IOWA
FFA ASSOCIATION

STATE OFFICER SELECTION PROCESS (SOSP)

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I. Qualifications

A. Officers of the Iowa FFA Association are elected at the time of the Annual FFA Leadership Conference.
B. All state officer candidates must have previously earned or will receive their Iowa FFA degree at the current State Leadership Conference.
C. Candidates for all officer positions with the exception of President must submit an application postmarked to the FFA Enrichment Center on or before the deadline on the application.
D. Candidates for the office of President must submit an application postmarked to the FFA Enrichment Center on or before the deadline provided in writing by State FFA Staff. State FFA Staff will provide a deadline by December 15th.
E. All presidential candidates must have been a past state officer, unless no past state officer plans to seek the office of president.
F. The only office that past or current state officers can be a candidate for is state president.
G. The retiring state president shall not be a candidate for any state office.

II. Nominating Committee Procedures

A. Adult Coordinator
    1. The role of the Adult Coordinator is to facilitate the interview process within the realms of the Iowa FFA Association's Board of Director's approved process. They are to cooperate with the Student Nominating Committee Coordinators to see that the process is carried out from the beginning process to the final ballot and completion of the final results for announcement in accordance with the rules established by the Iowa FFA Board of Directors. The Adult Coordinator may help the committee develop questions, suggest role-playing situations and answer questions.
    2. The Adult Coordinator shall not be involved in the discussion or influence decision-making.
    3. The Adult Coordinator shall be appointed by the state FFA president with consultation from the state FFA advisor and state FFA executive director.
B. Student Nominating Committee Coordinators
    1. The role of the Student Nominating Committee Coordinators is to conduct the nominating committee process. This involves greeting the committee, giving instructions, answering questions and leading the committee in the processes of developing questions and role-playing situations, and generally moving the work of the committee along.
    2. Student Nominating Committee Coordinators shall facilitate discussion, but not influence decision-making.
C. Agricultural Education Instructors
    1. Two agricultural education instructors will be appointed by the state FFA president to oversee the nominating committee process. It will be necessary that at least one instructor be present in the nominating committee room at all times while the committee is working.
    2. The instructors' role is to assure fairness. The instructors shall not be involved in the discussion or influence decision-making.
D. Ballot Counting Committee
    1. Three persons shall be appointed by the state FFA president and approved by the state FFA advisor or state FFA executive director to serve as the official ballot counting committee.
E. Committee Procedure Rules
    1. The state FFA president will select 11 members and one chairperson to serve on the nominating committee, with input from fellow officers, the board of directors and the state FFA advisor.
    2. The state FFA president will select 3-5 business representatives, with input from the board of directors and the state FFA advisor, to score the state officer candidate application, multiple- choice test, writing exercise and the advocacy stand and deliver rounds.
    3. The 12 nominating committee members will be selected with two members from each of the six district and they must represent two separate chapters from within each of the districts.
    4. Committee members shall not be from the same chapter as any state officer candidate.
    5. The nominating committee will have an agricultural education instructor in the committee room at all times during the officer candidate interviews.
    6. Each candidate must appear before the nominating committee a minimum of three times.
    7. If there are only two state officer candidates from a district, they shall both be nominated as state vice president candidates from that district.
    8. The committee agenda shall be determined by the adult coordinator and chairperson. The Nominating committee and committee chairperson shall formulate the questions and situations for the interviews.
    9. The final ballot shall be formulated by the nominating committee. There shall be two names submitted for each office. The names on the ballot are to remain confidential until presented at the

business session as a part of the Nominating Committee report.

10. The adult coordinator will supervise the preparation of the ballots for the delegates' voting, double checking accuracy of candidates and spelling of names.
11. The chairperson will present the ballot to the delegate body. At that time, the president will call for nominations from the floor for each office. Once nominations cease, the delegate body will proceed with the election procedures for state president, secretary and reporter.
12. After the election of these statewide offices, the delegate body is divided by district for election of their respective state vice presidents.
13. Following the election, the ballots are collected by nominating committee members from each respective district and taken to the designated room for counting by the Ballot Counting Committee.
14. The adult coordinator will supervise the completion of the list of newly elected state FFA officers assuring accuracy. The final list shall be signed by the adult coordinator and chairperson and sealed in an envelope to be presented to the state FFA president at the beginning of the ceremony for installation of newly elected officers.
15. The ballots shall be sealed in an envelope and submitted to the state FFA advisor for safe keeping until the Iowa FFA Board of Directors' meeting in June, at which time it will be determined by Board action that the ballots be destroyed or held for a specified period of time.

