



Oregon

FBLA

**2025-2026 State Officer
Candidate Guide**



Dear Dedicated FBLA Members:

CONGRATULATIONS on your decision to become a State Officer Candidate. While we only have a few coveted positions available, the journey you are about to embark on will truly benefit you and your future, regardless of election results. We at Oregon FBLA recognize those who seek to serve as an Oregon FBLA State Officer as someone who is truly remarkable.



Furthermore, we also acknowledge you, the potential candidate, as one of those rare individuals who strive to become the leaders that move our organization to great heights.

Running for and serving as a state officer will be a positive, life-shaping opportunity. This Oregon State Officer Candidate Guide has been produced to educate you on the Oregon FBLA state officer election process. You will find the policies and procedures that will equip you to run a successful campaign. In addition, a job description and a schedule of events that outlines what your year as an officer may look like have been included.

Furthermore, the Oregon FBLA Board of Advisers and the Board of Trustees believe so strongly in our state officers that for over a decade it has provided the Oregon State Officer Team with a professional leadership coach. The ultimate goal we have for you as a state officer is to be well trained and equipped so that you can become respected leaders for Oregon FBLA, which, in turn, will make you respected leaders in whatever you do.

It has been said that "In order to succeed we must first believe we can." Oregon FBLA believes in you, and we are eager to assist you in running for state office. Please contact any member of the state management team or current state officer team for assistance in your quest to become a state officer of Oregon FBLA!

Our best wishes for great success now and in the future!

Gabrielle Cunningham
State Adviser

Blake Parker
State Officer Coach



Oregon FBLA Chapter Advisers:

The Oregon FBLA State Officer Program provides tremendous opportunities for students to gain new leadership skills, learn critical thinking, improve their planning and organization skills, become stronger speakers, demonstrate initiative, and much more. In short, it is a unique and valuable experience that we are excited to share with your students.



Along with the considerable benefits that come with being a State Officer, there are important responsibilities that officers accept. We need your help to ensure that students who plan to run for state office are aware of these responsibilities; and, if elected, that both you and they will ensure that those responsibilities are fulfilled.

As an adviser with a candidate, and (if elected) a state officer, the expectation is that you will:

- Assist your candidate with completing all required aspects of the State Officer candidate application and review their campaign speech and campaign materials
- Assist your candidate to schedule their virtual candidate interview
- Make a personal commitment to cooperate with the State Director and State Officer Coach to ensure that your state officer fulfills all his/her state officer responsibilities
- Attend various meetings and functions with your state officer
- Serve as an ongoing mentor to your state officer
- Arrange additional time to work with your state officer
- Review the State Officer the State Officer Team Program of Work to ensure they are up to date on all assignments
- Assist with travel arrangements, including traveling with your officer when necessary
- Edit and review materials and communication before your officer submits and distributes them
- Provide your officer with workspace supplies, computer access, email access, and any necessary financial support
- Assist with the ongoing training of all officers.

By signing the forms included in this guide, you are making a commitment to your candidate/State Officer and Oregon FBLA. Training and directing our state officers is a team effort, and it is essential that the officer's adviser is a part of that team.

Thank you for encouraging your student to seek a State Officer position with Oregon FBLA.

Gabrielle Cunningham
State Adviser

Blake Parker
State Officer Coach



Welcome to the 2025-2026 State Officer Candidacy Guide!

Whether you are here simply to learn more about State Office or to take your first steps in the application process, we are grateful for your interest and excited to see where your leadership journey will take you.

As I've begun to reflect on the past two years I've spent in office, I've realized that it truly is one of the greatest experiences I've ever had. I wouldn't trade anything for the members I've had the pleasure of networking with, the board meetings I've been able to participate in, and most importantly, the impact I've watched my hard work make in the lives of so many Oregon students.

That being said, becoming a State Officer is also one of the hardest things I've ever chosen to do. While it does come with neatly pressed uniforms and exciting conferences, each flashy on-stage experience is preceded by hours of behind the scene work. I've spent countless nights up late drafting and redrafting projects, writing team updates, tuned into zoom meetings, and sacrificing other important events to ensure that my team remained on track.

Winston Churchill once said, "I have nothing to offer but blood, toil, tears, and sweat". As you take your first steps towards becoming a State Officer, know that in no way is this experience easy. It is not and will never be a simple way to pad your resume or build a fan base. In my experience, leadership is much more about the commitments you make to yourself and others than the title that is given to you. If you are elected to any role on the team, know that you are accepting responsibility for something much larger than yourself. You're committing to uphold the standards and foster the well-being of an organization that impacts hundreds of students you've never even had the opportunity to meet.

As I close, I'd like to reiterate my appreciation for this organization. Being the Oregon FBLA State President has been one of the greatest honors I've ever received. I will always be grateful for my decision to step out of my comfort zone, read through the candidate guide, and open up the State Officer application. My life has been forever changed through this experience, and although it took sacrifice, I would not trade it for anything.

Whether you are elected to serve on the next team or not, know that your journey is defined by the choices you make. Oregon FBLA is grateful to have passionate and dedicated individuals like yourself, and we are proud to have played a role in your life.

A handwritten signature in cursive script that reads "Maddie Bailey".

Maddie Bailey
2023-2025 Oregon FBLA State President

CANDIDATE POLICY GUIDELINES

FBLA ELECTION PROCESS



If there are no candidates available for an office, the Nominating Committee will determine what the next steps shall be. Results of the election will be announced during the Awards of Excellence Session of the SBLC.

