



LNC MINUTES
ROSEN CENTRE, ORLANDO, FLORIDA
NOVEMBER 14-15, 2015

CURRENT STATUS: **DRAFT**

REVISION #:	1
VERSION LAST UPDATED:	NOVEMBER 20, 2015
FIRST DRAFT DUE TO LNC MEMBERS 15 DAYS AFTER SESSION:	NOVEMBER 30, 2015
FIRST DRAFT DISTRIBUTED:	NOVEMBER 20, 2015
ATTENDEE COMMENTS DUE WITHIN 15 DAYS OF DRAFT DISTRIBUTION:	DECEMBER 5, 2015
UPDATED DRAFT DUE WITHIN 7 DAYS OF END OF COMMENT PERIOD:	DECEMBER 12, 2015
UPDATED DRAFT SENT:	
UPDATED VERSION ADOPTED W/O OBJECTION 7 DAYS FROM DISTRIBUTION:	

Legend for amendments: Existing unchanged text, [text to be inserted](#), ~~text to be deleted~~

CALL TO ORDER

Nick Sarwark called the meeting to order at 9:07 a.m. Eastern.

ATTENDANCE

Attending the meeting were:

Officers: Nick Sarwark (Chair), Arvin Vohra (Vice-Chair), Alicia Mattson (Secretary), Tim Hagan (Treasurer)

At-Large Representatives: Doug Craig, Sam Goldstein, Bill Redpath

Regional Representatives: Norm Olsen (Region 1), Vicki Kirkland (Region 2), Marc Feldman (Region 3), Dan Wiener (Region 4), Jim Lark (Region 5), Roland Riemers (Region 6), Kevin Ludlow (Region 7), Rich Tomasso (Region 8)

Regional Alternates: Ed Marsh (Region 2), Brett Bittner (Region 3), Scott Lieberman (Region 4), Daniel Hayes (Region 7), Joshua Katz (Region 8)

Not present were: Gary Johnson (At-Large), Guy McLendon (At-Large), Ron Windeler (Region 1 Alternate), Scott Spencer (Region 5 Alternate), Sean O'Toole (Region 6 Alternate)

Staff present were: Executive Director Wes Benedict and Operations Director Robert Kraus

The gallery contained numerous other attendees in addition to those listed above.

CREDENTIALS & PAPERWORK CHECK

Ms. Mattson reported that there have been no changes in the makeup of the LNC since the previous meeting.

ADOPTION OF THE AGENDA

Starting from the Chair's proposed agenda, the following items were added without objection:

Mr. Wiener requested that an item be added following the adoption of the budget to discuss the Judicial Committee ruling issued on September 13, 2015.

Mr. Sarwark requested that the Counsel's report be set for a time certain at 11:00 a.m. Saturday.

The portion of the IT Committee report that included a teleconference with NationBuilder was set for a time certain at 2:00 p.m. Saturday.

The Ballot Access Committee report was extended to 15 minutes.

Ms. Mattson requested a 15-minute item for discussion of the criteria for listing Presidential candidates in official party communications channels.

The agenda as amended was adopted without objection, resulting in the following agenda:

Report of Potential Conflicts of Interest (Mattson)	3 minutes
Officer Reports	
Chair's Report (Sarwark)	15 minutes
Treasurer's Report (Hagan)	15 minutes
Secretary's Report (Mattson)	15 minutes
Staff Reports	45 minutes
Reports of Standing Committees	
Audit Committee (Starr)	30 minutes
Affiliate Support Committee (Olsen)	15 minutes
Awards Committee	5 minutes
Convention Oversight Committee (Ryan)	15 minutes
Employment Policy & Compensation Committee (Lark)	5 minutes
Platform Committee (Mattson)	10 minutes
Bylaws Committee (Carling)	10 minutes
Credentials Committee (Kirkland)	10 minutes
Ballot Access Committee (Redpath)	15 minutes
New Business with Previous Notice	
2016 Budget Presentation (Hagan)	90 minutes
2016 Budget Adoption (Hagan)	30 minutes

Judicial Committee Ruling (Wiener)	30 minutes
Amend Policy Manual Section 2.01.3 Employment Terms (Mattson)	10 minutes

New Business without Previous Notice

Presidential Candidate Listing Criteria (Mattson)	15 minutes
Developing New Literature (Olsen)	15 minutes

Special Orders

Counsel's Report (Hall)	11:00 a.m. Saturday
IT Committee Report (Goldstein)	2:00 p.m. Saturday

REPORT OF POTENTIAL CONFLICTS OF INTEREST

Ms. Mattson reported that since the previous meeting, the following potential conflicts of interest were submitted:

Mr. Katz is no longer the Chair of the Libertarian Party of Connecticut, but he is now the Executive Director of the Libertarian Party of Connecticut.

Ms. Kirkland is the Vice-Chair of the Libertarian Party of Florida.

Mr. Feldman reported that he is the Vice-Chair of the Central Committee of the Libertarian Party of Ohio.

OFFICER REPORTS

CHAIR'S REPORT

Mr. Sarwark had submitted a written report (see Appendix A), and he fielded questions. The LNC took no action.

TREASURER'S REPORT

Mr. Hagan had submitted the October financials by email. He supplemented with an oral update and fielded questions. The LNC took no action.

SECRETARY'S REPORT

Ms. Mattson had submitted a written report (see Appendix B) and supplemented with an oral update. There were no questions. The LNC took no action.

STAFF REPORTS

Staff had submitted a written report (see Appendix C). Mr. Benedict supplemented with an oral report and fielded questions. The LNC took no action.

Mr. Olsen moved to amend the agenda to add a new item under new business without notice for a 15-minute discussion of subjects for which we want new literature developed. There was no objection.

Dr. Lark moved to proceed to the non-audit committee reports until the 11:00 a.m. time set for the Counsel's report; there was no objection.

REPORTS OF STANDING COMMITTEES

AFFILIATE SUPPORT COMMITTEE

The Affiliate Support Committee had submitted a written report (see Appendix D). Mr. Olsen reported on behalf of the committee, discussing the findings and recommendations in their report.

The committee proposed that the criteria for identifying operational affiliates be:

- 1) They have a website that is actively updated
- 2) Calls to the affiliate are responded to within 3 days
- 3) The affiliate has a bank account

Mr. Olsen moved to amend the goal adopted by the LNC on September 21, 2014 to “take action to see that each state has an operational affiliate by June 1, 2015” to instead be to have 51 operational affiliates by May 29, 2016, and adopt the above 3 criteria for identifying operational affiliates, and to direct staff to report our distance from the goal.

Ms. Mattson moved to amend to strike the word “staff” and instead insert “the Affiliate Support Committee”; the amendment was adopted by a show of hands, so the main motion became to amend the goal adopted by the LNC on September 21, 2014 to “take action to see that each state has an operational affiliate by June 1, 2015” to instead be to have 51 operational affiliates by May 29, 2016, and adopt the above 3 criteria for identifying operational affiliates, and to direct the Affiliate Support Committee to report our distance from the goal.

Following debate, the vote on the main motion as amended was:

Voting “aye”: Craig, Feldman, Kirkland, Lark, Mattson, Olsen, Redpath, Riemers, Tomasso, Vohra, Wiener

Voting “no”: Goldstein, Hagan, Ludlow

Abstaining: Sarwark

The motion was adopted with a vote total of 11-3.

AWARDS COMMITTEE

Dr. Lark said the Awards Committee had not yet been populated, and that his previous reports this term were provided in his capacity as chair of the 2012-2014 committee. He said he is willing to serve again on the committee. Mr. Sarwark opened nominations for the committee.

Dr. Lark’s offer to serve was recognized as a nomination.

Dr. Lark nominated Mr. Redpath, and Mr. Redpath accepted the nomination.

Mr. Hayes nominated himself.

Mr. Hagan nominated himself.

Mr. Riemers nominated himself.

Mr. Goldstein nominated Kevin Knedler, and he indicated Mr. Knedler has agreed to accept the nomination.

Mr. Redpath withdrew from nomination.

Without objection, nominations were closed, and the 5 nominees were elected by acclamation.

Without objection, Weird Al Yankovic was appointed as chair pro tem so that Mr. Sarwark and Mr. Vohra could both participate in debate. Mr. Sarwark performed the polka medley from Mr. Yankovic’s latest album, prompting Mr. Katz to test out his newly acquired finger lasers. Mr. Sarwark resumed the gavel.

COUNSEL'S REPORT

LNC Counsel Oliver Hall had submitted a written report. He joined the meeting by teleconference and reported additional details regarding the harassment of our petitioners in Oklahoma, progress in the Pennsylvania lawsuit regarding challenging nomination petitions, the outcome of a recent lawsuit in Alabama, and the ballot access situation in Ohio. The LNC took no action.

Mr. Redpath noted there is upcoming litigation in Connecticut over the ban on out-of-state petitioners. The case will be filed next week.

Dr. Lark intends to speak with Mr. Hall and Mr. Sarwark regarding the possibility of an internship program for law students to assist our Counsel with research.

REPORTS OF STANDING COMMITTEES (CONTINUED)

CONVENTION OVERSIGHT COMMITTEE

Convention Oversight Committee Chair BetteRose Ryan had submitted a written report (see Appendix E). She supplemented with an oral report, distributed various printed materials regarding planning for the 2016 convention, and fielded questions.

Ms. Ryan requested that the LNC provide some clarification on its speaker policy. Following discussion, Mr. Wiener moved to amend Policy Manual Section 2.09.7 – Convention Speakers as follows:

No person shall be scheduled as a convention speaker unless that person has signed this statement:

“As a condition of my being scheduled to speak, I agree to neither seek nor accept nomination for any office to be selected by delegates at the upcoming Libertarian Party convention [if the voting for that office occurs after my speech.](#)”

This policy shall not apply to participation in a scheduled candidate debate or breakout session or panel discussion or similar non-major event. This policy shall not apply in the case where someone is exercising official duties (e.g. such as when the Treasurer presents his official report).

The motion was adopted without objection.

The LNC adjourned for lunch at 12:08 p.m. and was called back to order at 1:32 p.m.

EMPLOYMENT POLICY & COMPENSATION COMMITTEE

Employment Policy and Compensation Committee Chair Jim Lark had submitted a written report (see Appendix F), and he fielded questions. The LNC took no action.

IT COMMITTEE

IT Committee Chair Sam Goldstein had submitted a written report (see Appendix G), an RFP document the committee has prepared for soliciting quotes for a new web site, and a proposal from NationBuilder to fulfill the directive of a motion adopted during the July LNC meeting. The proposed NationBuilder solution would be a replacement for both our current Raiser's Edge systems and our website.

Mr. Goldstein discussed their findings, and representatives of NationBuilder joined the meeting by teleconference to field questions from the LNC.

In summary, there is additional information that needs to be obtained before the LNC should make a decision, but the options presented by the IT Committee are:

- 1) Select the NationBuilder network package which replaces the national database and allows integration of the affiliates
- 2) Select the NationBuilder enterprise package which replaces the national database but has no affiliates integrated
- 3) Re-skin the website and move to a WordPress back-end, maybe with CiviCRM
- 4) Continue as-is with Raiser's Edge

The LNC took no action.

AUDIT COMMITTEE

Ms. Mattson moved to enter executive session as the discussion was likely to involve personnel issues; the motion failed by a show of hands.

Mr. Starr presented a portion of the Audit Committee report (see Appendix H), draft audited financials from the auditing firm (though the firm is still researching one issue regarding valuation of certain assets), and the management letter from the auditing firm.

Following debate, Ms. Mattson move to direct Mr. Kraus to correct the Party's QuickBooks records to match the audited financial statements by booking the Shaber bequest in 2014, and to withhold \$4,000 from Mr. Benedict's paycheck and \$3,000 from Ms. Howell's paycheck to repay the bonuses.

Mr. Craig moved a substitute motion to direct Mr. Kraus to correct the Party's QuickBooks records to match the audited financial statements by booking the Shaber bequest in 2014, and to ratify all bonus payments that have been made to date.

Following debate, the vote to substitute Mr. Craig's language was as follows:

Voting "aye": Craig, Feldman, Goldstein, Hagan, Kirkland, Olsen, Riemers, Vohra, Wiener

Voting "no": Katz, Lark, Mattson, Redpath

Abstaining: Ludlow, Sarwark

The motion to amend by substitution was adopted with a vote total of 9-4.

The vote on Mr. Craig's language now as the main motion was as follows:

Voting "aye": Craig, Feldman, Goldstein, Hagan, Katz, Kirkland, Lark, Olsen, Redpath, Riemers, Vohra, Wiener

Voting "no": (none)

Abstaining: Ludlow, Mattson, Sarwark

The motion was adopted with a vote total of 12-0.

Mr. Goldstein moved to refer the remaining recommendations of the Audit Committee report (both the confidential and non-confidential sections) to the Executive Committee to be discussed and handled at their discretion and the results be reported back to the LNC at the next meeting.

Dr. Lark moved to strike "and handled at their discretion"; the amendment was adopted by a show of hands.

The main motion became to refer the remaining recommendations of the Audit Committee report (both the confidential and non-confidential sections) to the executive committee to be discussed and the results be reported back to the LNC at the next meeting.

The voting on the main motion as amended was as follows:

Voting "aye": Craig, Feldman, Goldstein, Hagan, Kirkland, Lark, Ludlow, Mattson, Wiener

Voting "no": Katz, Olsen, Redpath, Riemers

Abstaining: Sarwark, Vohra

The motion was adopted with a vote total of 9-4.

Mr. Goldstein and Dr. Lark requested that Mr. Starr be present when the Executive Committee takes up the referred subject.

Mr. Hagan moved to add to the agenda (as the last item today) setting the date of the next LNC session; there was no objection.

PLATFORM COMMITTEE

Platform Committee Chair Alicia Mattson reported that the committee is still waiting on seven affiliates to make their appointments to the committee. The LNC took no action.

BYLAWS & RULES COMMITTEE

Bylaws Committee Chair M Carling reported that the committee has adopted two proposals by email and will meet tomorrow following the adjournment of the LNC meeting to vote on many more. The LNC took no action.

CREDENTIALS COMMITTEE

On behalf of the Credentials Committee, Vicki Kirkland reported that the committee is waiting for two affiliates to make their appointments to the committee. The LNC took no action.

BALLOT ACCESS COMMITTEE

Ballot Access Committee Chair Bill Redpath had submitted a written report (see Appendix I), and he supplemented with an oral report. The LNC took no action.

REGIONAL REPORTS

Mr. Goldstein moved to amend the agenda to reposition the regional reports to be the last item on the agenda. The motion passed by a show of hands.

SET NEXT LNC SESSION DATE

Following informal discussion, Mr. Redpath moved that the next LNC session be February 20-21, 2016. Following debate, the motion was adopted by a show of hands. The location will be determined later.

NEW BUSINESS WITH PREVIOUS NOTICE

2016 BUDGET PRESENTATION

Mr. Hagan presented the proposed budget. The LNC entered executive session without objection at 7:02 p.m. to review salary details in the proposed budget. At 7:24 p.m. it rose from executive session and without objection adjourned to 9:00 a.m. the next morning.

2016 BUDGET ADOPTION

The meeting was called to order at approximately 9:00 a.m. on November 15, 2015.

The LNC took up an implied motion to adopt the draft budget presented yesterday.

Mr. Olsen moved to amend the budget to reduce line 70-Ballot Access Petitioning Related Expenses by \$20,000 and increase line 50-Affiliate Support line 50 by \$20,000.