III. Election Procedures

A. At the district conventions, state officer candidates will be introduced only as a state officer candidate, with no office specified.
B. No speeches or question/answer sessions will be allowed at the district conventions.
C. The present plan eliminates the complications of handbills, campaigns, politics between members and chapters, expenses of preparing literature, unequal opportunity to be selected to a state office, and other problems.
D. There shall be no correspondence between chapters and/or candidates and chapters for the purpose of soliciting votes.
E. Election process at the State Leadership Conference
    1. From the time the nominating committee report is given to the delegates until after all ballots have been marked and confirmation is made that a revote is not necessary, courtesy corps members will seal off the delegate section and not allow anyone to enter or leave the delegate section.
    2. During the business session, the nominating committee will present a ballot with two nominees for each office.
    3. After the report of the nominating committee, nominations from the floor will be accepted.
    4. Members nominated from the floor must have gone before the nominating committee a minimum of three times in compliance with Committee Procedure Rules #5.
    5. The presidential candidates will each present their two-minute nomination speech. The candidates will then appear together on stage for the delegate question period. Each candidate will respond to the four selected delegate questions; alternating first response. The delegate body will then mark their ballot.
    6. The secretarial candidates will each present their two-minute nomination speech. The candidates will then appear together on stage for the delegate question period. Each candidate will respond to the two selected delegate questions; alternating first response. The delegate body will then mark their ballot.
    7. The reporter candidates will each present their two-minute nomination speech. The candidates will then appear together on stage for the delegate question period. Each candidate will respond to the two selected delegate questions; alternating first response. The delegate body will then mark their ballot.
    8. The delegate body will divide into the six district groups. The vice president candidates for each respective district will each present their two-minute nomination speech. The candidates will then appear together on stage for the delegate question period. Each candidate will respond to the two selected delegate questions; alternating first response. The district delegate body will then mark their ballot.
    9. All delegates will then reassemble in the delegate section until the need for re-votes is cleared.
F. Before the state conference closing ceremonies, the new state officer team will be announced.

IV. Nominating Committee Guidelines

A. There are three at-large offices: President, Secretary, and Reporter.
B. The six vice president positions are designated by district
C. The only candidates eligible for president are those that are current or past state officers. The president plays a major role in team development, association management and business relations.
D. The secretary and reporter positions are open slots to any of the other candidates as long as there are more than two candidates from the district (excluding the presidential candidates). The secretary is responsible for keeping record of the board of directors' meetings as well as FFA membership. The reporter is responsible for putting together the Iowa FFA Today as well as other media relations.
E. Each vice president position is open only to those candidates (excluding the president candidates) from the respective district. When there are only two candidates from a district, they must both be placed on the ballot for vice president. The vice presidents not only serve on the state team but also serve as the president on the district officer team. The vice-presidents will do several activities in the district in addition to the state activities

V. Scoring Procedures

A. Each committee member has a copy of the score form for each candidate. The application score is already provided. The exam and writing exercise scores will need to be added once the instructors complete the evaluation.
B. Each committee member has a rubric sheet that provides points for each question in the interview rounds.
C. The competencies evaluated shall be:
    1. COMMUNICATION
        1.1 – Non-Verbal Skills
        1.2 – Listening
        1.3 – Writing
        1.4 – Presentation skills
        1.5 – Conversation skills
        1.6 – Language*
        1.7 – Context*
    2. TEAM PLAYER
        2.1 – Work in Teams
        2.2 – Acceptance of differing views
        2.3 – Team Before Self/Coachable
        2.4 – Commitment to FFA
        2.5 – Time management and planning
        2.6 – Prioritization and initiative
    3. AREAS OF KNOWLEDGE
        3.1 – Agriculture
        3.2 – FFA
        3.3 – American Education
        3.4 – Solving problems/critical thinking
        3.5 – Conducting research/lifelong learner
        3.6 – FFA Officer Knowledge*
        3.7 – Processing (Facilitation)*
        3.8 – Application (Facilitation)*
        3.9 – Application (Facilitation)*
    4. CHARACTER
        4.1 – Reliability/Integrity/Trust
        4.2 – Adaptability/Flexibility
        4.3 – Positive Attitude
        4.4 – Sincerity/Compassion
        4.5 – Maturity
        4.6 – Work Ethic
    5. INFLUENCE
        5.1 – Mentors and coaches others
        5.2 – Member representation
        5.3 – Self confidence
        5.4 – Energetic
        5.5 – Commitment to Service
        5.6 – Activity (Facilitation)*
        5.7 – Student Engagement (Facilitation)*