ELECTED STATE OFFICES

The following offices will be elected by the members during the State Business Leadership Conference following the procedures outlined in this guide:

- State President
- Executive VP
- Secretary
- Vice President of Membership
- Vice President of Service
- Vice President of Development
- Vice President of Middle School

The office of Vice President of Media will be appointed prior to SBLC.



ELIGIBILITY REQUIREMENTS

The following outlines the minimum requirements that must be met for Oregon FBLA to accept a member for State Officer Candidacy. To be eligible for state office, the following criteria must be met:

1. A candidate must be an active member in good standing of Oregon FBLA and National FBLA by March 1 of the current school year. A candidate must be a member of a state approved FBLA chapter and be an active member of that chapter.
2. It is strongly recommended that the candidate have held, or be holding, an FBLA chapter office or other leadership role in school clubs/organizations, or other civic/community organizations. However, this is not a requirement.
3. A candidate must have earned a GPA of 2.50 (4.00 scale) or greater for the term preceding their running for office and must maintain a GPA of 2.50 or greater throughout their term of office if elected. This includes both ensuring their cumulative GPA remains above a 2.50, and that each term's GPA is a 2.50 or greater.
4. The term of office will be from the close of the State Business Leadership Conference where the officer is elected, to the close of the following State Business Leadership Conference when the newly elected officer team begins their term. The term for officers appointed after the State Business Leadership Conference will be from their date of appointment and will last until the close of the following State Business Leadership Conference along with the rest of the officer team.
5. To be eligible to run for a state office, each candidate must complete and submit all forms and must complete each step of the election process outlined in this guide, including the required State Officer Candidate briefing.
6. To be eligible to run for the office of Executive Vice President, the candidate must agree to run a campaign for a position on the FBLA National Officer Team. Failure to run a campaign at the National Leadership Conference will automatically disqualify an individual from serving as Executive Vice President, unless the role is appointed. If elected at the State Business Leadership Conference, candidates for Executive Vice President must work closely with the Executive Director, State Adviser, and State Officer Coach in preparing their campaign for the National Leadership Conference. The national officer deadlines are soon after SBLC, so if running for Executive Vice President, it would be a strong suggestion to have reviewed the national candidate guide prior to SBLC. Newly elected Executive VP must be prepared to submit the required final documents to the Oregon FBLA State Adviser and State Officer Coach well ahead of the national deadline for review. Draft documents are due at the time of application.



7. To be eligible to run for the office of VP of Middle School, the candidate must be a current FBLA Middle School Member, currently in 6th- 8th grade when running, and have completed the Explore level of the LEAD Award. If no eligible candidates are successfully elected to the office of VP of Middle School, the Nominating Committee may appoint a candidate in the general officer pool to serve in that position.

CANDIDATE NOMINATING PROCESS

All applicants will participate in a virtual interview prior to SBLC. Applicants will be asked questions on a variety of topics including, but not limited to:

- Qualification for office
- Leadership experience
- Duties and time commitments required to be an officer
- Skills to prepare them for specific positions.

To participate in the interview, it is highly recommended that you have access to a computer, internet, and web camera. If you do not have these resources available, please contact coach@oregonfbla.org. Following the application deadline, you will be given more information about selecting your time slot on the interview days (March 10-12th). Failure to participate in an interview may result in immediate disqualification.

The Nominating Committee will serve as the interview panel and may be comprised of the following individuals:

1. One Board of Trustees Member as appointed by the Board of Trustees Chair
2. One State Officer as appointed by the Management Team (this officer may not have a candidate for office from their current or previous chapter)
3. One Qualified Advisor
 - a. Must not have a current candidate for state office from their chapter
 - b. Must not serve on Board of Trustees
4. Three Qualified Members
 - a. Must not have a current state officer from their chapter
 - b. Must not be in the same chapter as anyone else serving on the committee
5. One Management Team Member (i.e., State Officer Coach) who serves as a facilitator to advise on region boundaries, process, and qualifications

This committee will interview all candidates and decide if candidates are approved to run for office, and which office they will be able to be considered for based on their interview and application materials. Ultimately, this nominating process will create four applicant pools: State President, Vice President of Middle School, Vice President of Media, and General Officer (all remaining offices). The VP of Media will be appointed directly by this committee based on their submitted portfolio and interview. The other remaining pools will be chosen by election ballot at SBLC. Candidates that do not get elected from the State President or VP of Media pools, will have the option to choose during their interview if they would like to fall into the General Officer Pool.



CAMPAIGNING

CANDIDATE BRIEFING

All candidates must attend the State Officer Candidate Briefing Session on March 17th. Details about the time and link of this briefing will be provided to approved candidates after their interview. This will be a virtual meeting over zoom.

Q&A SESSION (NEW FOR 2025)

Candidates are invited to participate in a candidate Q&A session during the afternoon on April 3rd at SBLC. State Management Team will ensure approved candidates are not scheduled for competitive events that conflict with this time. Every candidate will get to answer every moderated question, in under 30 seconds, facilitated by the State Officer Coach.

OPENING SESSION

Campaigning is allowed at the Opening Session but is limited to before and after the session (not during the session). No vocal, audio, or active demonstrations that distract from the session will be allowed. In addition, no campaign materials can be placed on seats in the audience. Any banner(s) displayed cannot impede any participant's view of the stage or conference screens (before, during, or after the session). All candidates will be introduced on stage during the Opening Session.

