negotiating a transaction or arrangement.

Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.

A financial interest is not necessarily a conflict of interest. Under Article III, Section 2, a person who has a financial interest may have a conflict of interest only if the appropriate governing board or committee decides that a conflict of interest exists.

**Article III
Procedures**

1. Duty to Disclose

In connection with any actual or possible conflict of interest, an interested person must disclose the existence of the financial interest and be given the opportunity to disclose all material facts to

the governors and members of committees with Council delegated powers considering the proposed transaction or arrangement.

2. Determining Whether a Conflict of Interest Exists

After disclosure of the financial interest and all material facts, and after any discussion with the interested person, he/she shall leave the Council or committee meeting while the determination of a conflict of interest is discussed and voted upon. The remaining governors or committee members shall decide if a conflict of interest exists.

3. Procedures for Addressing the Conflict of Interest

- a. An interested person may make a presentation at the Council of Governors or committee meeting, but after the presentation, he/she shall leave the meeting during the discussion of, and the vote on, the transaction or arrangement involving the possible conflict of interest.
- b. The Council Chairperson or committee chairperson shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement.
- c. After exercising due diligence, the Council or committee shall determine whether the Organization can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.
- d. If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the Council or committee shall determine by a majority vote of the disinterested governors whether the transaction or arrangement is in the Missouri Lions' best interest, for the organization's benefit, and whether it is fair and reasonable. In conformity with the above determination, it shall make its decision as to whether to enter into the transaction or arrangement.

4. Violations of the Conflicts of Interest Policy

- a. If the Council or committee has reasonable cause to believe a member has failed to disclose actual or possible conflicts of interest, it shall inform the member of the basis for such belief and afford the member an opportunity to explain the alleged failure to disclose.
- b. If, after hearing the member's response and after making further investigation as warranted by the circumstances, the Council or committee determines the member has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.

Article IV **Records of Proceedings**

The minutes of the Council of Governors and all committees with Council delegated powers shall contain:

- a. The names of the persons who disclosed or otherwise were found to have a financial interest in connection with an actual or possible conflict of interest, the nature of the financial interest, any action taken to determining whether a conflict of interest was present, and the Council's or committee's decision as to whether a conflict of interest in fact existed.

- b. The names of the persons who were present for discussions and votes relating to the transaction or arrangement, the content of the discussion, including any alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the proceedings.

Article V
Compensation

- a. A voting member of the Council of Governors who receives compensation, directly or indirectly, from the Missouri Lions for services is precluded from voting on matters pertaining to that member's compensation.
- b. A voting member of any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the organization for services is precluded from voting on matters pertaining to that member's compensation.
- c. No voting member of the Council of Governors or any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Missouri Lions, either individually or collectively, is prohibited from providing information to any committee regarding compensation.

Article VI
Annual Statements

Each governor, principal officer and member of a committee with council delegated powers shall annually sign a statement which affirms such person:

- a. Has received a copy of the conflicts of interest policy,
- b. Has read and understands the policy,
- c. Has agreed to comply with the policy, and
- d. Understands the Missouri Lions Multiple District 26 is not-for-profit and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

This shall include the Council Chairperson, Council Secretary-Treasurer, each District Governor, the State Athletic Committee Chairperson, the State Band Committee Chairperson, the State Convention Committee Chairperson, the State Hearing Committee Chairperson, the International Candidate Fund Chairperson, the State GLT Chairperson, the State GMT Chairperson, the State GST Chairperson, the State LBOMB Chairperson, the State Public Relations Chairperson, the *Missouri Lion* Editor, the State Sight Committee Chairperson, and the State Youth Chairperson.

Article VII
Periodic Reviews

To ensure that the Missouri Lions organization operates in a manner consistent with its exempt purposes and does not engage in activities that could jeopardize its tax-exempt status, periodic reviews shall be conducted. The periodic reviews shall, at a minimum, include the following subjects:

- a. Whether compensation arrangements and benefits are reasonable, based on competent survey information and the result of arm's length bargaining.
- b. Whether partnerships, joint ventures, and arrangements with management organizations conform to the Organization's written policies, are properly recorded, reflect reasonable investment or payments for goods and services, further exempt purposes and do not result in inurement, impermissible private benefit or in an excess benefit transaction.