    *Additional competencies that are utilized for state president interviews.
D. The following competencies will each be worth 20%:
    Competency #1: COMMUNICATION
    Competency #2: TEAM PLAYER
    Competency #3: AREAS OF KNOWLEDGE
    Competency #4: CHARACTER
    Competency #5: INFLUENCE
E. These competencies are purely a guide to assist in narrowing the field. The final selection of two candidates for the ballot should take more into consideration: personal human interaction, etc.
F. Any materials used in the interview process (notes, score sheets, applications, etc.) must be turned in at the conclusion of the process to be destroyed.

VI. Interview Rounds – Excluding State President

A. Pre-Interview Information – State Officer 'Job Description'
   1. In preparation for state officer interviews, current or recent state officers will meet with the nominating committee and share with them insight as to what the year as a state officer entails, including specific duties of the vice president, secretary and reporter.
   2. This will take place as an informational question, answer format.

B. Application
   1. The scored application is a two-page document. The essence of this is to give the nominating committee some background and clerical information about you so the interview rounds may run more efficiently.
   2. The application will be scored by outside partners – not the nominating committee.

C. Round #1 – Personal Round One
   1. In this one-on-twelve format, candidates should capitalize on this time by making their first impression a lasting impression. All questions will be behavioral-based interview questions posed by the nominating committee. The questions will be posed to get to know the candidate's goals, motivations and/or desire to be a state officer.
   2. Each candidate will have 6 minutes will all twelve of the committee members.

D. Round #2 – Multiple Choice Test
   1. State officers must consistently demonstrate a command of key issues related to agriculture, FFA and the American agricultural education system. While some of this knowledge may be demonstrated by asking quality questions and carrying on informed conversations rather than "knowing facts," it is still important that officers come in with a base understanding of core issues and facts related to these three areas of knowledge.
   2. Candidates will have 30 minutes to complete this round. The test will consist of 30 multiple-choice questions that will be pulled from resources on the Iowa FFA website www.iowaffa.com.
   3. The test will be scored by outside partners – not the nominating committee.

E. Round #3 – Round Robin
   1. State officer candidates will engage in a conversation with a knowledge area expert. Candidates will receive a written prompt two minutes before entering the room. They will have five minutes to hold a conversation with the expert regarding the given prompt. Candidates will be scored by the nominating committee on their knowledge in the given area, as well as their ability to carry a conversation with key stakeholders to the FFA.
   2. This process will be completed twice, covering two different knowledge areas with two different knowledge area experts.
   3. Following each candidate, the nominating committee will be given time to ask clarifying questions to the knowledge area expert to confirm candidates' knowledge.

F. Round #4 – One-on-One
   1. The interview is focused on two objectives. First, this is an opportunity for individual nominating committee members to develop rapport and get to know the candidates in a one-on-one setting. Second, this will provide an opportunity for evaluation of a number of targeted competency builders.
   2. This round will consist of twelve 4-minute interviews each with a different member of the nominating committee. Expect 3-4 questions.

G. Round #5 – Writing Exercise
   1. All candidates will complete an in-depth written essay. The written essay will be on a topic relevant to the theme of agriculture, FFA or the American agricultural education system. The purpose of the essay is focused on the student's ability to convey knowledge and understanding in a different way than allowed through multiple-choice questions. The theme for the essay will correspond with the theme and topics chosen for the Advocacy Stand and Deliver Practicum (Round #6).
   2. One topic will be given to the candidates when they enter the testing room. Potential topics can be found on the Iowa FFA website www.iowaffa.com. Candidates are encouraged to understand each topic very well.
   3. All candidates will have 45 minutes to complete a written essay on a topic relevant to agriculture, FFA or the American agricultural education system.
   4. No internet resources or human contact (via phone/text/email/etc.) is allowed. A pen and paper will be provided.
   5. Essays cannot exceed 600 words in length.
   6. The exercise will be scored by an adult with relevant knowledge on the topic and writing mechanics – not the nominating committee.