CAMPAIGN SPEECHES

Candidates running for office of State President will deliver their speech during the Opening Session while all other remaining candidates will give their speeches during the business meeting prior to voting. All speeches must be less than two and a half minutes in length. This ensures that more time is spent on meeting the candidates casually and at their eXpo booths than a myriad of speeches during our Opening Session.

CAMPAIGN BOOTHS

During the State Business Leadership Conference eXpo on April 4th from 8am-3pm, candidates will host an approved, quality campaign booth open to all Oregon FBLA members. Click [here](#) to see examples of campaign booths.

1. Campaign booths may be set up and manned starting at 8am. Booths must also be torn down, and the site cleaned of all trash and materials by 4pm. Failure to adhere to these posted times may result in disqualification. A table and chair will be provided for each campaign booth. No electrical outlets will be available.
2. Small music players are allowed while at campaign booths only but must be kept to a reasonable volume. Candidates wishing to show a slideshow or other media elements at their booth must contain the media to their table and surrounding area. No



electricity will be provided by Oregon FBLA and candidates are not allowed to use hotel power for their campaign booths (battery power is acceptable). Candidates must keep all campaign materials contained to their table and surrounding booth area. Campaign materials and activities that are outside the immediate booth area, or that impedes another candidate's booth, will be asked to be removed by the State Adviser or State Officer Coach. Remember your fellow members are also testing and competing in their events at the same time you are campaigning so please be respectful at all times.

Candidates can either campaign as running for State President, Executive VP, or State Office at-large. Candidates not interested in running for State President or Executive VP need to campaign as State Officer, such as "Vote Maddie Bailey for Oregon FBLA State Office" not "Vote Maddie Bailey for Oregon FBLA VP of Service".



EXECUTIVE VP AND VP OF MEDIA PORTFOLIOS

NATIONAL OFFICER APPLICATION (Executive Vice President Candidates)

Candidates for Executive Vice President are required to upload additional materials corresponding to their anticipated National Officer Campaign. All forms and materials noted below should be compiled into one PDF document and submitted online at the time of application.

- Draft Campaign Speech
- Proposed booth design, handout items, and trifold/poster
- Draft Campaign Platform and Logo
- Draft rack card/brochure

CANDIDATE PORTFOLIO (Vice President of Media Candidates)

Candidates that wish to be considered for the office of Vice President of Media are required to prepare a portfolio to be turned in during their candidate application submission. The portfolio will be provided to the interview panel for review and consideration. Portfolios should be compiled into one PDF document and submitted online at the time of application.

The Vice President of Media Candidate Portfolio must include the following items:

- Using the example FBLA theme of "NEXT LEVEL", create eight sample Instagram Social Media Posts (including image, caption, user tags, locations, appropriate hashtags, etc.) and four sample graphics with non-social media usage (ex. promotion flyers or posters) featuring at least five of the following options:
 - State Business Leadership Conference
 - National Leadership Conference
 - State Officer Spotlight
 - Member of the Month
 - Flashback Friday
 - Service Projects
 - Competitive Event Promotion
 - Thanking a Sponsor
 - Featuring an Alumnus
- Examples of previous work with photography, video editing, graphic design, strategic social media usage, etc.
- Current personally managed Social Media Platform Usernames (must be public)

Other items may be included at the candidate's discretion, including but not limited to:

- Personal biography
- Resume including qualifications for office
- Letters of recommendations



OTHER CAMPAIGN REGULATIONS

The following campaign regulations must be observed by all candidates:

1. Campaigning in any form by candidates, or their representatives, may not begin until April 2nd at 11:59PM PST. This includes public discussions of your campaign and passing out campaign materials. Campaigning may continue until the election at the Annual Business Meeting. No campaigning is allowed prior to the above start time including, but not limited to, use of mail, email, websites, messaging platforms, or social media.
2. Posting or display of campaign posters, signs, or any other advertisements is only allowed in the designated campaign booth area during the allotted time for campaign booths. Campaign posters, signs, and all forms of campaign advertisements may not be posted or displayed in hotel lobbies, hallways, common areas, etc. Buttons or other items worn and/or carried by individuals are allowed outside the campaign booth area, but they may not be posted or hung anywhere outside the campaign area.
3. Campaign materials may not be attached to hotel walls in the campaign booth area (or anywhere else in the hotel or convention center). You are encouraged to bring your own easel or trifold board for displaying information in the campaign booth area; Oregon FBLA or the hotel will not provide them.
4. The local adviser must approve all campaign materials prior to purchase. In addition, the local adviser must approve all campaign themes, printed materials, the campaign booth, and the candidate's speech to ensure good taste, appropriateness, and professionalism.
5. Campaigning should concentrate on talking with members and sharing your campaign ideas and goals. Candidates must always maintain a professional image and demeanor. Candidates and all individuals associated with the campaign must follow the FBLA Dress Code while involved in campaign activities.
6. No campaigning of any kind is allowed during the curfew hours which start at the time listed in the State Business Leadership Conference schedule and lasts until 6:00 a.m. of the following morning.
7. Newly elected state officers will be announced at the end of the Awards of Excellence Session at the State Business Leadership Conference. New officers will go immediately from this session into a quick orientation meeting.