Ms. Mattson made an amend-by-substitution motion to merely increase line 50-Affiliate Support by \$20,000. Following debate, the Mattson amendment failed by a show of hands, leaving the Olsen motion as the primary amendment.

Mr. Sarwark made an amend-by-substitution motion to reduce line 70-Ballot Access Petitioning Related Expenses by \$20,000 and to increase line 40-Affiliate Support by \$15,000. Following debate, the amendment was adopted by a show of hands with a 10-2 vote, making the Sarwark motion the primary amendment.

The vote on the Sarwark amendment to the budget was as follows:

Voting "aye": Craig, Goldstein, Hagan, Ludlow, Olsen, Sarwark

Voting "no": Feldman, Lark, Mattson, Redpath, Tomasso, Vohra, Wiener

Abstaining: Kirkland, Riemers

The Sarwark amendment failed with a vote total of 6-7.

Ms. Mattson moved to amend to add the following proviso to the budget:

"Ballot access encumbrances for 2016 may only be authorized by a two-thirds vote of the Executive Committee and the total expended shall not exceed the amount authorized in the budget."

Following debate, the proviso amendment was adopted without objection.

Upon inquiry by Ms. Mattson about what approach would be used for setting 2016 target revenues for staff bonuses, Mr. Sarwark indicated that he intends to set the target at a reasonable amount over the budget.

Mr. Olsen noted that the projected membership dues revenues are based upon 2012 actual figures, and our membership levels are currently about 25% lower. Mr. Tomasso moved to amend the budget to decrease line 20-Membership Dues from \$474,900 to \$415,000 (a decrease of \$59,900), and to increase line 23-Board Solicitation Major Gifts by \$20,000. (This would also have the side effect of reducing line 32-Fundraising Costs by a related amount.)

Following debate, the vote on the Tomasso amendment was as follows:

Voting "aye": Craig, Goldstein, Hagan, Lark, Ludlow, Mattson, Redpath, Riemers, Tomasso, Wiener

Voting "no": Feldman, Kirkland, Olsen

Abstaining: Sarwark, Vohra

The Tomasso amendment was adopted with a vote total of 10-3.

Mr. Sarwark moved to amend the budget to decrease line 70-Ballot Access Petitioning Related Expense by \$32,000 (from \$299,000 to \$267,000). Mr. Redpath made an amend-by-substitution motion to amend the budget to decrease line 70-Ballot Access Petitioning Related Expense by \$26,500 (from \$299,000 to \$272,500). The vote on the substitution was adopted by a show of hands.

The vote on the Redpath motion as the primary amendment was as follows:

Voting "aye": Craig, Goldstein, Hagan, Lark, Ludlow, Mattson, Olsen, Redpath, Riemers, Sarwark, Tomasso, Wiener

Voting "no": Feldman, Kirkland, Vohra

The motion was adopted with a vote total of 12-3.

Mr. Wiener moved to amend the budget to decrease line 85-Member Communications Expense by \$9,000 to reduce the planned number of issues of LP News from 6 to 5. Mr. Ludlow made a motion to instead decrease line 85-Member Communications Expense by \$18,000 by reducing the planned number of LP News issues from 6 to 4. Following debate, the Ludlow amendment failed by a show of hands, with a vote total of 5-8.

Following debate, the vote on the Wiener primary amendment was as follows:

Voting "aye": Craig, Feldman, Goldstein, Lark, Ludlow, Mattson, Olsen, Redpath, Riemers, Tomasso, Vohra, Wiener

Voting "no": Hagan, Kirkland

Abstaining: Sarwark

The amendment was adopted with a vote total of 12-2.

The vote on the budget as the main motion, as amended was as follows:

Voting "aye": Craig, Feldman, Goldstein, Hagan, Kirkland, Lark, Ludlow, Mattson, Redpath, Riemers, Sarwark, Tomasso, Vohra, Wiener

Voting "no": Olsen

The motion was adopted with a vote total of 14-1, resulting in the 2016 budget shown below.

	2016 Budget Proposal	Amendments	2016 Budget As Amended
Support and Revenue			
20-Membership Dues	474,900.00	(59,900.00)	415,000.00
21-Donations	271,300.00		271,300.00
22-Recurring Gifts	329,300.00		329,300.00
23-BoardSolicitation Major Gifts	40,000.00	20,000.00	60,000.00
24-Convention Revenue	155,461.00		155,461.00

25-Project Program Revenue	10,000.00		10,000.00
26-Brand / Promotional Materials	35,000.00		35,000.00
27-Ballot Access Donations	193,700.00		193,700.00
28-Member Communications Rev	4,800.00		4,800.00
29-Other Revenue & Offsets	0.00		0.00
Total Support and Revenue	1,514,461.00	(39,900.00)	1,474,561.00
Cost of Support and Revenue			
32-Fundraising Costs	142,361.53	(997.50)	141,364.03
33-Membership Fundraising Costs	92,200.00		92,200.00
35-Convention	155,461.00		155,461.00
36-Ballot Access Fundraising Exp	16,800.00		16,800.00
37-Building Fundraising Exp	0.00		0.00
Total Cost of Supp & Rev	406,822.53	(997.50)	405,825.03
Net Support Available for Programs	1,107,638.48	(38,902.50)	1,068,735.98
Program Expense			
40-Administrative Costs	270,050.00		270,050.00
45-Compensation	370,600.00	18,200.00	388,800.00
50-Affiliate Support	45,000.00		45,000.00
55-Brand / Promotional Materials	35,000.00		35,000.00
58-Campus Outreach	1,000.00		1,000.00
60-Candidate, Campaign & Initiatives	12,000.00		12,000.00
70-Ballot Access Petitioning Related Exp	299,000.00	(26,500.00)	272,500.00
75-Litigation	6,000.00		6,000.00
80-Media	3,000.00		3,000.00
85-Member Communications Exp	54,000.00	(9,000.00)	45,000.00
88-Outreach	5,200.00		5,200.00
90-Project Program Other	0.00		0.00
Total Program Expense	1,100,850.00	(17,300.00)	1,083,550.00
Total Expense	1,507,672.53	(18,297.50)	1,489,375.03
Net Operating Surplus (or Deficit)	6,788.47	(21,602.50)	(14,814.03)
Capital Expenditures	(3,464.00)		(3,464.00)
Pay Off Mortgage Principal	(11,536.00)		(11,536.00)
Bequest Receivable	0.00	33,400.00	33,400.00
Net Surplus(Deficit) After Capital Exp	(8,211.53)	11,797.50	3,585.97

BUDGET PROVISIO: Ballot access encumbrances for 2016 may only be authorized by a two-thirds vote of the Executive Committee and the total expended shall not exceed the amount authorized in the budget.

JUDICIAL COMMITTEE RULING

Mr. Wiener moved to adopt the following resolution:

Be It Resolved, that the Libertarian National Committee will fully abide by the Judicial Committee's 2015 decision concerning the Libertarian Party of Oregon; and

Be It Further Resolved, that in accordance with the Judicial Committee's 2015 decision, the positions taken by the LNC and its Executive Committee in 2011 with regard to the Libertarian Party of Oregon have not been altered and are currently in full effect; and

Be It Further Resolved, that the Libertarian Party's staff is instructed to thoroughly comply with the above JC decision and LNC positions as to how it treats the Libertarian Party of Oregon with respect to membership data dumps and the contents of the national LP website and all other matters affecting state party affiliates; and

Be It Further Resolved, that the Secretary of the Libertarian Party is instructed to convey the above information to anyone who may be affected or interested.

Mr. Bittner raised a point of personal privilege to request that since the names in each faction have changed over the years, the LNC should stick to consistent terminology to refer to them in the discussion, and he suggested either Epstein vs. Hedbor or alternatively Libertarian Party of Oregon vs. PAC #16869. Mr. Sarwark ruled that for the duration of the debate of this motion, we must use the terminology Libertarian Party of Oregon vs. Miscellaneous PAC #16869 to refer to the two groups. Ms. Mattson questioned whether a chair can issue a ruling mandating that everyone use certain vocabulary. Mr. Sarwark stated his belief that he could mandate specific vocabulary as a matter of decorum; he did not provide a citation in Robert's Rules. Mr. Redpath appealed the ruling of the chair. Ms. Mattson asserted that the core question is about which group is the rightful leadership of the Libertarian Party of Oregon, and assigning that title to the Wagner group only creates a bias in the discussion about which group represents the rightful leaders of the Libertarian Party of Oregon. She noted that the Oregon Secretary of State allows both groups to use the name Libertarian Party of Oregon. Following debate, the ruling of the chair was upheld on a show of hands by a vote of 7-6.

Following debate, Mr. Craig moved to postpone indefinitely; the vote was as follows:

Voting "aye": Bittner, Craig, Hagan, Kirkland, Lark, Olsen, Tomasso, Vohra

Voting "no": Goldstein, Ludlow, Mattson, Redpath, Riemers, Wiener

Abstaining: Sarwark

The motion to postpone indefinitely was adopted with a vote total of 8-6.

AMEND POLICY MANUAL SECTION 2.01.3 – EMPLOYMENT TERMS

Previous notice had been given for this motion. Ms. Mattson moved to amend the Policy Manual as follows:

2.01.3 Employment Terms

Employment agreements shall require adherence to the Bylaws and policies adopted by the LNC as a condition of employment.

Employment agreements shall specify in writing that registering as delegate to any national party convention constitutes an immediate resignation of employment.

[Employment agreements with bonus provisions must make the bonuses contingent on objectively-measured achievements that are both beyond standard performance and reasonably connected to the employee's job description.](#)

[Employment agreements with bonus provisions based on revenues shall exclude convention and bequest revenues.](#)

[Employment agreements with bonuses based on achievements during a period of time shall require that the employee be an employee of the Party on every day of that time period to be eligible for the bonus.](#)

[...]

Proviso: These new requirements will only apply to new contracts, contract amendments, or contract extensions executed after adoption of these requirements.

Following some debate, Ms. Mattson moved to divide the question and take up each paragraph separately with the proviso applying to each; there was no objection.

The first paragraph was taken up. After discussion, Mr. Goldstein moved to amend to strike “that are both beyond standard performance and reasonably connected to the employee’s job description.” The amendment was adopted by a show of hands with a vote total of 9-4, so the main motion became to add the following to Policy Manual Section 2.01.3 Employment Terms (with the proviso):

[Employment agreements with bonus provisions must make the bonuses contingent on objectively-measured achievements.](#)

The main motion as amended was adopted without objection.

The second paragraph was taken up to add the following to Policy Manual Section 2.01.3 Employment Terms (with the proviso):

[Employment agreements with bonus provisions based on revenues shall exclude convention and bequest revenues.](#)

Following debate, the vote on the main motion was as follows:

Voting “aye”: Goldstein, Hagan, Lark, Mattson, Olsen, Redpath, Riemers, Wiener

Voting “no”: Bittner, Craig, Kirkland, Tomasso, Vohra

Abstaining: Ludlow, Sarwark

The motion was adopted with a vote total of 8-5.

The third paragraph was taken up to add the following to Policy Manual Section 2.01.3 Employment Terms (with the proviso):

[Employment agreements with bonuses based on achievements during a period of time shall require that the employee be an employee of the Party on every day of that time period to be eligible for the bonus.](#)

The vote on the main motion was as follows:

Voting “aye”: Goldstein, Hagan, Kirkland, Lark, Mattson, Olsen, Riemers, Tomasso, Wiener

Voting "no": Bittner, Craig, Vohra

Abstaining: Ludlow, Redpath, Sarwark

The motion was adopted with a vote total of 9-3.

NEW BUSINESS WITHOUT PREVIOUS NOTICE

PRESIDENTIAL CANDIDATE RECOGNITION

Ms. Mattson requested LNC guidance on how to apply Policy Manual Section 2.08.2 Limitations on Party Support for Public Office to decisions about which individuals the party should recognize as candidates for our presidential nomination. The LNC took no action.

DEVELOPING NEW LITERATURE

During the staff report, Mr. Olsen had inquired of Mr. Benedict what the LNC could do to help provide updated literature to affiliates and activists, so this agenda item was added for discussion. Mr. Benedict asked LNC members to provide him a list of our top-5-or-so topics we'd like to see developed or updated. The result of the discussion was general agreement that LNC members would offer their topic suggestions by email within the next week.

REGIONAL REPORTS

Region 1 Representative Norm Olsen had submitted a written report (see Appendix J) and provided oral updates.

Region 2 Representative Vicki Kirkland had submitted a written report (see Appendix K). Ms. Kirkland, Mr. Craig and Mr. Marsh as the region's alternate supplemented with oral updates.

Region 3 Representative Marc Feldman had submitted a written report (see Appendix L). Mr. Bittner as the region's alternate supplemented with an oral update.

Region 4 Representative Dan Wiener and Region 4 Alternate Scott Lieberman had submitted written reports (see Appendix M). There were no questions.

Region 5 Representative Jim Lark had submitted a written report (see Appendix N), and offered to answer questions. There were no questions. He had also submitted an International Representative Report (see Appendix O) and a Campus Organizing Report (see Appendix P).

Region 6 Representative Roland Riemers had submitted a written report (see Appendix Q) and supplemented with an oral report.

Region 7 Representative Kevin Ludlow and Region 7 Alternate Daniel Hayes had submitted written reports (Appendix R). Mr. Ludlow supplemented with an oral report.

Region 8 Representative Rich Tomasso had submitted a written report (see Appendix S) and supplemented with an oral report.

ADJOURNMENT

Following public comments, the LNC adjourned without objection at 1:08 p.m. Eastern.

Alicia Mattson
LNC Secretary

DRAFT

Chair's Report - 7/19/15 - 11/14/15

- Gave a number of interviews, including the Brian Thomas show, Radio Marti, the Lanny James show, Libertarians Working for You, Sputnik news, and others.
- Calls, meetings, and written correspondence with major donors.
- Wrote columns in LP News.
- Spoke at Illinois, Massachusetts, and South Carolina Libertarian Party conventions.
- Engaged with candidates and LP members on social media.
- Responded to LP member correspondence regarding official positions and concerns.

DRAFT

Secretary's Report

For November 14-15, 2015 LNC Session

Following is a status report for minutes of LNC and EC meetings since the previous regular LNC session:

- July 18-19, 2015 LNC session – auto-approved on August 15, 2015
- September 3, 2015 LNC Executive Committee teleconference meeting – auto-approved on September 17, 2015

The Policy Manual has been updated to reflect the changes made by the LNC in its July 18, 2015 meeting and in an email ballot started October 21, 2015.

The above records are being promptly posted to the website by our staff.

There have been no changes in the membership of the LNC since the July 2015 session.

Per Libertarian Party Bylaws Article 11.5, October 31, 2015 was the postmark deadline for sustaining memberships for purposes of delegate allocation for the 2016 national convention. Note that the monthly membership reports we receive are calculated from donations received as of the last day of the month, but for delegate allocation we will count all mail postmarked by October 31, even if received a few days later. On November 9, Mr. Kraus sent me the final updated sustaining membership information. November 30, 2015 is the deadline for me to inform state chairs of their delegate allocations.

Committee membership changes since the previous regular LNC session:

- On November 8, 2015 the LNC was notified that Rich Tomasso resigned from the Affiliate Support Committee, leaving a vacancy to be filled by another regional representative.
- TX has appointed Carla Pealer as their representative to the Credentials Committee. Three other states have not yet made their appointments, to my knowledge.
- The following state appointments have been made to the Platform Committee: Chris Maden (IL), John Shuey (TX), Zachary Silva (FL). Texas also named Nathan Kleffman as an alternate. Seven other states have not yet made their appointments, to my knowledge.