H. Round #6 – Advocacy Stand and Deliver
   1. State officers must consistently be knowledgeable and be able to verbally convey a message in front of a group or crowd. Candidates will have 20 minutes in a private room to prepare for delivering a 3-minute speech. When the candidate arrives to the preparation room, they will receive the topic and instructions regarding the setting and audience to which the speech will be directed. When preparing their speech, candidates should plan as if they are advocating for this topic and its supporting ideas.
   2. The topic will be relevant to the theme of agriculture, FFA or the American agricultural education system.
   3. Five topics will be posted on the Iowa FFA website www.iowaffa.com and one topic will be given to the candidate in the preparation room.
   4. Twenty minutes will be provided to prepare a 3-minute speech regarding the topic and 5 minutes following will be used to answer questions from the nominating committee.
   5. No materials will be allowed in the room. A pen and paper will be provided.
   6. This round will be scored by outside partners – not the nominating committee.

I. Round #7 – Personal Round Two
   1. The purpose of this interview is to ask a final set of questions developed by the committee to address competencies such as character, passion for success and influence. During this time, committee members may ask questions in regards to your application.
   2. Each candidate will have 8 minutes will all twelve of the committee members.

VII. Interview Rounds – State President

A. Pre-Interview Information – State President 'Job Description'
   1. In preparation for state president interviews, the current state president will meet with the nominating committee and share with them insight as to what the year as state president entails.
   2. This will take place as an informational question, answer format.

B. Application
   1. The scored application is a two-page document. The essence of this is to give the nominating committee some background and clerical information about the candidate so the interview rounds may run more efficiently.
   2. The application will be scored by outside partners – not the nominating committee.

C. Round #1 – Writing Practicum
   1. The state president, is faced with many challenging situations. This portion of the interview process is designed to interpret how the candidate would handle certain situations when they present themselves. The situations are real situations that have happened in previous years.
   2. The candidate will have 45 minutes to complete this round. No internet resources or human contact (via phone/text/email/etc.) are allowed.
   3. The essay may not exceed 1200 words.
   4. The exercise will be scored by an adult with relevant knowledge on the topic and writing mechanics – not the nominating committee.

D. Round #2 – Personal Round One
   1. In this one-on-twelve format, candidates should capitalize on this time by making their first impression a lasting impression. All questions will be behavioral-based interview questions posed by the nominating committee. The questions will be posed to get to know the candidate's goals, motivations and/or desire to be a state officer.
   2. Each candidate will have 6 minutes will all twelve of the committee members.

E. Round #3 – Advocacy Stand and Deliver
   1. State officers must consistently be knowledgeable and be able to verbally convey a message in front of a group or crowd. Candidates will have 20 minutes in a private room to prepare for delivering a 4-minute speech. When the candidate arrives to the preparation room, they will receive the topic and instructions regarding the setting and audience to which the speech will be directed. When preparing their speech, candidates should plan as if they are advocating for this topic and its supporting ideas. The topic will be relevant to the theme of agriculture, FFA or the American agricultural education system.
   2. Three topics will be posted on the Iowa FFA website www.iowaffa.com and one topic will be given to the candidate in the preparation room.
   3. Twenty minutes will be provided to prepare a 4-minute speech regarding the topic and 5 minutes following will be used to answer questions from the panel of industry representatives.
   4. No materials will be allowed in the room. A pen and paper will be provided.

5. This round will be scored by outside partners – not the nominating committee.

F. Round #4 – Two-on-One
   1. The interview is focused on two objectives. First, this is an opportunity for individual nominating committee members to develop rapport and get to know the candidates in a one-on-one setting. Second, this will provide an opportunity for evaluation of a number of targeted competency builders.
   2. This round will consist of six 4-minute interviews each with pairs of members of the nominating committee. Expect 3-4 questions.

G. Round #5 – Personal Round Two
   1. The purpose of this interview is to ask a final set of questions developed by the committee to address competencies such as character, passion for success and influence. During this time, committee members may ask questions in regards to your application.
   2. Each candidate will have 10 minutes will all twelve of the committee members.

H. Round #6 – Facilitation Round
   1. State president candidates will prepare a connection, activity, and processing for a single objective in a leadership workshop setting. They will receive a prompt with the theme of the workshop, as well as the objective. The candidates will facilitate the nominating committee and will be scored by a panel of three-or-more-years removed past Iowa FFA officers.
   2. Each candidate will have 20 minutes to prepare and 15 minutes to facilitate.
   3. No materials will be allowed in the prep room. A pen and paper will be provided.
   4. Candidates will be provided with a list of materials at their disposal for their activities.