ELECTION PROCEDURES:

1. Vice President of Media is appointed prior to the Business Meeting based on their interview and portfolio.
2. All voting delegates **MUST BE IN BUSINESS ATTIRE** and must be seated in their designated areas by the start of the Annual Business Meeting. All voting delegates **MUST** be wearing a voting delegate ribbon. Voting delegates not seated when the Annual Business Meeting begins will not be allowed to cast a vote; no exceptions.
3. Voting delegates are apportioned to each chapter as specified in the Oregon FBLA Bylaws. One individual must be present for each vote cast.
4. Chapter advisers or persons acting in a chapter adviser capacity will not be allowed to participate during the election; however, they are encouraged to observe the election from the back of the room.
5. A secret ballot vote will be taken via online election software, with four questions as described below, with each candidate's respective name and headshot:
 - a. Which of the following candidates would you like to serve as President?
 - i. If no candidate receives a majority vote, a runoff by removing the candidate that receives the lowest number of votes.
 - ii. If only one candidate, this will ask should this candidate serve as President, and they will need to receive a majority "yes" vote.
 - b. Which of the following candidates would you like to serve as Executive Vice President?
 - i. If only one candidate, this will ask should this candidate serve as Executive Vice President, and they will need to receive a majority "yes" vote.
 - c. Which of the following candidates would you like to serve as Vice President of Middle School (if there are candidates in 7th or 8th grade)?
 - i. If there are no approved Middle Schooler candidates, this office may be appointed via the General Officer Pool if approved by the Nominating Committee.
 - d. General Officer Pool: In Ranked Order, which of the following four officers should serve as an Oregon FBLA State Officer?
 - i. Including all candidates currently in 8th grade or higher, delegates can rank up to four of the general officer candidates. The candidate ranked first will receive 4 points, the candidate ranked second will receive 3 points, and so on.
 - ii. These candidates will serve as VP of Service, Secretary, VP of Membership, and VP of Development.
 - iii. In slating, the nominating committee will remove the candidates that were elected from above. Taking the candidate with the most points, they will get their #1 ranked position from their application and interview. The candidate with the next number of points will get their top office that's still available. This continues until all offices are filled.

CAMPAIGN SUGGESTIONS:

It is never too early to start planning! Make sure you schedule specific tasks that need to be done so that the ideas and plans will be accomplished in a neat and thorough manner. By having a set schedule and sticking to it, all campaign materials will be finished before the date of campaigning, and there will not be a mad rush at the last minute.



Campaigning is what you make of it. Campaign as if you are running against the ideal candidate and give the members your best effort!

- Read thoroughly the Oregon FBLA State Officer Candidate Guide to be clear on the campaign regulations and what the duty of each office entails.
- Have a theme that will be easy to build ideas on and which will have a positive, memorable effect on the delegates.
- Integrate the campaign theme throughout the campaign speech.
- Develop a fact sheet or brochure to state the candidate's qualities, ideas, and goals.
- Make posters or other means of catching attention.
- Have the candidate visible and prepared to talk to people and answer questions.
- Have candidates' local chapter members visible to show their support.
- Choose a dependable person from your chapter to serve as your campaign manager. Select a committee to organize your campaign and your campaign table.
- Develop a campaign budget and stick to it.
- Practice your campaign speech in front of others. Have it memorized!
- Keep the campaign area clean during your campaign. Failure to pick up all campaign items will result in possible disqualification or closing of campaign tables.
- Develop a list of questions you might be asked, write down your answers and practice your responses. Consider holding a mock Q&A with your chapter to prepare for the live session in front of hundreds of members at SBLC.
- Contact current state officers to learn about what being a state officer is all about, what the state priorities are, and how to best prepare to be successful as an officer.
- Review the Oregon FBLA and National FBLA website to increase your knowledge of programs and information.
- Remember, no electricity will be supplied for booths.
- Get your school and community involved in the campaign. Secure donations, giveaways, and items to use in your campaign.
- Be an awesome local chapter member, participate in state and national projects, and attend events to learn everything about FBLA!

STATE OFFICER ROLES

The Oregon FBLA State Officer Team is the core group of student members providing leadership to our entire state. To ensure success of FBLA’s Overall Mission, each position has a focus which is needed to support the larger goals of FBLA. Our goal is to best prepare FBLA members for their future, so we modeled the team structure to mirror businesses and industry.



President	Leads the State Officer Team by establishing vision and purpose for the membership year. Serves as the student voice on the Board of Advisers and Board of Trustees. Holds responsibility for the State Officers’ Plan of Work development and execution.
Executive Vice President	Connects our state delegation to the national organization overall. Supports the President in executing the plan of work, as well as assisting the other officers. If elected to national office, represent Oregon at the national level.
Secretary	Responsible for recording and maintaining detailed notes from meetings, ensuring effective communication, and keeping the state officer team organized while tackling their own special initiatives. Serves as the administrative lead for the team, championing accountability, record-keeping, and seamless internal communication.
VP of Media	See next page for extended description
VP of Membership	Ignite members & support the growth & engagement of members across the state. This role involves promoting membership initiatives, organizing recruitment strategies, and assisting local chapters. Works closely with the officer team to enhance the FBLA experience, fostering a supportive environment for students to develop their leadership, business, & professional connections.
VP of Service	Promotes and facilitates the state’s relationship with the national service partner, promoting chapter involvement in fundraising for the national service partner, alongside fostering membership engagement within the community to ensure members practice responsible citizenship, strengthen community networks, and gain valuable experience through service activities.
VP of Development	Works alongside businesses, colleges, and alumni to create an amazing opportunity for FBLA members to explore FBLA’s expo. This position also works to recognize seniors and continue to grow capital for the organization.
VP of Middle School	Serves to connect and engage middle school members with the state officer team, while also providing a permanent representation, giving them a voice in decision and initiatives made at the state level