On October 27, I provided staff with a number of updates for the web page showing the members of each committee. These haven't yet been updated, but I presume they will be done soon.

Since the July LNC meeting I hosted one Adobe Connect meeting for the Executive Committee to review the draft budget, and another for the IT Committee to review a proposal with representatives of NationBuilder.

When Oliver Hall became our legal counsel, I contacted him to provide copies of organizational documents he will need, including the articles of incorporation, bylaws, policy manual, employee manual, and a link to our minutes on the website.

When I announced results of the email ballot started 10/4/15 to increase the branding budget, Mr. Bittner emailed to say he had cast a vote that was not included in the results. I double-checked both

my inbox and the LNC-Business email list archives and could not find that his message had been received by me or by the list. Mr. Bittner forwarded me a copy of the email message, and he noticed he had accidentally sent it from an email address that was not subscribed to the LNC-Business list. Neither Mr. Bittner nor I had received any notification from the email list that it had a problem with an attempted post. Upon further investigation, I found the list configured to merely discard messages from non-member email addresses and to not notify a moderator. I initially changed the email list configuration so that messages from non-members would be held, and a moderator would be notified to decide what to do with the message. I quickly learned that our list is the target of many spammers, so holding non-member postings creates a lot of annoyance for a moderator. To eliminate the spam annoyance, the list is now instead configured to “reject” messages from non-members, which means the sender will at least get a notice that the message was rejected, but a moderator isn’t asked to react to it. Be sure to use a subscribed email addresses to send to the list. If you accidentally send from the wrong email address, you should now at least get a rejection notice, but it is your responsibility to re-send from the correct email address.

The following 2 email ballots were completed since the July 18-19 LNC session:

Motion: Amend the budget by increasing line 26 Branding/Political Materials Revenue by \$15,000 from \$20,200 to \$35,200 and by increasing line 55 Branding/Political Materials Expense by \$15,000 from \$20,000 to \$35,000

Sponsors: Sarwark

Started: 10/4/15

Ended: 10/14/15

Voting “aye”: Craig, Goldstein, Hagan, Johnson, Katz, Kirkland, Lark, Mattson, McLendon, Redpath, Vohra, Wiener

Voting “nay”: Ludlow, Riemers

With a final vote tally of 12-2, the motion PASSES.

Motion: Amend the Policy Manual as follows:

Section 2.04.3, Contracts and Contract Approval

All contracts or modifications thereto shall be in writing and shall document the nature of the products or services to be provided and the terms and conditions with respect to the amount of compensation/reimbursement or other consideration to be paid.

The Chair shall approve any contract in excess of \$7,500.

All contracts of more than one year in duration or for more than \$25,000 shall be reviewed and approved by General Counsel prior to signing by the Chair.

No agreement involving a financial transaction with a related party shall be executed unless first approved by the LNC. Any such agreement shall be disclosed in a conflict of interest statement.

Independent contractors doing business with the LNC are required to sign formal contracts that clearly set forth the parties' intention that they be treated as independent contractors.

Each contract for director-level employment [and any related advice from General Counsel](#) must be circulated to the LNC on a strictly confidential basis ~~after it has been reviewed by Counsel and the EPCC following EPCC approval and no later than 10 days prior to the Chair signing the contract.~~

Section 2.02.7, Employment Policy & Compensation Committee:

The Employment Policy and Compensation Committee shall develop documents, procedures, and guidelines for the effective administration, supervision and development of Staff, including but not limited to job descriptions, compensation ranges, hiring, training, performance reviews, promotion, progressive discipline and termination. The LNC may supersede any such documents, procedures and guidelines by adopting a replacement.

The Employment Policy and Compensation Committee shall also be available to Staff to discuss on a confidential basis the working environment or observed violations of the Policy Manual.

~~The EPCC shall also complete a review of any contract for director-level employment no less than 10 days prior to the Chair signing it. Following General Counsel's review of a director-level employment contract, the EPCC shall review the proposed contract and any related advice from General Counsel. No such contract may be signed by the Chair without having first obtained either EPCC approval of the contract at least 10 days prior, or an affirmative vote from a majority of the fixed membership of the LNC.~~

Section 1.03.1, Committee Appointments (selected row)

These committees have special appointment procedures as follows:

Committee Name	Size	Member Selection	Chair Selection
Employment Policy and Compensation	Three LNC Members or Alternates other than the LNC Chair	LNC Chair	* Committee Selected

Sponsors: Mattson, Kirkland, Goldstein, Riemers

Started: 10/21/15

Ended: 10/31/15

Voting "aye": Goldstein, Hagan, Katz, Kirkland, Lark, Ludlow, Mattson, McLendon, Riemers, Wiener

Voting “nay”: Craig, Feldman, Olsen, Sarwark

With a final vote tally of 10-4, the motion PASSES.

Alicia Mattson
LNC Secretary

DRAFT

See the following 21 pages for the Staff Report

DRAFT

Staff Reports

November 14-15, 2015 Meeting of the Libertarian National Committee, Inc.
Orlando, Florida

Executive Director's Report

Submitted by Wes Benedict

Membership and financial reports are submitted separately by Director of Operations Robert Kraus.

Staff

Since the last meeting, Oliver Hall was hired to serve as General Counsel to the LNC.

Salaried and hourly staff:

- Wes Benedict — Executive Director
- Carla Howell — Political Director
- Robert Kraus — Operations Director
- Casey Hansen — Member Services Manager
- Nick Dunbar — Special Projects

Staff contractors:

- Bob Johnston — Candidate and Affiliate Support Specialist
- Andy Burns - State Affiliate Support Specialist
- Lauren Daugherty – Special Projects
- Elizabeth Brierly –Assistant Editor; helps with various publications

Other contractors used on a regular basis:

- Paula Edwards – FEC Consultant
- Mat Thexton – membership renewal calls
- Denise Luckey – graphic design
- Collin Daugherty—graphic design
- Oliver Hall – Special Counsel
- There are more contractors we use on a semi-regular basis that are not detailed here for things such as cleaning services, HVAC repair, general maintenance, tech support, legal help, ballot access petitioning, and other things.

Major Projects

- Work with Audit Committee

- The LNC adopted a new logo at its last meeting. Staff has worked to update and create new stationery, apparel, brochures, and forms to comply with the new branding.
- Setup convention registrations and web pages and turn over to other staff
- Help new staff work on projects (note to LNC – use of the term “project” in this case is in the
- New Training program

Board Reports with detailed fundraising data follow. Please note that the results reported for appeals that are recent are not the final results. Contributions to appeals continue for months beyond the drop (mailing) date.

Employee Tasks & Duties

Wes Benedict: Executive Director

Primary fundraiser (with lots of help)
Write some fundraising letters & emails
Staff hiring, evaluation, assignment of tasks, supervision
Write contracts for ballot access
Write contracts for staff contractors
LNC/Chair interface
Brand development
Oversee new logo rollout
Oversee membership plans, renewals and prospecting
Manage LPStore.org, design and order promotional items
Create and monitor Facebook Ads (on hold)
Help with outreach events
Oversee LP.org structure and content
Database troubleshooting, including email contact list

Carla Howell: Political Director

LP News editor
Liberty Pledge newsletter editor
Post blog entries, press releases, poll and other information on LP.org
Writing/Editing - blog, press releases, videos, LP News, other web content
Media inquiry responses, interviews, travel to interview
Social Media Management: Facebook, twitter, etc.
Giving speeches, travel (State Events)
Candidate recruitment, coaching, support, support literature, LP solutions, talking points
Campaign and candidate support
Affiliate support
Creation of LP literature
General promotion of LP candidates (e.g., radio show)
Track media hits and contacts
Miscellaneous meetings with, and inquires from, outside organizations
Miscellaneous issues concerning members, candidates, affiliates, donors

Robert Kraus: Operations Director

Help with maintenance of LP.org; interface with technical support
Customer service - internal and external
Maintain membership/contributor database (Raiser's Edge)
Assist with mem database troubleshooting and cleanup
Supervision of Mem support Specialist
Administrator of lp.org & hq.lp.org email and group list servers
Maintain compliance with government policies, especially the FEC
Managing lawsuits and other legal matters with the chair & treasurer
Managing our ballot access matters & petitioning w-treasurer
Affiliate support - working w-states on various things
Manage database updates provided by state affiliates to LPHQ
Staff liaison to the Convention Oversight Committee & other conv duties

Staff liaison to the Building Fund & Other Committees
Accounting and bookkeeping (a/p, a/r, maintain QuickBooks)
Preparation of financial and membership reports
Provide data to FEC consultant for FEC filing
Facilities and equipment planning and maintenance
General purchasing and procurement
Work with Chair and Treasurer on financial issues & audit
Record & Attend LNC meetings (12 hrs every 4 months)
Maintain membership, financial, and other archives
Payroll and benefits administration for LP Staff
Create and maintain Employee Manual
Maintain LNC contact list (an off-line document and at LP.org)
Process & manage monthly gifts for direct account draft
Assist Casey with processing and entering contributions into RE
Assist in general office upkeep, organization, and ordering of supplies
Re-check of daily deposits and cash audits
Miscellaneous: Filing, research, member correspondence

Nick Dunbar: Membership and Pledge Programs. Special Projects

Work with vendors for house and acquisition appeals (gets fundraise letters printed)
Work with vendors for LP News printing and mailing
Sends monthly renewal email blasts
Data pulls for donor acknowledgments (thank you notes)
Update Board Report (Standard report which shows appeal results)
In house IT support for servers, PC's & phones
Process monthly gifts for members & get updated info plus Pledge News
Analyze results on all mail appeals and select segments for lists
Orders LP stationery, letterhead, envelopes

Bob Johnston: Member, Candidate and Affiliate Support

Call Libertarian candidates to find out the information they need to run for office
Keep track of our current ballot access in each state
Compile LP candidate data and update LP.org web site
Monthly Donors: call and email those whose cards expire
Miscellaneous projects, e.g., compiling filing requirements for affiliates
Compile LP elected officials data and update LP.org web site
Compile election results for LP candidates
Address general questions and complaints from members
Provides customer service to state and local affiliates
Manage LP.org blog

Casey Hansen: Member Services & Affiliate Relations

Maintain Events Listing on LP.org
Create new records for people who ask for information packets
Prepare data for new memberships and print letters for membership cards
Prepare information packets for new inquires
Print and mail special mail projects (annual reports, Christmas cards, etc.)

Print and send membership cards to monthly pledgers
Update and maintain records in RE
Design website for state affiliates
Maintain State Chair and State Organization contact lists
Convention and LNC Meeting Prep
Photocopy checks before deposit
Prepare daily reports and do daily cash audits
Process and cage all checks, credit cards and cash received via mail into RE
Process and cage all web transactions into RE (varies greatly)
Process refunds and contribution returns
Print and send acknowledgements of donations
Prepares email updates lists
Each month, import website recurring gift transactions into Raiser's Edge
Import new inquiries and volunteers into RE
Greet visitors to the office
Produce and mail LP information packets
Generate weekly inquiries list
Put together and mail merchandise orders
Produce and mail LP membership card packets
Sort and tag physical monetary contributions (checks, cc, and cash)
Address general questions and complaints from members
Answer and direct incoming phone calls
Monitor and sort incoming email to LP email addresses
Maintain address and contact information for members
Accept, open, and deliver courier packages
Accept, open, and sort mail from USPS
Deposit checks at bank after they have been processed & verified

Lauren Daugherty: Special Projects

Write fundraising letters; oversee graphic design
Write fundraising emails
Write press releases
Write op-eds
Post content on LP.org
Send broadcast emails

Andy Burns: Affiliate Development Specialist

Provide tools and support to state affiliates
Help states with fundraising
Help states with database management
Provide customized marketing and support materials

Elizabeth Brierly: Assistant Editor

Layout of LP News
Layout of Liberty Pledge News
Posting content to LP.org
Manage LP.org/convention content