I. Post-Interview INFORMATION – Evaluations and Strengths:
   1. There are two final pieces of information given, upon request, to the nominating committee to help them make their final decision:
      - Evaluations of the candidates' performance from random individuals theyhave interacted with throughout the year.
      - Each candidate's top five StrengthsFinderstrengths.

VIII. Resources

A. State Officer Competencies
B. Example Schedule

State Officer Competencies

Standard	Competency	Indicators				
COMMUNICATION	1.1 Non-verbal Skills	Tone	Eye Contact (Attention)	Mannerisms	Gestures	
	1.2 Listening Skills	Information Recall	Attention	Wait Time	Listening for Understanding	
	1.3 Writing Skills	Grammar	Spelling	Structure		
	1.4 Presentation Skills	Engaging and Motivating an Audience	Speaking without Notes	Speaking Unrehearsed	Presentation Matches Context	
	1.5 Conversation Skills	Seeks Connections with Others	Demonstrates a Genuine Interest in Others	Is Professional in Actions and Words	Exhibits Personality	Is Approachable and Establishes Good Rapport
TEAM PLAYER	2.1 Work in Teams	Exhibits Leadership	Exhibits Followership	Positivily Influences Group	Manages personalities within team	
	2.2 Acceptance of Differing View Points	Fostering an Environment of Acceptance	Valuing Diversity of Opinion	Respect and Empathy Towards Others		
	2.3 Team Before Self	Empowering Others	Spirit of Humility	Sharing Success with Team	Assuming Responsibility for Undersirable Outcomes	
	2.4 Commitment to FFA	Supporting and Advancing FFA Mission	Communicates the Opportunities Available in FFA	Recognizes all stakeholders within FFA	Understands and exhibits FFA Vision	
	2.5 Time Management and Planning	Breaking Down Large Tasks into Manageable Components	Having Defined Long-Term and Short-Term Goals	Uses Time Management Tool		
	2.6 Prioritization and Initiative	Starting projects independently	Meeting Deadlines Consistently	Manages Multiple Tasks with Competing Deadlines	Recognizes Appropriate Time to Take Action	
AREAS OF KNOWLEDGE	3.1 Agriculture Knowledge	Connecting and Articulating Facts and Issues of Agriculture	Discuss Key and Emerging Trends	Knowledge of Ag Careers	Conveys the impact of Agriculture to Consumers	
	3.2 FFA Knowledge	Connects and Articulates Facts and Issues of FFA	Discuss Key and Emerging FFA Issues	Recalls Historical FFA Events and Significance	Conveys the impact of FFA to stakeholders	
	3.3 Agricultural Education	Articulates the Role of FFA in Ag Ed as an Intra-Curricular Component	Discuss Key and Emerging Ag Education Issues	Understands Relationships Among Ag Education, Career and Technical Education, and all Education	Conveys the impact of Ag Education to develop life-long learners	
	3.4 Problem Solving/ Critical Thinking	Considers Others' Points of View when Seeking Understanding	Considers Multiple Factors and their Impact when Addressing an Issue	Takes Time to Consider All Options	Brainstorms and implements New Ideas	
	3.5 Conducting Research/Lifelong Learner	Incorporates Information on Agriculture and Education Issues	Uses Correct and Valid Sources to Support Personal Statements	Coachable	Seeks Constructive Feedback and Uses it in a Proactive Manner	