EXTENDED JOB DESCRIPTION FOR VICE PRESIDENT OF MEDIA:

1. Serves as the primary communications, marketing, and public relations officer for Oregon FBLA;
2. Oversees Oregon FBLA social media channels including, but not limited to: Facebook, Twitter, and Instagram;
3. Promotes and publicizes Oregon FBLA events, initiatives, conferences, and activities;
4. Takes and edits digital photos of Oregon FBLA events and activities to be used online and in state publications;
5. Has personal and/or school resources that provide access to a digital camera that can be taken to state, regional, and chapter events;
6. Creates promotional flyers and informational guides to support the State Officers' and Oregon FBLA's programs and initiatives;
7. Creates promotional videos for Oregon FBLA;
8. Perform other duties to promote and develop local, regional, state, and national FBLA; and
9. Develop and carry out additional duties and responsibilities for the state officer Program of Work.





OFFICIAL CANDIDATE APPLICATION

The forms on the following pages must be submitted for a candidate's application to be complete. Any missing forms may result in the disqualification of the candidate. Please ensure all requested information is provided and that each form is complete and contains all requested signatures. All forms must be scanned and uploaded at the time of online application.

APPLICATION REQUIREMENTS

- Online Candidate Application, Available at <https://oregonfbla.org/run-for-office/>
- Candidate Contract Agreement
- Code of Conduct Agreement
- Emergency Medical Treatment Authorization Form
- Academic Unofficial Transcript (Most recent)
- Business Achievement Awards (BAA) Contributor Level Certificate
- A professional looking headshot, click [here](#) to view an example.
- National Officer Package (Executive Vice President Candidates Only)
- Candidate Portfolio (Vice President of Media Candidates Only)

STATE OFFICER CANDIDATE APPLICATION DEADLINE

All applicants must meet this deadline, no exceptions.

March 1, 2025

All materials must be submitted online
through the application by 5:00 P.M PT.

If you have any questions, please contact
coach@oregonfbla.org.



CANDIDATE CONTRACT

PURPOSE:

Becoming an Oregon FBLA State Officer requires a commitment on the part of all parties concerned. To make that commitment, each party must understand their responsibility to this leadership training experience. For a candidate to be eligible for office, all parties indicated must sign this agreement. State officer candidates should understand that, if elected, that full and complete attendance at all state officer meetings, retreats, and activities are mandatory. Failure to attend any (or miss a portion of) any of these meetings will result in their removal from office, except for emergencies/unsafe traveling conditions. If any of these should arrive, please contact the Oregon FBLA State Officer Coach ASAP. Candidates should also understand that they may be removed from office if, in the opinion of the State Management Team, they fail to comply with State Officer responsibilities/assignments or participate in activities/conduct, which would reflect negatively on Oregon FBLA or the State Officer Team. Oregon FBLA upholds the priorities, in order, of Faith, Family, Education, Oregon FBLA, then everything else for our state officers. We expect all signing parties to also uphold and help encourage these priorities.

IF ELECTED, THE CANDIDATE AGREES TO:

- Perform to the best of his/her ability the duties of the elected office. (Review the State Officer Job Description section of this packet for a partial listing.)
- Maintain a GPA of 2.50 or better based on a 4.0 scale during their term of office and be willing to provide supporting documentation when requested by State Staff.
- Fully participate in the development and execution of a state Program of Work (goals and objectives). All State Officers will be required to accept assignments for project work, chapter visits, etc. State Officers are required to submit a written report of activities each month by the 5th of the month.
- Attend and participate in all meetings (including, but not limited to, state officer meetings, state officer trainings, regional and state conferences) and attest that: "I fully understand the responsibilities and obligations of the position I seek; and, if elected, will carry them out to the very best of my ability. I further understand that if, in the opinion of the majority of the Management Team, State Officer Coach, or the State Adviser, I fail to fulfill my responsibilities and obligations of office, and/or I violate the Oregon FBLA Code of Conduct, I can be removed from office. Should I fail to complete the duties of my office, I will be liable to return to FBLA the amount expended for my participation during my term in office."
- Agree to authorize Oregon FBLA to use the student's name and likeness (including photographs, video footage, silhouettes, and audio clips) in Oregon FBLA's publications, productions, social media and their website for informational, promotional, and other related purposes.



- Participate in ALL activities scheduled by the State Adviser or State Officer Coach of the Oregon State Chapter of FBLA. Required scheduled activities include the following:

REQUIRED EVENTS

*Dates subject to change at the discretion of the State Management Team with proper notice