2014 Appeals as 2015-10-31

Official Mailing ID	Drop Date	Title	# of Pieces Mailed	Target Population	Gross Revenue	Total Costs	Net Revenue	No of Donors	Percent Response	Average Gift Amount	Cost to Raise \$1.	ROI	Cost per Donor
House													
1402 HO	2/10/14	urgent yellow	34,992	most recent contributors	\$29,089.00	\$10,714.91	\$18,374.09	509	1.45%	\$57.15	\$0.37	\$2.71	\$21.05
1403 HO	3/21/14	annual report	19,584	stakeholders Jan 01, 2013 - Present	\$28,958.00	\$19,034.62	\$9,923.38	289	1.48%	\$100.20	\$0.66	\$1.52	\$65.86
1405 HO	5/15/2014*	building Fund	800	previous building fund donors (first class)	\$9,458.00	\$1,192.00	\$8,266.00	87	10.88%	\$108.71	\$0.13	\$7.93	\$13.70
1406 HO	6/13/14	Voter Demand	19,998	most recent contributors	\$14,641.00	\$7,573.00	\$7,068.00	244	1.22%	\$60.00	\$0.52	\$1.93	\$31.04
1408 HO	9/3/14	Urgent - Layoff	19,992	most recent contributors	\$28,020.00	\$6,274.00	\$21,746.00	394	1.97%	\$71.12	\$0.22	\$4.47	\$15.92
1411 HO	11/10/14	Porcupine	22,561	most recent contributors	\$20,305.00	\$7,339.00	\$12,966.00	240	1.06%	\$84.60	\$0.36	\$2.77	\$30.58
Subtotal House			117,927		\$130,471.00	\$52,127.53	\$78,343.47	1,763	1.49%	\$74.01	\$0.40	\$2.50	\$29.57
2014 LP NEWS	VARIABLES								#DIV/0!	#DIV/0!			
Subtotal House Appeals Incl. LP News			117,927		\$130,471.00	\$52,127.53	\$78,343.47	1,763	1.49%	\$74.01	\$0.40	\$2.50	\$29.57
Renewals													
1401 RE	1/31/14	2012 2013 letter	4,104	Std 6 Mo renewal	\$9,580.00	\$1,560.11	\$8,019.89	182	4.43%	\$52.64	\$0.16	\$6.14	\$8.57
1402 RE	2/28/14	2012 2013 MM letter	3,562	Std 6 Mo renewal	\$12,149.00	\$1,354.82	\$10,794.18	210	5.90%	\$57.85	\$0.11	\$8.97	\$6.45
1403 RE	4/6/14	2012 2013 MM letter	4,502	Std 6 Mo renewal	\$10,194.00	\$1,567.79	\$8,626.21	206	4.58%	\$49.49	\$0.15	\$6.50	\$7.61
1404 RE	4/24/14	2012 2013 MM letter	3,976	Std 6 Mo renewal	\$9,777.00	\$1,386.16	\$8,390.84	196	4.93%	\$49.88	\$0.14	\$7.05	\$7.07
1405 RE	5/31/14	2012 2013 MM letter	2,425	Std 6 Mo renewal	\$8,985.00	\$1,060.91	\$7,924.09	189	7.79%	\$47.54	\$0.12	\$8.47	\$5.61
1406 RE	7/10/14	life member	12,834	current non-life members	\$23,421.00	\$8,213.45	\$15,207.55	55	0.43%	\$425.84	\$0.35	\$2.85	\$149.34
1407 RE	7/31/15	wes upgrade appeal	3,100	Std 6 Mo renewal	\$15,534.00	\$1,342.00	\$14,192.00	295	9.52%	\$52.66	\$0.09	\$11.58	\$4.55
1408 RE	9/17/14	wes upgrade appeal	3,713	Std 6 Mo renewal	\$18,465.00	\$1,294.00	\$17,171.00	326	8.78%	\$56.64	\$0.07	\$14.27	\$3.97
1409 RE	10/8/14	wes upgrade appeal	4,211	Std 6 Mo renewal	\$14,814.00	\$1,652.40	\$13,161.60	256	6.08%	\$57.87	\$0.11	\$8.97	\$6.45
1410 RE	11/7/14	wes upgrade appeal	2,540	Std 6 Mo renewal	\$10,720.00	\$783.00	\$9,937.00	191	7.52%	\$4.10	\$0.07	\$13.69	\$4.10
1411 RE	12/12/14	wes upgrade appeal	5,402	Std 6 Mo renewal	\$17,662.00	\$2,026.00	\$15,636.00	286	5.29%	\$61.76	\$0.11	\$8.72	\$7.08
1412 RE	1/12/15	wes upgrade appeal	5,234	Std 6 Mo renewal	\$11,245.00	\$1,781.00	\$9,464.00	210	4.01%	\$53.55	\$0.16	\$6.31	\$8.48
Subtotal Renewals			55,603		\$162,546.00	\$24,021.64	\$138,524.36	2602	4.68%	\$62.47	\$0.15	\$6.77	\$9.23
Lapsed													
1406 LA	7/7/14	Please Renew Your Mem	31,748	long term expired	\$13,318.50	\$9,056.41	\$4,262.09	249	0.78%	\$53.49	\$0.68	\$1.47	\$36.37
1410 LA	11/7/14	wes upgrade appeal	12,286	long term expired	\$8,510.00	\$2,856.80	\$5,653.20	137	1.12%	\$62.12	\$0.34	\$2.98	\$20.85
Subtotal Lapsed			44,034		\$21,828.50	\$11,913.21	\$9,915.29	386	0.88%	\$56.55	\$0.55	\$1.83	\$30.86
Prospecting													
1404 PR-0	4/10/14	Reg LP - No premium	29,296	Registered Libertarians	\$2,547.95	\$8,784.41	-\$6,236.46	54	0.18%	\$47.18	\$3.45	\$0.29	\$162.67
1404 PR-1	4/10/14	Reg LP - book , t-shirt	29,295	Registered Libertarians (plus cost of prem)	\$4,539.00	\$8,784.41	-\$4,245.41	122	0.42%	\$37.20	\$1.94	\$0.52	\$72.00
Subtotal Prospecting			58,591		\$7,086.95	\$17,568.82	-\$10,481.87	176	0.30%	\$40.27	\$2.48	\$0.40	\$99.82
WEB													
Web Contributions		Donations			\$63,970.00		\$63,970.00	646		\$99.02			
Web New Members		New Members			\$53,491.00		\$53,491.00	1,556		\$34.38			
Web Renewals		Renewal Memberships			\$171,774.00		\$171,774.00	2,654		\$64.72			
WHITE MAIL													
White Mail Contributions		Donations			\$30,149.00		\$30,149.00	175		\$172.28			
White Mail for Membership		Membership			\$14,615.00		\$14,615.00	180		\$81.19			
Subtotal for Web and White Mail					\$333,999.00		\$333,999.00	5,211		\$64.09			
SPECIAL PROJECTS													
1404 HO		ballot fund - email		piryx	\$8,285.00		\$8,285.00	153		\$54.15			
2014 GRAND TOTAL					\$664,216.45	\$105,631.20	\$558,585.25	10,291		\$64.54			

Costs, Dates, and Revenue from Direct Mail Projects 2008 through 2015

2015 Appeals as 2015-10-31

Official Mailing ID	Drop Date	Title	# of Pieces Mailed	Target Population	Gross Revenue	Total Costs	Net Revenue	No of Donors	Percent Response	Average Gift Amount	Cost to Raise \$1.	ROI	Cost per Donor
House													
1501 HO	1/5/15	PSD&C	20,471	most recent contributors	\$22,537.00	\$6,665.00	\$15,872.00	387	1.89%	\$58.24	\$0.30	\$3.38	\$17.22
1502 HO	2/23/15	4 carrier test	19,998	most recent contributors	\$9,997.00	\$7,841.00	\$2,156.00	173	0.87%	\$57.79	\$0.78	\$1.27	\$45.32
1504 HO	4/20/15	yellow urgent - BA	19,987	most recent contributors	\$14,734.00	\$6,364.00	\$8,370.00	235	1.18%	\$62.70	\$0.43	\$2.32	\$27.08
1505 HO	6/1/15	Annual Report	18,068	stakeholders Jan 01, 2014 - Present	\$13,947.00	\$13,876.00	\$71.00	170	0.94%	\$82.04	\$0.99	\$1.01	\$81.62
1506 HO	6/29/15	logo survey	19,986	most recent contributors	\$12,227.00	\$8,561.00	\$3,666.00	343	1.72%	\$35.65	\$0.70	\$1.43	\$24.96
1507 HO	8/3/15	OK Ballot Access	21,156	recent contributors + OK all + 5yr BA	\$22,392.00	\$7,542.00	\$14,850.00	211	1.00%	\$106.12	\$0.34	\$2.97	\$35.74
1510 HO	10/14/15	New Logo	19,989	recent contributors	\$4,890.00	\$8,056.00	-\$3,166.00	100	#REF!	#REF!	#REF!	#REF!	#REF!
Subtotal House			139,655		\$100,724.00	\$58,905.00	\$41,819.00	1,619	1.16%	\$62.21	\$0.58	\$1.71	\$36.38
Renewals													
1501 RE	1/29/15	wes upgrade appeal	5,226	Std 6 Mo renewal	\$12,944.00	\$1,516.00	\$11,428.00	240	4.59%	\$53.93	\$0.12	\$8.54	\$6.32
1502 RE	3/6/15	wes upgrade appeal	4,585	Std 6 Mo renewal	\$11,615.00	\$1,521.00	\$10,094.00	207	4.51%	\$56.11	\$0.13	\$7.64	\$7.35
1503 RE	3/26/15	wes upgrade appeal	4,046	Std 6 Mo renewal	\$11,837.00	\$1,444.00	\$10,393.00	220	5.44%	\$53.80	\$0.12	\$8.20	\$6.56
1505 RE	5/31/15	wes upgrade appeal	3,394	Std 6 Mo renewal	\$3,315.00	\$1,227.00	\$2,088.00	49	1.44%	\$67.65	\$0.37	\$2.70	\$25.04
1507 RE	7/23/15	wes upgrade appeal	4,353	Std 6 Mo renewal	\$29,562.00	\$1,486.00	\$28,076.00	530	12.18%	\$55.78	\$0.05	\$19.89	\$2.80
1508 RE	8/25/15	wes upgrade appeal	4,205	Std 6 Mo renewal	\$14,315.00	\$1,362.00	\$12,953.00	256	6.09%	\$55.92	\$0.10	\$10.51	\$5.32
1509 RE	9/30/15	wes upgrade appeal	3,460	Std 6 Mo renewal	\$5,395.00	\$1,335.00	\$4,060.00	83	2.40%	\$65.00	\$0.25	\$4.04	\$16.08
1510 RE	10/28/15	wes upgrade appeal	3,563	Std 6 Mo renewal			\$0.00		0.00%	#DIV/0!	#REF!	#REF!	#REF!
Subtotal Renewals			35,680		\$97,094.00	\$13,167.00	\$83,927.00	1737	4.87%	\$55.90	\$0.14	\$7.37	\$7.58
Lapsed													
1502 LA	2/9/15	Please Renew Your Mem	29,989	long term expired	\$5,256.00	\$9,580.00	-\$4,324.00	114	0.38%	\$46.11	\$1.82	\$0.55	\$84.04
1508 LA	8/12/15	Please Renew Your Mem	26,120	long term expired	\$3,625.00	\$7,487.00	-\$3,862.00	92	0.35%	\$39.40	\$2.07	\$0.48	\$81.38
Subtotal Lapsed			77,334		\$8,881.00	\$17,067.00	-\$8,186.00	206	0.27%	\$43.11	\$1.92	\$0.52	\$82.85
Prospecting													
Subtotal Prospecting			0		\$0.00	\$0.00	\$0.00	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Web & White mail													
Web Contributions		Donations			\$23,446.00		\$23,446.00	229		\$102.38			
Web New Members		New Members			\$29,300.00		\$29,300.00	863		\$33.95			
Web Renewals		Renewal Memberships			\$78,186.00		\$78,186.00	1,384		\$56.49			
White Mail Contributions		Donations			\$45,278.00		\$45,278.00	77		\$588.03			
White Mail for Membership		Membership			\$9,162.00		\$9,162.00	129		\$71.02			
Subtotal for Web and White Mail					\$185,372.00		\$185,372.00	2,682		\$69.12			
2015 GRAND TOTAL					\$291,347.00	\$30,234.00	\$261,113.00	4,625		\$62.99			

LNC Political Director & LP Communications Report

July 13, 2015 – Nov 9, 2015

Prepared by Carla Howell

Projects and one-time activities:

- Organized and managed first offering of “LP Activist Training by Libertarians for Libertarians” in D.C. area. Very positive feedback. 29 registrants and overall low cost. Working on scheduling next training.
- Live tweeting during GOP debates
- Wrote articles for and edited *LP News* September & December issues. Elizabeth Brierly now doing layout and assistant editing.
- Compiled, edited August, September, October issues of *Liberty Pledge*. Elizabeth Brierly now doing layout and assistant editing.
- Spoke at LP South Carolina convention; met with LP organizers in Rhode Island
- Updated campaign guide *Game-Changing Libertarian Communications*
- With Nick, worked with two groups that have filed lawsuits against CPD in which LNC is plaintiff (Our America Initiative, Change the Rules)

Regular activities:

- Support state chairs and key state activists in candidate recruitment; recruit individual candidates when opportunities arise
- Research and develop talking points for candidates and media interviews
- Coach candidates and lead sessions of Who’s Driving
- Write, format, send emails via iContact, usually compilations of recent blogs, press releases and important announcements. With Elizabeth Brierly, have maintained rate of bi-weekly emails for several months.
- Write news releases
- Edit and write blogs. Bob Johnston oversees. Have maintained frequency of blogs at approximately five per week.
- TV, radio and print interviews – book interviews and do ones that Nick Sarwark doesn’t do.
- Assist with state ballot access, lawsuits, petitioning issues as needed.
- Correspond with elected Libertarians

- Attend DC-area events and keep in contact with key libertarian organizations and allies on specific issues, e.g., represent.us (non partisan “anti-corruption”)
- Oversee posting of Facebook memes to LP.org
- Miscellaneous admin: e.g. update/create iContacts lists, ensure cross-posting content to FB/Twitter; help maintain candidate contacts spreadsheet and list of candidates to cover; misc. LP.org updates
- Take miscellaneous phone calls and occasionally meet with walk-in visitors at headquarters
- Maintain relationship with VoiceAmerica to maintain LP show *Libertarians Working For You* for free.

Press Releases this period

- Old Parties Collude on Budget Deal to Put Americans Deeper in Debt
- Libertarian Party: Stop Border Patrol drug-busting of U.S. citizens
- Libertarian and Green Parties Sue FEC for Anti-Trust Violations in Presidential Debates
- Libertarian Party responds to new Gallup Poll
- Libertarians versus Donald Trump
- How Your Vote Matters to Black Lives

Blogs this period

- LP presidential candidate on Stossel show tonight after debate
- LNC Meeting November 14-15, 2015 in Orlando, FL
- LPIN mayoral candidate, only six votes behind, considering a recount
- Fall 2015 Libertarian Vote Totals
- Eleven Libertarians elected to office Tuesday
- Commission on Presidential Debates won't change the 15% poll rule
- Stossel Post-Debate Show Will Feature Libertarian Perspective
- Libertarians Working For You show features Father Larry Beane and Andy Craig
- Arkansas LP nominates candidates for 2016 office
- Presidential candidate debate at the Massachusetts LP convention
- Jesse Ventura Considering Run for President on the Libertarian Ticket
- Libertarian tax protester Irwin Schiff dies in prison
- LP Political Director Carla Howell interviewed on CCTV
- Libertarians Working For You show, with Jeffrey Ragas on foreign policy
- Washington Times contrasts LP frugality with Obama's taxpayer-funded vacations
- U.S. Supreme Court Won't Hear California Minor Party Lawsuit Against Top-Two
- 2016 State Conventions
- Libertarians are not Republicans: an LP leader's interview with MinnPost
- LEGALIZE FREEDOM winner of 2016 convention theme contest

- Libertarians Working For You show, with Carla Howell and Nicholas Sarwark on the benefits of cutting government
- Sputnik News Features LP Chair Sarwark on Trans-Pacific Partnership
- Gallup Poll: Informed Americans Rate Both Parties in Congress Worse
- Help choose theme for 2016 convention
- Maine Libertarian Party Registration Drive Seems Likely to Succeed
- LP Activist Training By Libertarians, For Libertarians October 16-18 in Alexandria, VA
- Libertarians Working For You show, with Wendy Adams on education, and Dr. Mary Ruwart on the FDA
- Washington Times article on the Libertarian and Green Party lawsuit
- Reason Magazine blogs the arguments for the LP's lawsuit against the Presidential Debate Commission
- Washington Post: Libertarians, Greens ready lawsuit against CPD
- CPD Offers Token Response Under Pressure to Open Presidential Debates
- Libertarians Working For You Show on education with Jason France, and on immigration
- Presidential debate at the Massachusetts LP convention
- 2016 LP Presidential candidates
- Libertarians Working For You show on what an elected Libertarian official can accomplish with Matt Schutter, and on crony capitalism with Marty Swinney
- New Libertarian Logo Polo Shirt
- Oklahoma's Libertarians look to give voters another choice in '16 election
- LP News September 2015 issue is now online
- Libertarians Working For You show on tax cuts, with Michael Vogt, Andy Bakker, and Marty Swinney
- Libertarians Working For You show, with Daniel Hayes, Gregory Todd Rice, and Damien Caillault
- Union Leader sides with Libertarians in protest of NH court ruling
- Speaking opportunity for 2016 LP Presidential candidates
- U.S. District Court Upholds New Hampshire Law that Makes it Illegal to Circulate Party Petition in Odd Years
- Libertarians Working For You show, with Carla Howell
- Georgia Libertarian for governor featured in Atlanta Journal-Constitution
- Feldman, Perry, Kerbel running for LP presidential nomination
- Three new people join Libertarian Party Headquarters team
- BAN publisher Richard Winger featured in Guardian article about Trump
- Libertarians Working For You show, with Mike Dodd, Roland Riemers, Dr. George Phillies, and Peter Rohrman
- New York Libertarians take pistol permit law to court
- LPMN Seeking New Executive Director
- Libertarians Working For You show, with Gavin O`Keefe and Peter Rohrman
- Slate of Libertarian candidates in Anderson, Indiana removed from ballot

- Washington LP has three candidates finish first or second to advance to the general election
- Donate \$49.99 and get Mary Ruwart's book Healing Our World
- Dane County Libertarians help feed the hungry in Madison, WI
- Florida Libertarians sponsor candidate forum
- Libertarians Working For You show, with Wendy Adams, Dr. George Phillies, and J. J. Summerell
- Help us match \$30k pledge for ballot access
- Minnesota LP Executive Director interviewed on KTLK-AM
- Read Nick's piece printed by the Miami Herald
- GOP tries to remove Indiana Libertarian city office slate
- Alabama LP to host rally to bring Uber and Lyft to Birmingham
- Libertarians Working For You show, with Adam Hutchison and Lily Williams
- U.S. District Court Rules Pennsylvania System of Imposing Costs on Minor Party Petitions that Lack Sufficient Signatures is Unconstitutional
- LNC Chair interviewed on LavaFlow podcast
- Religion Poll and Christian Libertarian Conference in Austin August 7-8
- LNC Chair interview on Lions of Liberty podcast
- Libertarians Working For You Show, with Peter Rohrman, Bridget Ulrich, and Mark Anderson
- Three Libertarians running in one Indiana town council
- Poll: What religion are Libertarians?
- Elected Libertarian blocks blight ordinance

LP Media coverage

Below is a partial list of national LP media interviews (does not include several not logged, state affiliate or candidate-specific coverage, LP mentions where we were not interviewed, or interviews that Chair Sarwark or others booked without LPHQ involvement):

- 10/16/ Washington Times on LP Activist Training
- 10/15 CBS / WCCO-TV interview of Carla Howell for Jesse Ventura story
- 10/ 13 CCTV interview of Carla Howell
- 9/29 Washington Times on CPD lawsuit
- 9/28 Reason Hit & Run on LP's lawsuit
- 9/18 Chair Sarwark on 4540AM KMLV Louisiana
- 8/4 Chair Sarwark on AM 1420 WBSM-New Bedford, MA
- 8/3 Chair Sarwark Letter to Editor in Miami Herald
- 7/24 Chair Sarwark on Lions of Liberty podcast
- 7/10 Sputnik interview of Chair Sarwark on Trans-Pacific Partnership

Director of Operation's Report – Nov 2015

by Robert Kraus

Blackbaud – Data Dumps – Internal Customer Service

We continue to do various on going clean ups of emails and other items in the dumps. As part of our effort to have accurate data – Casey tests all emails on new and renewed memberships by sending them all a quick “thank you, your membership card has been mailed” email every Monday. Bad emails are then removed from the database.