CHARACTER	4.1 Reliability/ Integrity/Trust	Doing the Right Thing Even in Discomfort	Takes Responsibility for Actions	Commitment		
	4.2 Adaptability/ Flexibility	Responds Well to Change	Prepares for the Unforseen	Flexible in Arising Challenges		
	4.3 Positive Attitude	Optimistic	Enjoyable Presence	Remains Positive during Challenges		
	4.4 Sincerety/ Compassion	Is Sensitive to the Genuine Welfare of Others	Communicates True Self with Tact (Passion or Vulnerability)			
	4.5 Maturity	Demonstrates Appropriate Demeanor for the Situation	Uses Mature Language and Mannerisms	Demonstrates Patience	Demonstrates Self Control	
	4.6 Work Ethic	Willing to Act on Tedious Tasks	Demonstrates a Sense of Ownership	Maintains Drive in all Tasks	Ability to Achieve in a Fast Paced Environment	
INFLUENCE	5.1 Mentors and Coaches Others	Serves as a Role Model	Provides Contructive Feedback to Others	Helps Others Build Their Strengths	Actively Provides Guidance	
	5.2 Member Representation	Carefully Weighs Impact of Decisions of FFA and its Members	Not Afraid to Make Tough Decisions for the Good of the Organization			
	5.3 Self-Confidence	Willing to take Considerate Risks and Step Outside Comfort Zone	Considerately Sticks to Convictions and Beliefs	Well Poised		
	5.4 Energetic	Channels energy Effectively	Transmits Energy to Group	Maintains Energy in all Tasks		
	5.5 Commitment to Service	Exhibits an Attitude of Service	Demonstrates Leadership in a Service Activity	Awareness of Community Needs	Understands the Im-portance of Serving Others	
PRESIDENT*	COMMUNICATION	1.6 Language	Laws of Language were followed. i.e. inclusive language, economy of language, etc.			
	COMMUNICATION	1.7 Context	Context was set at the beginning of conversation and/or facilitation and was relevant to the objective			
	AREAS OF KNOWLEDGE	3.6 FFA Officer Knowledge	Knowledge of board policies, code of conduct, etc.			
	AREAS OF KNOWLEDGE	3.7 Processing (Facilitation)	Processing was smooth, effective and lead to the point of the activity.			
	AREAS OF KNOWLEDGE	3.8 Application (Facilitation)	Application of the point of the activity was made			
	AREAS OF KNOWLEDGE	3.9 Objective (Facilitation)	The given objective was met through the context, activity, processing, and application			
	INFLUENCE	5.6 Activity (Facilitation)	Activity was well planned, executed and lead to the point of the activity			
	INFLUENCE	5.7 Student Engagement (Facilitation)	Students were actively engaged throughout the entire objective			

Interview rounds for State President incorporate these compentencies and indicators in addition to the competencies and indicators identified for the interview rounds for the other candidates.

Draft Interview Schedule (25 candidates)

Start	End	Facility	Who	Event	
11:00	11:45	One Room	Nominating Committee	Lunch	Day 1 (Tuesday)
12:00	4:00	One Room	Nominating Committee	Orientation	
4:00	5:30	Two Rooms	State President Candidates	Facilitation Round	
5:30	6:00	Two Rooms	State President Candidates	Personal Round 1	
6:00	6:30	One Room	State President Candidates	Two-on-One Interviews	
6:30	7:15	Three Rooms	State President Candidates	Stand & Deliver	
7:15	8:00	Two Rooms	State President Candidates	Personal Round 2	
8:00	9:00	One Room	State President Candidates	Writing Exercise	
8:00	9:30	One Room	Nominating Committee	Debriefing	
Start	**End**	**Facility**	**Who**	**Event**	
8:00	9:45	One Room	Nominating Committee	Orientation	Day 2 (Wednesday)
9:15	9:45	One Room	State Officer Candidates	Orientation	
9:45	11:30	Three Rooms	State Officer Candidates	Personal Round 1	
9:45	11:30	Two Rooms	State Officer Candidates	Writing Exercise	
11:45	12:30	Two Rooms	All Participants	Lunch	
12:30	3:30	Four Rooms	State Officer Candidates	Round Robin Interviews	
3:30	6:00	Two Rooms	State Officer Candidates	One-on-One Interviews	
3:30	6:00	Two Rooms	State Officer Candidates	Multiple Choice Test	
6:15	7:00	Two Rooms	All Participants	Dinner	
7:00	8:30	One Room	Nominating Committee	Debriefing	
Start	**End**	**Facility**	**Who**	**Event**	
7:30	8:15	One Room	Nominating Committee	Orientation	Day 3 (Thursday)
7:30	8:00	One Room	Adult Interview Committ	Orientation	
8:00	11:30	Three Rooms	State Officer Candidates	Stand & Deliver	
8:15	11:30	Two Rooms	State Officer Candidates	Personal Round 2	
11:45	12:30	Three Rooms	All Participants	Lunch	
1:00	4:30	One Room	Nominating Committee	Deliberations	
4:30	5:00	One Room	Nominating Committee	Debriefing	