Candidate Initials	Adviser Initials	Parent Initials	Date	Event
-----	-----	-----	April 5, 2025	State Officer Introductions (Following Awards Session)
-----	-----	-----	April 8, 2025	State Officer Orientation Meeting (Virtual at night)
-----	-----	-----	April 15, 2025	Advisers + Parents Meeting (Virtual at night, only parents and advisers of state officers attend)
-----	-----	-----	May 29-May 31, 2025	Oregon CTSO State Officer Training (Portland, OR)
-----	-----	-----	June 28-July 2, 2025	National Leadership Conference (NLC) (Anaheim, CA)
				Optional, but very strongly encouraged. Small stipend will be provided to help offset costs.
-----	-----	-----	Sept/Oct TBA, 2025	Oregon CTSO State Officer Summit (Location TBA)
-----	-----	-----	Late October 2025	Fall Conference (Multiple Locations and Dates around the state)
				Optional, but very strongly encouraged. Complimentary Registration will be provided.
-----	-----	-----	January 29-31, 2026	Oregon CTSO Winter Leadership Retreat (Location TBA)
-----	-----	-----	Jan/Feb 2026	Regional Skills Conferences (Location and dates are based per region)
-----	-----	-----	April 7-11, 2026	State Business Leadership Conference (including prep time) (Location TBA)

ADDITIONAL EVENTS

- The State President is required to attend the Oregon FBLA Board of Adviser Meetings and the Board of Trustees Meetings (both often virtual) to be held in May, August, and December and virtual weekly meetings with the officer coach.
- All State Officers are required to attend virtual team meetings that occur every other week throughout their term.
- Other events and activities may be determined in the State Officer Program of Work

Initialing above ensures those dates listed are available and reserved on your personal calendar.



THE CHAPTER ADVISER AGREES TO:

- Recommend the student as one who is able to fully participate as a State Officer (e.g., there are no academic restrictions that would prevent them from being able to fulfill their officer duties like restrictions on participation in extra-curricular activities, travel, etc.).
- Host meetings of the State Officers upon request of the State Executive Director/State Adviser.
- Ensure the candidate's attendance at all Oregon FBLA activities and support in transportation needs, if applicable.
- Read the Candidate Contract and Code of Conduct and discuss its implications with the student.
- Actively support and advise the officer during the performance of their official duties and candidacy, including but not limited to regular check-ins, regular transcript supplication, and arranging transportation to state officer events if necessary.
- Permit the candidate to visit Oregon schools and participate in FBLA chapter activities for the purpose of conducting official FBLA State Officer business.
- Certify that the candidate has earned a GPA of 2.50 (4.0 base) or greater for the term preceding the election, and that officer maintains this during their term of office.

THE PARENTS/GUARDIANS AGREE TO:

- Permit the candidate to participate in all scheduled Oregon Chapter of FBLA activities, State Officer meetings, chapter visits, and other official officer duties (please read the candidate agreement above).
- Encourage the candidate to take full benefit of the leadership development experience.
- Agree to be responsible for providing/coordinating safe transportation of their officer to and from all State Officer meetings, state conferences, and state sponsored events which their officer is required to attend. (Permission travel forms are required and must be signed by the parent/guardian for each meeting, conference, and event). Required meetings, conferences, and events will be held in various locations throughout the State of Oregon during the year so significant travel will be required.
- Support the student fully in his or her pursuit of scholastic achievement.



- Parents/Guardians understand that it is possible for their student to be removed from office at any time if the student violates the provisions of the State Officer Handbook or acts or conducts themselves in any way that is harmful/detrimental to the State Officer Program or Oregon FBLA (each student will receive a copy of the State Officer Handbook after they are elected to office and parents/guardians will be asked to sign a document(s) from the Handbook indicating that they have read and agree to abide by the provisions of the State Officer Handbook).
- Authorize the release of scores received for the Officer Candidate Interview to the members and advisers of FBLA.
- Agree to authorize Oregon FBLA to use the student's name and likeness (including photographs, video footage, silhouettes, and audio clips) in Oregon FBLA's publications, productions, social media, and their website for informational, promotional, and other related purposes.
- If the student is elected, permit, and in the case of parents, authorize the student to visit Oregon schools and participate in Oregon FBLA chapter activities for the purpose of conducting official FBLA State Officer business.
- Attend any scheduled Oregon FBLA activities when they so desire.

Please Note:

Every effort is made to schedule so that date conflicts do not occur. However, often the dates that are chosen conflict with other local school and personal activities such as proms or playoff games. If you choose to be a State Officer, you will be required to attend all the scheduled State Officer activities no matter what other conflicts arise. These dates are given in advance so that you may plan around them. If you are not willing to put FBLA activities ahead of local and personal activities (not including faith, family, or education-based obligations), please do not apply to be a State Officer.

Attention Advisers, Parents, School Officials, and Employers:

The preceding Oregon FBLA schedule of required meetings will result in the student missing almost 15 school days plus additional days of weekend and vacation time. All expenses for required activities will be covered or reimbursed as the budget permits by the state association. Non-required activities may be partially reimbursed upon approval of the State Executive Director and Board of Trustees.



CANDIDATE CONTRACT AGREEMENT

Please include signatures from each of the following:

Candidate _____ Date: _____

Chapter Adviser _____ Date: _____

Parent/Guardian _____ Date: _____

High School Principal _____ Date: _____

High School Guidance Counselor _____ Date: _____

Please include signatures from each of the following, if applicable:

Club Adviser _____ Date: _____

Fall Athletic Coach _____ Date: _____

Winter Athletic Coach _____ Date: _____

Spring Athletic Coach _____ Date: _____

Summer Athletic Coach _____ Date: _____

Employer _____ Date: _____

Employer _____ Date: _____

Note: If the candidate changes schools, advisers, jobs, and/or sports at any time during their state officer year making the signatures not current, this document must be signed again and resent to the Oregon FBLA State Officer Coach.