We also had Mellissa Data run a test on what I-Contact has determined are bad emails to see if they really are bad – and we re-loaded the good emails back into the system.

There are still a number of states that use the old formatted dump which is very cumbersome. We continue to reach out to those states to switch to the updated format which is much easier and simpler to use.

There was a change in what we call our “solicit codes” a couple months ago to better define who gets what kind of mail/phone calls or emails. The change in names appeared in the last couple dumps and only appeared to affect Virginia (which receives the old formatted dump and is using an older data base program). A work-a-round has been found to correct this issue. If any other states need us to use the “old terms” for these solicit codes please let us know.

Building Fund

There is \$3,466 in the restricted building fund account as of 10/31/15. Year to date we’ve made \$22,500 in additional principle payments and the balance owed is now at \$463,947 (the original mortgage amount was \$500,000). We plan on making an additional principle payment of at least \$3,000 this month. Meanwhile Mark Hinkle has volunteered to make some phone calls to folks who gave to the building fund last year to see if they can donate an additional amount to help get us closer to our goal this year of paying down the mortgage.

In terms of maintenance, we have had no major or unexpected expenses the last few months. We do plan on re-filming our windows within the next few weeks at a cost expected to be under \$1,800. This should provide a little savings on the energy front and clean up some of the windows were the old film has been peeling.

We also just hosted the annual meeting an our association fee is expected to only go up by \$5 a month (from \$290 to \$295).

FEC Filing

We continue to file accurate FEC reports and use Paula Edwards to complete the FEC Filing Process on a monthly basis and handle our amendments. The reconciliation and audit steps to this process continue to work to assure that these reports are correct prior to filing, and to insure that the disbursements and contributions match to our cash accounting records.

As a reminder, the FEC reports are done on a cash basis while our financial reports are done on an accrual basis as required by our bylaws which require adherence to GAAP. Therefore, our Statement of Operations will not always look the same as what is reported on the summary page of our FEC Filings.

Financial

Finances remain VERY tight despite the reserve being above the requirement (\$96.3k at end of Oct vs. \$117.9k 2 months ago). As of 11/11 we now are down to \$75k unrestricted cash on hand. Aside from considerable upcoming ballot access expenses we have just paid our real estate tax bill for the 2nd half of 2015 (\$4,421) plus business property taxes (\$1,589). In addition we have our annual Blackbaud licensing bill of \$13,200 due in Dec.

Thank you!

Robert



Affiliate Development Specialist Report
Submitted by Andy Burns for the period July 14 - October 14.

Overview

The states I decided to work with needed up front work on their branding and website before we could build the value to start asking for money. Fundraising efforts will be emphasized in the next phase.

I've either designed new websites or upgrading existing sites. For websites, I am offering states a NationBuilder site or a Wordpress + CiviCRM installation. NationBuilder is an all-in-one platform for building a state's website, maintaining a database and for email broadcasts. Wordpress is a website building tool that is widely used. CiviCRM is a Customer Relationship Management system that is used to manage a database, collect contributions and email supporters. It is open-source and free to use. Thus far I have entered into developing Wordpress site that are already in progress. Shortly I will have a Wordpress template theme that will streamline website building efforts.

One challenge has been getting some of my ideas to get passed through some of the respective state committees. I suspect over time I will gain more trust with them and as I build a track record of successfully assisting states.

Institutionalize Marketing Assets and Knowledge

I created a [LP State Affiliates Google Drive](#) repository to get the LP to stop re-inventing the wheel and start sharing with each other. Continuously updated. Strategy based on templating any and all materials states use that are easily customizable. This includes logos, stock web graphics, issue statements, shirts, buttons, yard signs, literature, email templates, etc. The google drive also has the best training materials to date located in one place.

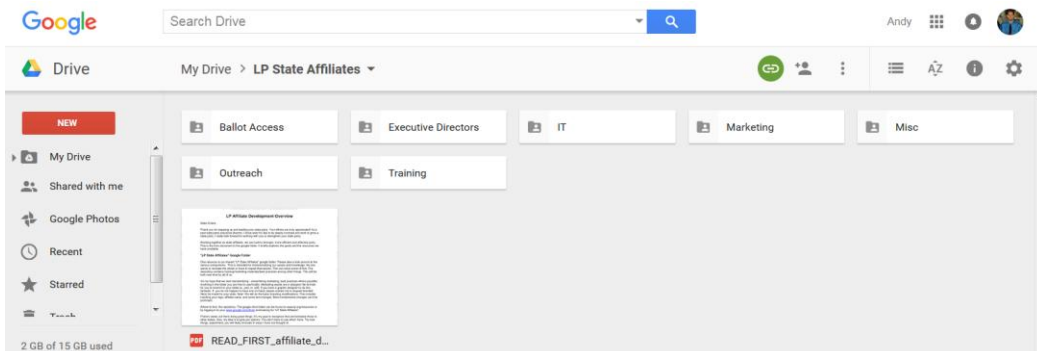


Table of Contents (only includes folders)

1. Ballot Access
2. Executive Directors
3. IT
4. Marketing
 - Business Cards
 - Buttons
 - Literature
 - Logo
 - Shirts
 - Stationery
 - Statue of Liberty photos
 - Web Graphics
 - Web Banners
 - Facebook Covers
 - Issues
 - Sidebar Buttons
 - Yard Signs
5. Outreach
6. Training
 - State Parties
 - Candidates
7. Miscellaneous

Partner States Progress (6 states)

Connecticut (start: Late July)

Fundraising

Baseline metric - 2014 funds raised: \$1,119.51. Average monthly revenue: \$93.29

- Fundraising for the period August 1 - Sept 30: \$955. Average monthly revenue: \$477.50
- New membership structure instituted

Websites/Databases

- New Nationbuilder website, www.lpct.org (old Connecticut site).
- Communications Director Joshua Katz is in charge of NationBuilder and is fully trained on using all functions of it, CMS, CRM, email distribution.
- Went from disorganized state party excel data, not even using national data to it being fully up-to-date and integrated into NationBuilder.
- Put together a plan for responding to inquiries, which they are in the process of putting into action
- Sending newsletter and email blasts regularly

Marketing

- Using new "torch eagle" LP logo
- Re-branded Facebook and ran inexpensive ad increasing likes by nearly 100 in 2 days
- Utilizing "lit reply card", and "common sense on issues chart" to streamline branding. See template section to see the graphics.

Miscellaneous

- Adopted divisional org structure: www.lpct.org/divisions

New Jersey (start: Late July)

Fundraising

Baseline metric - 2014 funds raised \$9,764.41. Average monthly revenue: \$813.70

Fundraising for the period August 1 - September 30: \$905. Average monthly revenue: \$452.50

Website/Databases

- In process of web redesign of njlp.org

Marketing

- Adopted "lit reply card", and "common sense on issues" chart to streamline branding

Miscellaneous

- In stage of evaluating a paid ED (have prospect)

California (start: Early Sept)

Fundraising

Baseline metric - 2014 funds raised \$26,232. Average monthly revenue: \$2,186

Fundraising for the period August 1 - September 30: \$1,860. Average monthly revenue: \$930.

- Mailing 2500+ current and former national members to drive state membership- A November mailing.
- Wrote fundraising letter and designed stationery.
- Outreach improvement underway (tabling)

Websites/Database

- Will be installing CiviCRM

Virginia (start: mid August)

Fundraising

Baseline metric - 2014 funds raised \$16,582.83. Average monthly revenue: \$1,381.90.

Fundraising for the period August 15 - September 30: \$ (not reported in time). Average monthly revenue: \$(not reported in time).

Website / Databases

- Wordpress site developed: www.lpvirginia.org (working alongside LPVA group, significant involvement).

South Dakota (start: early Oct)

- Built new NationBuilder site: www.lpsouthdakota.org ([old South Dakota site](#)).

Washington State (start: Oct 1)

Marketing Materials

Graphic Design contractor - Collin Daugherty

Collin Daugherty has delivered a strong value to affiliates. We're getting consistent branding across affiliates I am working with and making available all the assets.

8 states have received some level of graphic design support with customization of templated materials. They include California, Connecticut, Illinois, Kansas, Minnesota, Montana, New Jersey and South Dakota.

Templating

Our template strategy is guided on providing a standard template that only needs small customizations for states to use. See items following.

Also, because I can't force states to adopt the new logo but they still may want assistance in all other areas we are providing materials that align with the previous branding guidelines (blue, yellow, white) to match their current logo with materials such as stationery, shirts, web banners, etc. These two versions of the master template are very close together on most materials and usually only involves changing out the new "torch eagle" v. "lady liberty" old logo and/or the porcupine v. eagle.

New Logo for States

I've encouraged states to adopt the new torch eagle logo. Some have wanted to stick with the lady liberty design.

New "torch eagle" logo: Connecticut, South Dakota.



Common Sense on Issues Chart

States currently using it and on their site: Connecticut, Minnesota, South Dakota, Maine.

Libertarian Party = Common Sense on Issues!

LEFT POSITIONS	LIBERTARIAN POSITIONS			RIGHT POSITIONS
DISAGREE <ul style="list-style-type: none"> • Government regulated economy • Military intervention (Somalia, Haiti, Balkans) • Using eminent domain for private gain • Ban guns • Tax funding of government charities • Special rights for minorities • More government spending 	AGREE <ul style="list-style-type: none"> • Personal freedom • Non-interventionist foreign policy • Tolerance of others' peaceful choices • Civil liberties • Separation of church and state • Equal opportunity • Recently supports gay marriage 	LIBERTARIAN <ul style="list-style-type: none"> • Government should just defend our rights. Let individuals pursue their own interests. • Stop nation-building and being the policeman of the world. Peace through trade and diplomacy. • End the failed "War on Drugs" & legalize marijuana • Champion of civil liberties & protector of personal privacy • Supports small business, entrepreneurship, free markets & capitalism • People should marry whomever they want • Government spending is largely wasteful and inefficient 	AGREE <ul style="list-style-type: none"> • Economic freedom • Robust national defense • Respect for others' property rights • Individual right to keep & bear arms • Giving generously to those in need • Advancement based on individual abilities • Less government spending 	DISAGREE <ul style="list-style-type: none"> • Government regulated morality • Military adventurism ("regime change") • War on Drugs • Surveillance state • Tax funding of faith-based charities • Corporate welfare • Marriage should be between a man & a woman

Join The Libertarian Party Today!
LP.org

Lit Reply Card

States who have it printed: New Jersey, Minnesota, Connecticut.
 Designed: Kansas, South Dakota (will print later).

Front

Libertarian Party = Common Sense on Issues!

LP.org

LEFT POSITIONS	LIBERTARIAN POSITIONS			RIGHT POSITIONS
DISAGREE <ul style="list-style-type: none"> • Government regulated economy • Military intervention (Somalia, Haiti, Balkans) • Using eminent domain for private gain • Ban guns • Tax funding of government charities 	AGREE <ul style="list-style-type: none"> • Personal freedom • Non-interventionist foreign policy • Tolerance of others' peaceful choices • Civil liberties • Separation of church and state • Equal opportunity 	LIBERTARIAN <ul style="list-style-type: none"> • Government should just defend our rights. Let individuals pursue their own interests. • Stop nation-building and being the policeman of the world. Peace through trade and diplomacy. • End the failed "War on Drugs" & legalize marijuana • Champion of civil liberties & protector of personal privacy • Supports small business, entrepreneurship, free markets & capitalism 	AGREE <ul style="list-style-type: none"> • Economic freedom • Robust national defense • Respect for others' property rights • Individual right to keep & bear arms • Giving generously to those in need • Advancement based on individual abilities 	DISAGREE <ul style="list-style-type: none"> • Government regulated morality • Military adventurism ("regime change") • War on Drugs • Surveillance State • Tax funding of faith-based charities • Corporate welfare

Back

I Want to Join the Libertarian Party!

YES! I want to become a proud member of the Libertarian Party. Please sign me up at the following annual membership level:

- | | |
|--------------------------------|------------|
| <input type="checkbox"/> \$600 | Patron |
| <input type="checkbox"/> \$300 | Sponsor |
| <input type="checkbox"/> \$120 | Supporting |
| <input type="checkbox"/> \$60 | Sustaining |
| <input type="checkbox"/> \$30 | Basic |
| <input type="checkbox"/> \$10 | Student |

The Libertarian Party is the Party of Principle. To publicly affirm what we believe - and to ensure that our party never strays from our principles - we ask our members to proudly affirm this statement: I certify that I do not believe in or advocate the initiation of force as a means of achieving political or social goals.

I Would Like to Pay By:

- Check Payable to "Libertarian Party"
 Cash

First: _____ Last: _____

Phone: _____

E-mail: _____

Street: _____

City: _____ State: _____ Zip: _____

Occupation: _____ Employer: _____

State law requires political committees to report the name, address, and occupation and employer for each individual whose contributions aggregate in excess of \$200 in a calendar year. Political contributions are not tax-deductible.

Prepared and paid for by the Libertarian National Committee, Inc. 1444 Duke St, Alexandria, VA 22314-3403. Not authorized by any candidate or candidate committee.

You can find the [PDF file here](#). It is an easily customizable introduction to the Libertarian Party template for states to use. A [state example](#) is here from New Jersey. Both the new logo and old logo can be used. Simplicity is more appealing than elaborate brochures, especially in the digital age. The goal is to give them the high level information and get them to the website.