Article VIII
Use of Outside Experts

When conducting the periodic reviews as provided for in Article VII, the Missouri Lions may, but need not, use outside advisors. If outside experts are used, their use shall not relieve the Council of Governors of its responsibility for ensuring periodic reviews are conducted.

Appendix 4 – Missouri Lions MD 26 Investment Policy

MISSOURI LIONS MD 26 **INVESTMENT POLICY**

The purpose of this Policy Statement is to provide a clear outline of the procedures, guidelines, and objectives for managing the assets of the Lions International of Missouri MD 26. This statement has been adopted by the Council of Governors of the Lions International of Missouri MD 26, whose responsibility is to oversee assets in a prudent manner. The Council of Governors of the Lions International of Missouri MD 26 shall meet annually or as deemed necessary to review this Investment Policy. A review of Investment holdings and performance results should be included in the quarterly Council of Governors meetings.

PURPOSE:

The Lions International of Missouri MD 26 is a non-profit entity organized as a 501 C4 corporation. The primary purpose of the Investment Policy is to address the investment of excess funds over and above those needed for the continuing operations of the Council’s annual budget. The investment of excess funds will allow for further support and development of the Lions International of Missouri MD 26.

INVESTMENT PHILOSOPHY:

The Council believes a well-diversified portfolio of investment securities is the best vehicle to meet long-term needs of the Lions International of Missouri MD 26. The Council of Governors shall adopt an asset allocation mix whose primary goal is capital appreciation. The Council is also concerned about the long-term impact of inflation on the principal of the fund and the purchasing power of any annual disbursements. The Council of Governors recognizes it is important that investment assets earn a consistent return over the long-term that is competitive with returns achieved in the financial markets, without subjecting the assets to undue risk.

SOCIAL RESPONSIBILITY:

Social responsibility issues will be monitored by the Council of Governors and investment managers. The Council of Governors are committed to ensuring that they make investment decisions with both responsibility and integrity. As appropriate, such issues will be addressed by the Council of Governors at a regular meeting.

ASSET ALLOCATION:

In line with the funds return objectives, the Council of Governors shall oversee assets within the following asset allocation guidelines.

<u>Asset Class*</u>	<u>Target</u>	<u>Minimum</u>	<u>Maximum</u>
Equities**	40%	30%	50%
Fixed Income/CD’s	55%	45%	65%
Cash and Cash Equivalents	5%	0%	10%

*Within each asset class, Investment Managers may recommend/construct portfolios using individual stocks/bonds, ETF's, and Mutual Funds

**The equity segment will include allocation to large cap., in addition, allocation may include mid cap., small cap., and foreign stocks. Foreign exposure should not exceed 30% of total Equities.

INVESTMENT POLICIES AND CONSTRAINTS:

Proxy Voting – The investment managers are responsible for voting all proxies of securities in the fund. A summary of proxy votes shall be provided to the Council of Governors upon request.

Fixed income restrictions – 85% of the Fixed income securities should be rated “BBB” (or its equivalent) or higher. Up to 15% of the Fixed Income Portfolio may be invested in International and/or below investment grade debt. Alternately, when appropriate, allocation to CD's is includable in fixed income assets. There are no maturity or duration restrictions.

STRUCTURE:

The Council of Governors will provide an RFP along with the Investment Policy Statement to various selected brokerage firms for competitive bid to manage the investments. The firm selected will implement an investment plan that conforms to the guidelines of this Investment Policy. The Council of Governors will negotiate and approve the investment firm's compensation schedule including full disclosure of all management fees and /or commissions at the time the Investment Firm is selected. The Investment firm shall provide quarterly statements including holdings and performance to the Council of Governors. The Council of Governors reserves the right to approve terminating the contract with an Investment Company at any time.

PERFORMANCE BENCHMARKS:

The Council of Governors will monitor the performance of selected investment programs on a quarterly basis. Unless otherwise noted, the long-term performance results of each program will be evaluated over a three to five-year time horizon.

- The Council of Governors believe an important goal of the Investment Policy is for the invested funds to earn a total return that exceeds rate of inflation (as measured by the Consumer Price Index net of fees for managing all the assets).
- The investment firm will develop appropriate benchmarks to evaluate the performance of their investment program.