CODE OF CONDUCT

This Code of Conduct is applicable throughout the officer's term of office for all FBLA events, activities, meetings, and conferences.

FBLA, as an integral part of the Business Education programs in Oregon, offers training to students with career objectives in business and office occupations. Because individual conduct and appearance is a phase of this training, it becomes the responsibility of all delegates to conduct themselves in a proper, businesslike manner at all times from the time they leave home until they return home.

Attendance at any FBLA sponsored conference or activity is a special privilege. Knowing that any organization is judged largely by the behavior of its individual participants, the following Code of Conduct is to be subscribed to by members, guests, and advisers who attend any FBLA conference or sponsored activity:

- All chapter members attending the FBLA Leadership Conferences are required to attend all sessions of the conferences, unless previously arranged by chapter advisers according to District policy.
- All persons shall behave in a courteous and respectful manner, refraining from language and actions that might bring discredit upon themselves, their school, their home, their friends, the conference, or upon the FBLA organization.
- Attendants are guests using the facilities; special care should be taken to not deface or destroy any property. Individuals who inflict damage to the hotel rooms or the building will be held liable for any costs incurred for repair.
- Dress regulations established for the conference shall be business attire. Conservative sportswear will be appropriate in specifically designed situations. Delegates shall abide by the dress code established by the Oregon and National Board of Directors for all state functions. Delegates not adhering to the dress code shall not be admitted to the functions listed above. Read conference packets for specific instructions.
- Curfew regulations shall be interpreted to mean that each person shall be in his/her hotel room by the published curfew. Each delegate shall remain in his/her room until 6:00 a.m. the next morning. No chapter activities will occur after curfew. It is the responsibility of advisers to enforce curfew with the assistance of security personnel; regardless of the number of delegates a chapter brings to a conference, it is imperative that each adviser personally supervise hotel hallways for the first ½ hour after curfew.
- Student delegates shall: 1) keep their adult advisers informed of the specific activities and whereabouts at all times; 2) not use their own cars or ride in cars belonging to others during the conference, unless otherwise approved by the local district adviser; 3) not engage in dating or other activities with non-conference students except if pre-approved by school; 4) not participate in inappropriate, lewd behavior or any sexual activities; 5) leave room door wide open and/or have Adviser/Chaperone present when meeting with members of the opposite sex in the same room; 6) not partake in hazing activities.
- No alcoholic beverages, illegal drugs, or tobacco in any form shall be possessed or used at any time or under any circumstances on public or private properties. Use or possession of such substances may subject the student delegate to criminal prosecution.
- School district policy shall be in effect for adviser/adult ratio during all Oregon FBLA activities. If a district does not have a policy, a ratio of 10 students to 1 adviser/adult will be in effect.
- Identification badges are to be worn at all times throughout the conference. For security reasons, delegates should not wear name badges while away from the conference facilities and functions.
- Student delegates are not permitted to leave conference facilities without the approval of their adviser.



- Advisers are responsible for taking all reasonable precautions to ensure the safety of their student delegates at all FBLA functions and must be readily available in case of an emergency.
- Delegates shall respect and abide by the authority vested in the Oregon Board of Trustees.
- No adviser should accept responsibility for a student delegate from another school without a written agreement between the administrations of the two schools. That agreement should be attached to the registration forms. No student delegates will be accepted without an adviser listed or a written agreement attached.
- Adult student delegates shall abide by the rules and regulations for a minor student delegate.
- Serious misconduct shall be reported to the adviser, principal, parents, and, if necessary, the proper authorities. Any further disciplinary action will be determined by board action and may result in up to one calendar year of ineligibility.
- Advisers are responsible for the supervision of conduct. Student delegates who disregard the Code of Conduct will be subject to disciplinary action and may be sent home at their own expense and will be disqualified from competitive awards or withdrawn from office, if applicable. Parents and/or school district officials will be notified.
- It is agreed that, upon violation of the Code of Conduct, the violators may be asked to vacate their hotel rooms and withdraw from the conference activities by the proper FBLA authorities.

Advisers are responsible for the supervision of delegate conduct. The delegate's adviser and Oregon FBLA Senior Director shall first discuss serious Oregon FBLA Code of Conduct violations. Delegate's parents, school principal, and, if necessary, the proper authorities will then be notified.

Student delegates who are guilty of misconduct will be subject to disciplinary action; a delegate may be: 1) asked to vacate his/her hotel room immediately and sent home independently from other chapter delegation members resulting in additional travel expenses to the delegate and the delegate's parents; 2) disqualified from competitive awards; and 3) if applicable, removed from office. Anyone being in the willful companionship of another person violating the FBLA Code of Conduct will also be subject to disciplinary action.

Upon a violation occurring, parents/guardians will be notified that their child is being sent home. It is understood that parents will be available to pick up their child and/or willing to pay additional travel expenses incurred by their child from the hotel to the bus station and/or airport (example: taxi), extra bus fare and/or airfare required to travel home, and transportation charges from the bus station and/or airport terminal to their home. Parents, if necessary, will be liable for adviser expenditures resulting from accompanying their child to his/her departure location. Any further disciplinary action will be determined by the Oregon FBLA Board of Advisers and may result in up to one calendar year of ineligibility.

DISCIPLINARY REGULATIONS

Violation of the Code of Conduct is a serious matter. Members can and should be sent home or disqualified from competition if they break the contract. If an adviser is aware of any violation of the Code of Conduct, they must enforce the consequences and inform the Senior Director or designee representative, i.e., security coordinator. Advisers are responsible for disciplining member in accordance with the deed or using the guidelines below for major infractions.