Benefits

- **Easily Understood.** Graphically conveys the main message right away using the "best of both world's" analogy (Fiscally conservative and socially liberal) with how many millennials and a growing segment of the electorate self-identify. Using this appeal places the LP in a market space where there are no competitors in terms of other political parties.
- **Visually appealing** by being in the middle to attract independents and average voters.
- **Shows overlap** with the other parties. We attract people by appealing to the ideals they already have rather than saying their previous beliefs were all wrong. This makes it easier to bring people over.
- **Changes the conversation on being extreme.** Reverses the stereotype that Libertarians are extreme and frames the "Two Old Parties" as the extremists for being on the far left and far right.
- **Efficient.** It is multi-purpose. You can use it at outreach events and for mailings to prospect for new members / follow-up with membership inquires. It fits in a #9 envelope and has a membership form on the back.
- **Convenient.** It fits in a back pocket. Lit pieces that are too large people are less likely to take.

State Customization

- Your logo will be inserted in the top left corner (for states continuing with the old logo a porcupine will be inserted in the middle where the eagle is)
- On the back your state name will be inserted where appropriate

- Insert appropriate membership levels
- Add campaign finance disclaimer language

Specs and Costs

- The card stock to use is 100# Gloss Cover, whatever house stock your local printer has is fine. Printing is a 4 color process on the front and black on the back - 4/1. Dimensions: 8.5"x3.5". Cost comparison: in MN it was 6.2 cents/piece for 10K.

Shirts

Versions with the new logo are in the google drive [here](#).

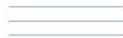


Stationery



Libertarian Party of New Jersey
PO Box 56
Tennent, NJ 07763-0056
NJLP.org

NO POSTAGE
NECESSARY
IF MAILED
IN THE
UNITED STATES



Place
Stamp
Here

Fiscally Responsible, Socially Accepting, Pro-Peace!



Libertarian Party of New Jersey
PO Box 56
Tennent, NJ 07763-0056



Web Graphics

Website Banners

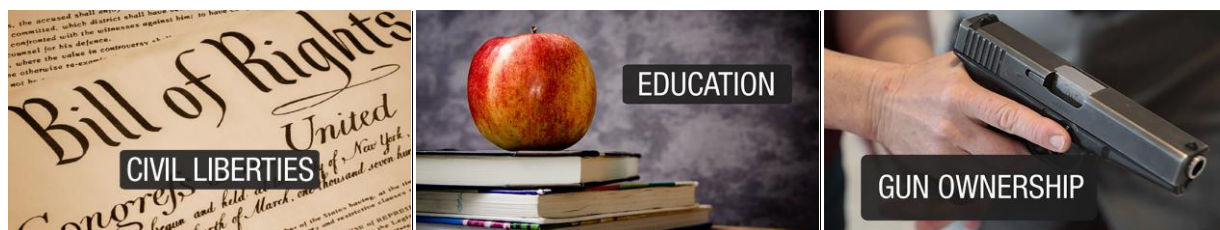


LEFT POSITIONS		LIBERTARIAN POSITIONS		RIGHT POSITIONS	
DISAGREE	AGREE	LIBERTARIAN	AGREE	DISAGREE	
<ul style="list-style-type: none"> Government regulated economy Military intervention (Cornak, Haki, Bakera) Using eminent domain for private gain Ban guns 	<ul style="list-style-type: none"> Personal freedom Non-interventionist foreign policy Tolerance of others' peaceful choices Civil liberties Opposition of... 	<ul style="list-style-type: none"> Government should just defend our rights, let individuals pursue their own interests Stop nation-building and being the policeman of the world. Peace through trade and diplomacy End the failed "War on Drugs" & legalize marijuana Champion of civil liberties & protection of... 	<ul style="list-style-type: none"> Economic freedom Robust national defense Respect for others' property rights Individual right to keep & bear arms 	<ul style="list-style-type: none"> Government regulated morality Military adventurism (regime change) War on Drugs Surveillance state ... 	

Facebook Banners are similar to what is above, just different dimensions.

Issue Graphics (sampling of them below, 17 in total)

We modified Nevada's issue graphics and made them available.



Buttons



Yard signs for Outreach Events

Same as the "don't spy on me" legalize it" and wage peace" designs above. 18"x24"

****All of these materials are an overview and are not a comprehensive collection of the designed materials. For a complete list please see [LP State Affiliates Google Drive](#).****

Other Items

- Hosting weekly conference call with "Partner State" chairs.
- Made significant improvement to Maine's site: www.lpme.org ([modified existing Maine site](#)).
- Developed import process how-to for NationBuilder and CiviCRM users.
- LP West Virginia now utilizing national data on a monthly basis.
- Worked with Florida on website forms and database glitches they were having with CiviCRM.
- Contacted all 50 state chairs and plan to do so quarterly. Develop positive relationship between national and state parties.
- Created Executive Director supporting docs: article posting for hire, job description, overview of why states should hire an ED, template contract.
- Templated divisional organization structure for state parties to easily adopt (Political, Communications, Outreach, IT, Field Development, Finance, Public Policy, and others as needed)
- Put together a how-to process flow for following up with new members, inquires, volunteers.
- Answer several inquiries from states

2015 Annual Report Affiliate Support Committee Libertarian National Committee

Policy Manual Charter:

The LNC Policy Manual states the ASC shall identify the needs and interests of the various affiliates. In addition, the ASC shall identify those affiliates that are in particular need of assistance that the LNC can provide. The ASC shall deliver a report on Nov 10th of each year, identifying and prioritizing those needs and interests of the various affiliates. That ranked list shall be taken into consideration when drawing up the following year's budget, and throughout the year as needed. This list will also assist the Executive Director in deciding how to assign tasks to staff, by identifying those services that staff provides to the affiliates that are the most desired.

The ASC shall also, as and when needed, recommend to the LNC measures that will address the particular affiliates that need assistance from the LNC.

The ASC will also establish a process for tracking the progress in meeting those needs.

Report Attachment: MS Excel file "ASC 2015 Poll Results Rev 0.xls"

ASC attempted to contact a member of the state executive committee of all 51 state affiliates. With the sole exception of Montana, contact was made with a member of every affiliate Executive Committee, either the Chair or VC, so our analysis includes results from 49 of 51 state affiliates. The complete raw data for each state is listed in tabs provided in alphabetical order in attached workbook. Additional tabs in workbook provide analysis calculations or results.

Poll questions included the following:

1. Rank LNC service level: 1 = worst, 3 = average and 5 = best.
2. What are the top 3 "needs and interests" that you are addressing in your state?
3. What is your state's #1 need from LNC?
4. How many candidates were on the ballot in 2014-2015 (partisan or non-partisan)?
5. What is your state's annual include (exclude LNC ballot access contributions)?
6. What are your state's annual expenses?

Analysis results are provided in graphical form, as follows:

1. Table – LNC Service Level
2. Table – Affiliates Internal Needs and Interests
3. Chart - Ranked list of affiliate's #1 need from LNC
4. Chart – Candidates on Ballot
5. Table - Affiliate Annual Income and Expenses

Table - LNC Service Level

Affiliates 2015 score of LNC's current service experienced a significant shift towards positive as compared to 2014. Scores from 2014, listed in bad to good order, were 5, 15, 21, 8 and 1. Only one affiliate gave a "good" score in 2014, but 2015 scores were qty 4, 4, 19, 11 and 7. "Bad" scores in 2014 were five times more

frequent than “Good” scores, but 2015 good scores exceed bad by a 7:4 margin. Poll results from 2014 included responses from 50 affiliates {2014 bad to good scores }, but only 45 responses are available in table above.

Table - Affiliate Internal Needs & Interest

The top needs & interests remained fairly constant between 2014 and 2015, as follows. Each affiliate could list up to 3 activities, and about 135 applicable responses were received. Those were categorized into common topics, as follows. In order to accomplish their internal goals, the ASC believes that a robust database & CRM solution would serve as an essential tool for success.

Voter/member recruitment	30
Fundraising	29
Candidate Recruitment	20
Ballot Access	14
Newsletter/Media/Website	8
Build state organization	7
Legislative Lobbying	6
Candidate Development	5
Outreach / PR Materials	5
LP Brand Building	4
Build local organizations	4
Database	3

Chart - Ranked List of Affiliate’s Needs from LNC:

The affiliates were asked to give their #1 needed help from LNC, and these results are summarized below.

2015 #1 Need from LNC		2014 #1 Need from LNC	
Ballot access	9	Ballot access	9
Communication	7	dBase support	8
LP Brand Building	5	Help with local activism	5
Web, Media & Dbase Support	4	Financial support	5
Financial support	3	Advertising	5
Fundraising support	3	General IT support	4
Candidate Development	3	Training	3
Outreach / PR Materials	2	Position papers & Media Pkg	3
Training	2	General assistance	2
Membership	2	Improve communication	2
Good Presidential Candidates	1	Offensive litigation	1
Litigation assistance	1	Synergize with Prez	1
Candidate recruitment	1	Pay restitution	1
Executive Director Services	1		

Ballot Access in both 2015 and 2014 tops the list numerically. In 2015, there was much less emphasis on dbase/IT. That's in stark contrast to 2014 when together dBase support (8) and General IT support (4) topped the list.

Candidates on Ballot:

To augment poll data, candidate information was obtained from the following affiliate websites: Georgia, Kentucky, Montana, New Hampshire & Virginia. The following affiliates didn't know the quantity of non-partisan candidates, so zero was used to fill in those blanks: Arizona, Mississippi, Nevada, Ohio and Texas.

Affiliate Annual Income:

The total income of affiliates who chose to report was \$567,257 with average of \$12,892. That compares unfavorably with 2014 results when the total of reporting affiliates income estimate was \$819,100 with average being \$17,807 per affiliate. Of the 51 state affiliates, seven affiliates either didn't have the requested information or chose to not provide it. From total income table, the following breakdown on income applies:

Breakdown	2015	2014
Income >= \$100K	0	1
\$100K >= Income > \$10K	13	14
\$10K >= Income > \$1K	19	23
Income <= \$1K	12	7
Non-Reporting	7	6

The drop probably reflects typical decrease for an odd numbered election year.

A useful breakdown is to evaluate income prorated per unit population.

Income Factor = State Affiliate Est Income * 10,000 / State Total Population

2015	2014
> 100: 3	> 100: 2
90 to 100: 0	90 to 100: 0
80 to 90: 1	80 to 90: 1
70 to 80: 1	70 to 80: 2
60 to 70: 0	60 to 70: 2
50 to 60: 1	50 to 60: 0
40 to 50: 3	40 to 50: 4
30 to 40: 1	30 to 40: 1
20 to 30: 2	20 to 30: 4
10 to 20: 7	10 to 20: 13
< 10: 25	< 10: 16
No info: 7	No info: 6

The following state affiliates are known to either currently or recently have had paid staff. The prefix is their respective ranking of state affiliates in absolute cash flow amount: see attached table. High income states

without a known paid staff include Texas (#1 ranked having \$78K), Maine (#2 having \$67K), Minnesota (#3 having \$58K), Oregon (#6 having \$46K) and North Carolina (#8 having \$40K). Presumably, the high income states without staff generally have high ballot access costs (e.g. Maine), or have made a decision to use volunteer staff (e.g. Texas).

#5 (\$48K) -Indiana
#7 (\$42k) California

Recommendations:

1. Based upon 2014 report, IT funding should be allocated to address the dbase deficiencies, and provide CRM services to affiliates.
2. Consider shared platform that enables targeted integration of database operation between consenting state affiliates and national.
3. Continue supporting contractor(s) or staff member(s) who focuses on Affiliate Support.
4. Utilize existing phone system and provide numbers for each affiliate + DC.

Convention Oversight Committee

November 14-15, 2015 LNC Meeting

When Mr. Sarwark asked me to be a member of the Oversight committee I was under the mistaken impression I would be part of the group that double-checks the convention committee's work. After I came on board, I learned the committees are one and the same. Unfortunately family and other issues will prevent me from attending the convention in May. However, I intend to make sure the COC does the best job it can. To that end, the committee has made the following assignments:

Mr. McCurry has been appointed as Vice Chairman and will be point at the convention itself. He is currently working on arranging cheaper transportation for our attendees. He is also creating our written material for the LP News and other written needs. He is also helping to draft the convention agenda for activities outside the business sessions.

Ms. Kirkland is in charge of the volunteers. She will make arrangements for the volunteers and coordinate with staff to cover the convention's needs.

Mr. Hayes is in charge of speakers and within budget will fill our speaker slots for the convention. He has brought Larry Sharp in to help find speakers.

Ms. Mattson is performing our secretarial duties and arranging our meetings. She is working diligently on finding our hotel for the 2018 convention. She is working on the agenda for the business session for the 2016 convention.

Ms. Capozzi is assisting Ms. Mattson with the agenda for the 2016 convention.

Mr. Marsh is working on building the agenda for the events outside the business portion of the convention.

I am working on the site selection for 2018 and on the money issues of the 2016 convention:

Overall budget	Ticket prices	Sponsorships	Suite sales
Menus / pricing	Bags / badges	Ribbons	

Yet to be determined are the following areas of responsibility:

- A/V, media, CSpan, and staging
- Advertising
- Candidate coordinator
- Special events planning and execution
- LSLA coordinator
- Convention notebook inserts

What we have done to date.

Site selection is down to 7 hotels and may be further reduced for a final vote by the LNC. I have visited six sites and will visit one more before returning home.

We are using the Legalize Freedom theme voted on by the donors to the LP.

A working budget has been completed.

A sponsorship list has been completed and is ready for publication.

The suite price list is completed and ready for publication.

The committee has assigned most of the tasks needed to create a successful convention.

Our budget is set and we need 650 tickets for a breakeven. With the \$1300 from the theme vote, we can consider a breakeven of 641 OR as we are currently doing, apply the money towards bags, badges, and other items. I ask the LNC to give input on how they would like to see extra money applied until we make our budget numbers. Mr. Hagan has worked out a spreadsheet that will keep us up to date on how close we are coming to our budget numbers.

There is a budget line for advertising of \$4000. I suggest the LNC and the office consider using \$1,000 toward advertising, in specific advertising the suites, the sponsorships, and the vendor space. The sooner we get money in from those items, the sooner we make our budget.

Many feelers have been put out for main speakers. Walter Block may be willing to come for airfare, a vendor table, a room, and a convention ticket. Vince Vaughn has not return calls as of yet. Penn Gillette's manger is asking what our budget is. The LNC must decide if they want to go out on a limb and offer a SUBSTANTIAL amount of money in hopes of making it back somehow if we want to make an offer to Penn. Tom Woods wants \$4000. Daniel is also working on a possible video chat with Julian Assange or Ed Snowden though this may be out of our price range. Please forward any possible speakers to Daniel Hayes.

Outright Libertarians are offering a small sponsorship. They will decide what they want to do soon. They are also asking for the price of a vendor table, which I still need to get from the LSLA.

Mr. McCurry is looking into a Libertarian comic for the reception.

What we need from the LNC now.

We need clarification on the policy of speakers not running for office. We suspect this means no one running for anything that will be voted on at the convention. Therefore, any candidate may speak at the convention, even if they are running in a primary at home. Please clarify this.

Secondly, can a person who is an elected official and who may run for something voted on at the convention be allowed to give a three to five minute showcasing him as an elected official without violating our policy?

How do you wish to add in extra money brought in from convention ‘extras’ such as the theme vote, a suite sale, or a non-directed sponsorship? My suggestion would be to lower our breakeven to less than 600 first and then apply the extra money, divided evenly toward convention necessities (bags, books, badges), speakers, advertising, and A/V.

Meeting Dates and Attendance Roster:

	Capozzi	Hayes	Kirkland	Marsh	Mattson	McCurry	Ryan
07/23/15	Y	Y	Y	Y	Y	Y	Y
08/04/15	Y	Y	Y	N	Y	N	N
08/20/15	Y	Y	Y	Y	Y	N	Y
09/02/15	Y	Y	Y	Y	Y	Y	Y
09/17/15	N	Y	Y	Y	Y	Y	Y
10/01/15	Y	Y	Y	Y	Y	Y	Y
10/15/15	Y	Y	Y	Y	N	Y	Y
10/29/15	Y	Y	Y	Y	Y	Y	Y

EMPLOYMENT POLICY AND COMPENSATION COMMITTEE REPORT

Submitted to: Libertarian National Committee, Nov. 9, 2015

Submitted by: James W. Lark, III
Region 5 Representative, Libertarian National Committee
Chair, Employment Policy and Compensation Committee

The members of the Employment Policy and Compensation Committee (EPCC) are Brett Bittner, Joshua Katz, and Jim Lark. The members were appointed to the Committee by Nick Sarwark on Nov. 15, 2014.

1) On July 13, Dr. Lark distributed a survey to LP staff members to obtain information about the impact of moving the LP headquarters from Washington, D.C. to the current location (the “new office”) in Alexandria, Virginia. In particular, the survey was designed to elicit information as to whether the new office has improved staff productivity, and whether staff members have been negatively impacted by the move. (For example, are staff members bearing higher costs in terms of money and/or time in traveling to work?)

Dr. Lark has prepared a synopsis of the information provided by staff members. This synopsis is included in the appendix to this report, as is the message sent to the staff on July 13. Note: The EPCC expresses its appreciation for the prompt and thoughtful responses provided by the staff.

2) Following the conclusion of the upcoming LNC meeting, the EPCC will submit employment-related materials (e.g., the employee manual) to Oliver Hall for his review. As part of this review, we shall seek advice from Mr. Hall as to whether employment materials should be modified in some manner in recognition of the fact that some people referred to as “LNC staff” are contractors rather than employees.

If Mr. Hall does not consider himself competent in the area of employment law in the Commonwealth of Virginia, the EPCC will continue to seek a review of LNC employment policies and materials from someone who has competence in this area.

3) The EPCC will seek to determine whether the required credit and criminal background checks have been conducted for all employees. As part of the review mentioned in item 2 above, the EPCC will seek to learn to what extent background check policies apply to contractors.

4) The EPCC has formally adopted the following policy, which was previously an informal policy: Following the conclusion of each LNC meeting, the EPCC will review Audit Committee reports submitted during that meeting to determine whether those reports have implications regarding employment policy and compensation.

5) Mr. Katz has suggested that based upon his preliminary inquiries regarding employment policies for other organizations, LNC policies regarding vacations for LPHQ staff should be reviewed. The EPCC will provide additional information about this matter to the LNC upon completion of Mr. Katz’s inquiries.

APPENDIX

SYNOPSIS OF STAFF RESPONSES TO OFFICE SURVEY

Responses to the survey were provided by Mr. Benedict, Mr. Hansen, Ms. Howell, and Mr. Kraus. The following represent a summary of the comments provided: Please note that while staff members were able to request that their responses be considered confidential, none of the respondents requested such confidentiality.

- There is consensus that all things considered, the office provides a pleasant work environment, although certain areas may experience increased heat at certain times of the day due to a skylight. No major problems were identified.
- There is consensus that some decorating (e.g., painting the office, hanging plaques and pictures, etc.) would improve the appearance of the office. There is also consensus that this is not a major item of concern.
- Only one staff member experienced a substantial negative impact concerning travel to and from the office due to the move from the Watergate to Alexandria. Evidently Mr. Benedict received permission to provide additional compensation to the employee in response to this negative impact.

Message sent to LNC staff members on July 13, 2015:

Dear Mr. Benedict, Mr. Dunbar, Mr. Hansen, Ms. Howell, Mr. Johnston, and Mr. Kraus:

I hope all is well with you. As you are probably aware, I have the honor of serving as the chair of the Employment Policy and Compensation Committee (EPCC) of the Libertarian National Committee. I am writing on behalf of my EPCC colleagues (Brett Bittner and Joshua Katz) to request some information from you.

In May 2014 the LNC moved its headquarters from the Watergate in Washington, D.C. to its current location at 1444 Duke Street in Alexandria, Virginia (henceforth referred to as the “new office.”) I believe it would be useful for the LNC to know in what ways the move to the new office has affected you.

Thus, please send me information about your experiences regarding the new office, along with any requests you have concerning the confidentiality of your comments. Also, please provide your suggestions for improving the office. I am aware that some of you do not work in the office on a day-to-day basis. However, I suspect that all of you can offer useful information about the office.

To assist you in preparing your comments, I have enclosed below a list of questions to illustrate the type of information the EPCC would like to obtain. Please note that we welcome all comments you wish to share; you may offer those comments in whatever format you prefer.

If it would be easier and/or faster for you to offer your comments and suggestions via a telephone conversation, I shall be happy to call you at your convenience. Please let me know when you would like to discuss these matters, and I shall endeavor to accommodate you.

We request this information to help the LNC determine the benefits and costs realized by moving to the new office. In addition, we want to ascertain whether the office can be improved in order to provide greater benefit to the Libertarian Party.

Allow me to emphasize that the EPCC will regard your comments and suggestions with the degree of discretion you desire. In particular, your comments and suggestions will be regarded as confidential if you so desire. (Comments and suggestions will not be regarded as confidential unless confidentiality is requested.)

On behalf of the LNC, allow me to express our appreciation for your service to the Libertarian Party. Please do not hesitate to contact me (JWLark@virginia.edu), Mr. Bittner (brett@brettbittner.com), or Mr. Katz (planning4liberty@gmail.com) if we can be of assistance to you.

Sincerely,
Jim Lark

James W. Lark, III
Dept. of Systems and Information Engineering
Applied Mathematics Program, Dept. of Engineering and Society
University of Virginia

Advisor, The Liberty Coalition
University of Virginia

Region 5 Representative, Libertarian National Committee
Chair, Employment Policy and Compensation Committee

List of Questions:

The following questions are offered to indicate the type of information the EPCC seeks. You are at liberty to provide whatever comments you deem appropriate.

Office Environment

How much time do you usually spend in the office (in terms of an average weekly number of hours)? Does this amount of time vary substantially from week to week?

Do you find the office a comfortable place to work? Do you find the office a productive place to work? (For example, does your work space provide an environment conducive to your work?)

In answering these questions, you may wish to consider the following aspects:

- General cleanliness (Is the office properly cleaned? Are trash receptacles emptied sufficiently often?)
- Office temperature (Is it frequently too hot? Too cold? Are there any drafty areas?)
- Bathroom facilities (Are there enough bathroom facilities? Are the facilities kept clean?)
- Air quality (Are there problems with unpleasant odors, either generated within the office or from without? Are there problems with dust?)
- Pests (Are there any problems with insects? Rodents?)
- Noise (Is there too much noise generated by colleagues? Too much noise from outside the building?)
- Privacy (Does your work space lack the privacy you need to concentrate upon your tasks?)
- Safety (Are there concerns about injuries due to slick floors, loose carpeting, etc.? Are the outside stairs kept clean and ice-free? Are too many electrical devices plugged into outlets?)

What suggestions do you have for making the office a more comfortable and productive place to work?

Travel to/from the Office

Typically how do you travel from your home to the office? From the office to your home?

How much time does it take you to travel from your home to the office (in terms of the average travel time)? From the office to your home (in terms of the average travel time)?

How much do you spend in traveling to and from the office (in terms of an average weekly cost)?

Did the move to the new office have a major impact upon your travel schedule and/or travel expenses? If so, has the move caused any major problems for you? If so, please provide information about the nature of these problems.

Visitors to the Office

In your opinion, how does the number of visitors to the new office (in terms of average number of visitors per week) compare to the number of visitors to the previous office? How does the number of LP members visiting the office (in terms of average number of visitors per week) compare to the number of LP members who visited the previous office?

As far as you can tell, do the visitors have a positive impression of the office? Do the LP members who visit the office have a positive impression of the office?

What suggestions do you have for improving the office so that visitors are more likely to have a positive impression of the office?

Suggestions for Improving the Office

Please offer any suggestions concerning the office that you deem appropriate.

DRAFT

Libertarian National Committee IT Committee Report

November 13, 2015

The task of the IT-Committee has been to review the current information technology platform of the Libertarian Party and made recommendations for updates/upgrades to make it a better vehicle for members, non-members and staff to further the LP's goals.

The LNC discussed IT concerns at its meeting last December and, together with input from staff and the Affiliate Support Committee, decided to focus our efforts on developing a new web site for the party with the larger issue of the database as secondary.

During several meetings in early 2015 we began the process of developing a Request for Proposals to be submitted to web site developers this fall with the goal of implementing a new web site for the national party early in 2016. The resulting RFP is attached and is ready for distribution depending on the decision of the LNC. The cost of a new website design would be based on the bids received and services offered.

However, from a variety of sources, the NationBuilder platform came to our attention mid-summer of 2015 and has changed our focus to looking at a possible solution to both the web site and database problems.

NB could provide us a new web site that is easily customized to our needs and that would be integrated with a new database system, internal and external communications and also social media. Many of our current IT providers that have no coordination would be replaced with one system that would be much easier for staff to use and would provide a better user experience for both members and non-members.

The committee has had several meetings and on-line discussions with NB culminating with a proposal that would have cost the LP \$12,500 per month to integrate all 50 state parties into the system. The considerable financial and implementation burden of that initial proposal caused us to request an alternate proposal for NB's Enterprise system, which seems much more reasonable to the committee.

At the Enterprise level, the LP will get a new, customizable web site fully integrated social media and NB's database system. However, the new database would not be accessible to state parties nor would it be integrated automatically with state party databases, though the system does support import and export of data to provide new contact data to affiliates. The quote in the proposal reflects the larger database we need over the default implementation.

Many of our current IT expenses would be replaced with perhaps even a slight monthly savings after the startup costs are absorbed. Specifically the \$13,200 we pay annually to BlackBaud for RaisersEdge would be replaced by the \$4999 data import to NB and up to \$8000 in training for staff and other implementers. But starting in 2017, that is a \$13,200 savings every year. The other potential one-time cost would be paying for a new template design or customization of an existing template.

The IT-Committee’s recommendation is that the LNC proceed with the NationBuilder plan at the Enterprise Level.

There are currently up to 12 affiliates using or rolling out NationBuilder, so if at some future date the LNC decides to upgrade to the Network level, those databases can be integrated “at the touch of a button” according to our technical contact at NB (who is supporting all the libertarian nations). We have already started conversations about cost sharing and FEC issues around that arrangement.

The committee is also assessing our current hardware and networking costs associated with the website and other communications to find cost savings either through negotiation or finding better service providers.

Respectfully submitted,

Sam Goldstein, Chair
Rich Tomasso
Drew Hutton
Stewart Flood
Michael Kielsky

See the following 38 pages for the Audit Committee Report

DRAFT

Report of the 2014/2016 Libertarian Party Audit Committee

14 November 2015

Note: This report is not confidential.

EXECUTIVE SUMMARY

Article 10.2 of our bylaws requires that our financial statements conform to Generally Accepted Accounting Principles (GAAP). In addition, we are subject to reporting requirements by the Federal Elections Commission (FEC). The LNC has adopted policies and executed contracts to optimally control and manage the affairs, properties and funds of the Party. To meet all these obligations, staff are required to follow procedures and account for transactions correctly. The Audit Committee has found a number of violations of the Party's bylaws and LNC policies. Most but not all of the specific problems fall into one or more of the categories enumerated below.

- 1) Issue: Management bonuses for 2014 were overpaid by \$11,732. Of that amount, \$4,732 has been repaid. Mr. Benedict owes the Party \$4,000 and Ms. Howell owes the Party \$3,000.

Recommendation: \$4,000 should be deducted from Mr. Benedict's pay and \$3,000 should be deducted from Ms. Howell's pay.

- 2) Issue: When the Audit Committee pointed out the need to repay the \$11,732 of unearned 2014 bonuses, Mr. Kraus changed the accounting treatment of the Shaber bequest in a manner that would allow management to keep most of the 2014 bonus overpayments while telling the LNC that the bonuses had been repaid.

Recommendation: The financial statements audited by our outside CPA firm correctly record the Shaber bequest revenue in 2014. Staff changed the accounting in QuickBooks to incorrectly record the Shaber bequest revenue in 2015. QuickBooks should be brought into conformance with the audited financial statements and GAAP by moving the Shaber bequest back to 2014, as was originally agreed upon.

- 3) Issue: The Party paid \$8,186 of the Executive Director's relocation expenses, which was not authorized by his employment contract, by the employee handbook, or by the LNC. At most, then Chair Neale could have authorized up to \$329 from his discretionary fund because \$4,671 of his \$5,000 allotment for the term was spent on other expenditures. Hence, Mr. Benedict owes the Party at least \$7,857 and arguably \$8,186 (not including the \$4,000 owed for overpayment of bonuses).

Recommendations: Assume that the Chair had the authority to authorize \$329 of employee moving expenses from the Chair's discretionary fund. \$7,857 (not including the \$4,000 owed for

overpayment of bonuses) should be deducted from Mr. Benedict's pay. Amend the standing rule concerning the Chair's discretionary fund to exclude using it for staff compensation.

- 4) Issue: Payroll/Overhead expenses cannot be allocated correctly on our 2014 financial statements due to staff's failure to comply with the time sheet policy adopted by the LNC in 2013.

Recommendations: Additional oversight should be provided to ensure LNC policies are faithfully executed.

- 5) Issue: Numerous other policy violations were noted in a review of staff time sheets, including granting vacation time/pay in excess of the generous policies in the employee handbook, abuses of compensatory time which frequently result in employees being absent from the office on standard workdays, overpaid holiday pay, employees not clocking out for lunch breaks, granting of additional substantive employee benefits not authorized in the employee manual, and employees not adhering to the standard work schedule listed in the employee manual.

Recommendations: Additional oversight should be provided to ensure LNC policies are faithfully executed. The Employment Policy and Compensation Committee should review vacation, sick time and other benefits to determine whether they are in line with industry standards.

- 6) Issue: The Party incurred close to \$40,000 of debt for equipment acquisitions, in violation of the Party's bylaws and LNC policies. The Audit Committee does not know whether or not any officer or officers knew of these unauthorized purchases before they occurred.

Recommendations: Consider formal discipline of employees who encumbered the Party with unauthorized debt in violation of the Party's bylaws and LNC policies. Determine whether or not any Party officers were aware of these unauthorized purchases before they occurred.

- 7) Issue: Confidential. See the Confidential Section of this report, which may be found in another document.

Recommendations: Confidential. See the Confidential Section of this report, which may be found in another document.

SCOPE AND AUTHORITY OF THE AUDIT COMMITTEE

An Audit Committee is required by the Bylaws.

Bylaw Article 10.2 states “The National Committee shall cause an efficient double-entry system of accounts to be installed and maintained. Financial statements of the Party shall be prepared in accordance with Generally Accepted Accounting Principles (GAAP). Audits shall be performed annually by an independent auditor. The non-officer members of the National Committee shall appoint a standing Audit Committee of three members with power to select the independent auditor. One member shall be a non-officer member of the National Committee and the other two shall not be members of the National Committee. The Audit Committee shall clarify for the National Committee any recommendations made by the auditor.”