1. Use or possession of drugs/alcohol
 - a. Adviser:
 - i. Student sent home. Please note: A student who is present when drugs/alcohol are being used is subject to the same consequence
 - ii. Adviser will notify parent and school administration of action
 - iii. Adviser to take any additional action recommended by school administrator
 - iv. Notify Senior Director of actions taken and any instructions given by authorities
 - b. Executive Director and State Adviser in conjunction with the Board of Trustee Chair:
 - i. Disqualification from conference and/or award
 - ii. Chapter is subject to disqualification from "Chapter of the Year" if applicable
2. Curfew
 - a. Adviser:
 - i. Your students are expected to be in their own rooms at curfew. Please note: Any student(s) caught in the halls after state curfew may be disqualified and sent home
 - b. Executive Director and State Adviser in conjunction with the Board of Trustee Chair:
 - i. Depending on circumstances student(s) in violation of the stated curfew may be sent home
 - ii. The student may be disqualified from the previous day's competitive events
 - iii. The chapter may be subject to disqualification from "Chapter of the Year" if applicable
3. Stealing/Shoplifting
 - a. Adviser:
 - i. Student(s) sent home
 - ii. Adviser will notify parent and school administration of action
 - iii. Adviser to take any additional action recommended by school administrator
 - iv. Notify Senior Director of action taken and any instructions given by authorities
 - b. Executive Director and State Adviser in conjunction with the Board of Trustee Chair:
 - i. Disqualification from conference and/or award
 - ii. Chapter is subject to disqualification from "Chapter of the Year" if applicable
4. Vandalism (including pulling fire alarms and throwing anything out of the windows)
 - a. Adviser:
 - i. Student who intentionally vandalizes is sent home
 - ii. Adviser will notify parent and school administration of action
 - iii. Adviser to take any additional action recommended by school administrator
 - iv. Notify Senior Director of actions taken and any instructions given by authorities
 - b. Executive Director and State Adviser in conjunction with the Board of Trustee Chair:
 - i. Disqualification from conference and/or award
 - ii. Chapter is subject to disqualification from "Chapter of the Year" if applicable



5. Cheating

a. Adviser:

- i. If an adviser has direct awareness of cheating by student(s), the information is made known to the issues committee immediately
- ii. Student(s) sent home
- iii. Adviser will notify parent and school administration of action
- iv. Adviser to take any additional action recommended by school administrator

b. Executive Director and State Adviser in conjunction with the Board of Trustee Chair:

- i. Disqualification from conference and/or award
- ii. Chapter is subject to disqualification from "Chapter of the Year" if applicable



CODE OF CONDUCT AGREEMENT

With your signature below, you promise to uphold or help the officer uphold their responsibilities within the above Code of Conduct.

Student Name _____

Student Signature _____ Date _____

Parent/Guardian Name _____

Parent/Guardian Signature _____ Date _____

Parent/Guardian Home Phone _____

Parent/Guardian Cell Phone _____

Parent/Guardian Work Phone _____

Chapter Adviser Signature _____ Date _____

School Official Signature _____ Date _____



EMERGENCY MEDICAL TREATMENT AUTHORIZATION FORM

Name of Student: _____	Date: _____
Home Address: _____	Home Phone: _____
Parent/Guardian Daytime Phone Number: _____	Evening Number: _____
Name of High School: _____	School Phone: _____
Name of Activity: <u>All Official FBLA Activities—April 2025– April 2026</u>	
Adviser(s) in Charge: _____	

This is to certify that the above-named student has my permission to attend all Oregon FBLA sponsored activities for the 2025-2026 School Year. I also do hereby, on the behalf of the above-named delegate absolve and release Oregon FBLA, the school officials, the FBLA chapter advisers, conference staff, and Oregon FBLA staff from any claims for personal injuries/damages which might be sustained while he/she is en route to and from or during the FBLA sponsored activity. I authorize the above-named adviser or the Oregon FBLA staff to secure the services of a doctor or hospital for the above-named delegate. I will incur the expenses for necessary services in the event of accident or illness and provide for the payment of these costs. I also understand that the chapter adviser determines the criteria at the local site, for individual students and alumni to attend and participate at all FBLA activities.

We have read and agree to abide by the supplied Oregon FBLA Conduct Code. Should a Conduct Code violation occur, law enforcement personnel and/or security may be called to assist, and a Conduct Code Committee may be called with the ultimate punishment being that the student may be disqualified and sent home at their family's expense and/or be removed from office if in an officer status. If the delegate is sent home, reasonable care shall be exercised to ensure a safe, expedient, and financially feasible mode of transportation back to the home community of the delegate involved. We are aware of the consequences that will result from violation of any of the above guidelines.

MEDICAL INFORMATION	
Known allergies (drug or natural) _____	
Is student on special medication? (If so, please list) _____	
Does the student have a history of: Heart Condition, Asthma, and/or Epilepsy? _____	
Does your student have any physical restrictions or other conditions that should be known? (If so, please list) _____	
Student's Date of Birth: _____	
Family Physician: _____	Phone: _____
Insurance Company: _____	Policy Number: _____

Student Signature: _____	Date: _____
Parent/Guardian Signature: _____	Date: _____
Chapter Adviser Signature: _____	Date: _____
School Official Signature: _____	Date: _____