Policy Manual Section 2.02.4 explicates the role of the Audit Committee:

“The Audit Committee’s tasks are to select an independent audit company and to direct the scale and scope of standard annual audits of the Party’s accounting records and processes. Following receipt of the audit company’s report, the Committee shall help the LNC interpret the audit results and assist the latter in preparing any action plans that might be needed to alleviate deficiencies.”

Policy Manual Section 2.07.5 clarifies that the Audit Committee shall have access to corporate records:

“Members of the National Committee and Audit Committee are entitled to inspect and copy books, records (including electronic records) and documents of the Libertarian National Committee, Inc. to the extent reasonably related to the performance of the member’s duties to the corporation, including those duties as a member of a committee, but not for any other purpose or in any manner that would violate any duty to the corporation. Prior to obtaining copies the member shall execute a standard nondisclosure agreement. If the member requires an outside professional to assist in reviewing and analyzing the materials, that individual shall also execute a standard nondisclosure agreement prior to receiving the materials.”

The Audit Committee has been granted special rights to review the Party’s records. Each LNC Member has an absolute right under Washington, D.C. law to inspect corporate records in the exercise of his or her duties as a board member and to enlist agents to assist with this.

Any member of the LNC (including the member of the LNC who sits on the Audit Committee) has the legal right to enlist the help of outside professionals to review the Party’s corporate records, provided that such review is reasonably related to one’s duties as a member of the Board of the Libertarian National Committee, Inc.

1.0 MANAGEMENT BONUSES FOR 2014 OVERPAID BY \$11,732

1.1 CRITERIA FOR EMPLOYEE ANNUAL BONUS PAYMENTS

For the time period which includes 2014, the employment contracts for both the Executive Director and the Political Director provide the potential for bonuses should certain target revenue levels be achieved. For 2014, according to these contracts, the annual target revenue was “to be determined and agreed upon by you and the Chair no later than December 31 of the prior calendar year”.

In its December 14-15, 2013 meeting, then-LNC-Chair Geoff Neale agreed to meet with the Executive Committee to establish the target revenues for employee bonuses. In a December 19, 2013 meeting, the Executive Committee established the 2014 target revenues. The minutes from that meeting state:

“Mr. Wiener moved (Mr. Hagan seconded) to set the revenue target for staff bonuses at \$1.5 million. There being no further discussion, a roll call vote was taken. The motion passed unanimously. Passage of this motion formally concludes the negotiations between the Chair and the Executive Director, and the Executive Committee has accepted this target number on behalf of the LNC.”

Wes Benedict is and was the Executive Director for all of 2014. The Executive Director was contracted to receive a \$4,000 quarterly bonus (up to \$16,000 for the year) for each quarter that the revenues are on track to achieve the annual targeted revenue figure. The amount of the annual bonus for the Executive Director was defined as:

“If year-end revenues exceed 110% of the annual target revenue, you will receive an additional bonus of \$4,000, plus 3.3% of revenue in excess of 110% of the annual target revenue.”

Carla Howell is and was the Political Director for all of 2014. The Political Director was contracted to receive a \$3,000 quarterly bonus (up to \$12,000 for the year) for each quarter that the revenues are on track to achieve the annual targeted revenue figure. The amount of the annual bonus for the Political Director was defined as:

“If year-end revenues exceed 110% of the annual target revenue, you will receive an additional bonus of \$4,000, plus 2.4% of revenue in excess of 110% of the annual target revenue.”

So, if the Party were to record sufficient revenues each quarter and exceed \$1.65 million of revenues (110% of \$1.5 million) for 2014, Mr. Benedict and Ms. Howell would be entitled to bonuses amounting to \$20,000 and \$16,000 respectively. For every dollar raised above that revenue figure, they would share 5.7% of the gross amount raised.

1.2 PAYMENT OF ANNUAL BONUSES

The financial statements previously issued by Treasurer Hagan as of December 31, 2014 show \$1,605,136 as the total revenue for 2014. This figure included a best-estimate of \$250,000 (later adjusted to \$225,000) for the Shaber bequest. On March 23, 2015, the Mr. Hagan sent an email to the

LNC (a copy of this email is included below as part of Issue 2) indicating that after having discussed the matter with the Audit Committee Chair, the decision was that the Shaber bequest was to be recognized as revenue in December 2014.

With annual target revenues at \$1,500,000, an annual bonus would be due to the Executive Director and to the Political Director if 2014 revenues exceeded 110% of that target (\$1,650,000). Even with the bequest estimate included, the 2014 revenues were \$1,605,136, which did not suffice to earn annual bonuses.

The Audit Committee noticed that our QuickBooks records reflect that annual bonus payment checks were issued on March 11, 2015 including fourth quarter and annual bonus amounts of \$10,169.03 to Mr. Benedict, \$8,563.26 to Ms. Howell and a \$500 monthly bonus to Mr. Kraus for December revenues having exceeded \$100,000. This corresponds to the \$19,232.29 accrued at the end of 2014. Mr. Benedict's and Ms. Howell's bonuses should have instead been \$4,000 and \$3,000, respectively, just the fourth quarter bonuses. It's worth noting that in the absence of the Shaber bequest, fundraising was so poor during 2014, that there would not have even been a fourth quarter bonus, much less an annual bonus. The bonuses that were booked in 2014 (and paid in early 2015) were overstated by \$6,169.03 and \$5,563.26, respectively, a total of \$11,732.29 out of the \$19,232.29 recorded.

1.3 ESTABLISHING THE CAUSE OF THE ERROR

The Audit Committee requested documentation from Mr. Kraus regarding the calculations that resulted in these erroneous payments. Mr. Kraus provided the Audit Committee with a calculation table which indicated that he had used \$1,400,000 as the target revenue rather than the \$1,500,000 figure established by the Executive Committee. As noted above, that was not the correct target revenue figure, and these annual bonuses totaling \$11,732.29 had not been earned. On August 3, 2015 the Audit Committee requested documentation as to who had approved these unearned bonus payments and why \$1,400,000 had been used as the target.

On August 10, 2015 the Audit Committee received an email from Mr. Kraus which stated, in part (underlines added for emphasis):

"First, I want to admit I made a very significant mistake in calculating bonus amounts for 2014. The target of \$1.4M was what Geoff Neale had told me at some point was the goal for 2014. I apologize for not being aware of the EC minutes on this since they were approved 6 months after the fact they may have slipped everyone's mind or someone would have brought this up back in late Feb/early March when we all first discussed how to book the bequest and the bonuses.

I believe the proper way this should have been handled is once the EC meeting was finished (I was not on the call nor made aware of the results) there should have been an addendum made to the EC/PD contracts signed by both parties and then this would have been in their personnel file and I would have been aware that the amount differed from what Geoff was initially proposing. I have just confirmed with Carla that even she was not aware that the target changed from \$1.4M to \$1.54M."

(Contrary to the assertion above, no correspondence ever took place in February or March of 2015 between Mr. Kraus and the Audit Committee chair concerning the amount of the annual target. The only discussions concerned how and when to book the bequest.)

Mr. Kraus indicated above and in subsequent email exchanges that he had not been made aware of the decided-upon target revenues for 2014. Mr. Kraus was present for the December 2013 LNC meeting where it was determined that the Executive Committee would set the target revenues. Even if Mr. Kraus wasn't present for the Executive Committee meeting, notice for that meeting was sent to the LNC email list to which Mr. Kraus is subscribed, and it seems likely that he would have inquired about the result afterwards so that he could know what figures to use in his accounting duties. The minutes of that Executive Committee meeting also indicate that Mr. Benedict was present, and it seems unlikely that Mr. Benedict would not have taken initiative to relay this information to Mr. Kraus following the meeting, and also to Ms. Howell since her potential bonuses were dependent on that figure.

The Audit Committee then asked Mr. Benedict if he had ever told Mr. Kraus the target revenue figure established by the Executive Committee. Mr. Benedict replied that he had informed Mr. Kraus, though he couldn't be sure of exactly when he first did so. Mr. Benedict provided the email below which demonstrates that at least in early August, both Mr. Kraus and Ms. Howell were informed of the correct figure which Mr. Kraus then cited in requesting approval for the second quarter bonus payments.

Subject: bonuses due to Benedict and Howell
Date: Wed, 06 Aug 2014 14:05:45 -0400
From: Wes Benedict <wes.benedict@lp.org>
To: Chair@LP.org <Chair@LP.org>, 'Tim Hagan' <treasurer@lp.org>, Robert Kraus <robert.kraus@lp.org>
CC: Carla Howell <carla.howell@lp.org>

Although I don't think approvals are required, in practice, Geoff Neale used to approve in writing our bonuses when we qualified. So I'm asking Nick Sarwark to approve these bonus payments as well.

Carla Howell and I qualified for a second quarter bonus.

Per my contract, "If year-to-date revenues as of June 30 exceed 50% of annual target revenue, you will receive a bonus of \$4,000."

Carla's contract, "If year-to-date revenues as of June 30 exceed 50% of annual target revenue, you will receive a bonus of \$3,000."

Targeted revenue was \$1.5 million. 50% of targeted revenue is \$750,000. June 30 YTD revenue was \$782,489, which exceeds the \$750,000.

The targeted revenue was set at the LNC-EC meeting with minutes posted at this link:
https://www.lp.org/files/20131219_ECTC.pdf

"Mr. Wiener moved (Mr. Hagan seconded) to set the revenue target for staff bonuses at \$1.5 million. There being no further discussion, a roll call vote was taken. The motion passed unanimously. Passage of this motion formally concludes the negotiations between the Chair and

the Executive Director, and the Executive Committee has accepted this target number on behalf of the LNC."

We did not qualify for a 1st quarter bonus, and we're not on track to qualify for another bonus this year, unless we improve fundraising substantially.

Please respond if you approve.

Thanks,

--

Wes Benedict, Executive Director

Please note that both Mr. Kraus and Ms. Howell were copied on that email. Mr. Benedict was correct that it was unlikely that further bonuses would be earned in 2014. It was only due to the Shaber bequest being recorded in 2014 that a bonus for the fourth quarter became possible.

So that the Audit Committee could determine whether it should recommend additional accounting controls to reduce the chances of this sort of error occurring again in the future, the Audit Committee requested copies of emails documenting who had approved the erroneous 2014 annual bonuses. We were provided with a copy of a March 4, 2015 email sent from Mr. Kraus to apparently at least Mr. Sarwark and Mr. Hagan, though it was not clear if there were other recipients:

On Wed, Mar 4, 2015 at 11:33 AM, Robert Kraus <robert.kraus@lp.org> wrote:

Please find attached revised Dec-2014 financials with adjustments made for the bequest per Audit Committee Chair Aaron Starr.

This also takes in account the following bonuses backed into 2014:

Wes \$4,000 for 4th quarter of 2014 (total rev = \$1.605M vs. \$1.4M target)

Wes \$4,000 for YE of 2014 (total rev = \$1.605M vs. \$1.54M)

Wes \$2,169.03 for YE (3.33% in excess of 110% as shown below)

This is based on the following portion of Wes' contract: [...graphic not reproduced here...]

Carla \$3,000 for 4th quarter of 2014 (total rev = \$1.605M vs. \$1.4M target)

Carla \$3,000 for YE of 2014 (total rev = \$1.605M vs. \$1.54M)

Carla \$1,563.26 for YE (2.4% in excess of 110% as shown below)

And this portion of Carla's contract: [...graphic not reproduced here...]

Bonus Calculations

Employee	Wes		Carla		Robert (Dec)
	Total Rev	\$	1,605,135.95	Total Rev	\$1,605,135.95
	Target + 10%	\$	1,540,000.00	Target + 10%	\$1,540,000.00
	Difference	\$	65,135.95	Difference	\$ 65,135.95
Add YE Bonus 3.33% of Diff	\$	2,169.03	2.4% of Diff	\$	1,563.26
YE Bonus	\$	4,000.00		\$	4,000.00
4th Quarter Bonus	\$	4,000.00		\$	3,000.00
Total Bonus	\$	10,169.03		\$	8,563.26
Total Bonuses Backed into 2014				\$	500.00
				\$	19,232.29

Nick – please email your approval to pay the above bonuses ASAP.

Tim – I am not revising Jan-15 simply because the changes would only affect the balance sheet (for Jan) and these changes will also be reflected on the Feb-15 financials as will the adjustment for the current portion of the bequest received in Feb. I should have Feb to you late next week.

Live Free!
Robert

Evidently without checking the calculation, Mr. Sarwark responded by email the same day – distribution list included Kraus, Hagan, Benedict and Redpath – to approve the over-payment of bonuses by \$11,732.29.

Notice also within Mr. Kraus’ message above is acknowledgment that the Shaber bequest was to be recognized in the 2014 revenues, per a previous discussion with the Audit Committee.

Mr. Sarwark was not on the LNC in December 2013 when the Executive Committee had set the annual target revenues, so unless Mr. Sarwark had reviewed prior minutes, he may not have been aware of the correct figures for the calculation and would likely have relied on staff to provide him the correct formulas. No evidence has been presented to the Audit Committee to indicate that either Mr. Benedict or Mr. Hagan caught the error, though they were both present for the December 19, 2013 Executive Committee meeting which established the target figure. Mr. Redpath was copied on at least Mr. Sarwark’s approval email message, but since Mr. Redpath is the Assistant Treasurer, it is understandable that he would likely leave primary review responsibilities in the hands of staff, Mr. Sarwark and Mr. Hagan and only feel a need to engage in the absence of a Treasurer.

We wonder why Mr. Benedict and Ms. Howell did not question the large bonuses they received in March 2015, when it was abundantly clear that the Party did not achieve the required \$1.65 million in revenues necessary to trigger annual bonuses.

1.4 TREASURER INDICATES TO LNC THAT THE MATTER HAS BEEN CORRECTED

On September 3, 2015, LNC Treasurer Tim Hagan sent an email to the LNC which stated:

“The July End-of-Month Financial Reports are attached.

I consulted with the auditor, and we decided to re-book the bequest into 2015. The amount booked in 2014 kept changing when we received new estimates. In order to conform to GAAP, bequests will be booked when the first payment is made, or when we receive notice of the exact & final amount from a will's probate.

There was a mix-up or miscommunication resulting in 2014 Year-End Bonuses to be erroneously paid. The former Chair had originally told staff that the goal for bonuses in 2014 will be \$1.4 M. The files did not get updated to reflect the Executive Committee setting the goal to \$1.5 M. The two employees affected have paid back their bonuses via payroll deductions.”

This message didn't explain the situation in much detail. It did not convey the amount of the overpayment. It did not mention the financial impact that moving the bequest would have on management compensation. It indicated to the LNC that the overpaid bonuses had been repaid to the Party. However, the next section will demonstrate that this is not an accurate characterization, and staff instead took action which would effectively allow management to keep most of the overpayments while telling the LNC they had been repaid.

1.5 RECOMMENDATIONS:

- Recommendations on this subject appear at the end of the next section

2.0 STAFF ALTERED THE BOOKS TO GENERATE \$14,000 OF EMPLOYEE BONUSES IN 2015

2.1 SHABER BEQUEST RE-BOOKED AFTER AUDIT COMMITTEE DISCOVERED 2014 BONUS OVERPAYMENT

In the March 4, 2015 email cited in Section 1.3 above, Mr. Kraus acknowledged his understanding that the Shaber bequest was to be recognized as revenue in 2014.

Mr. Hagan sent the following email to the LNC on March 23, 2015, indicating that the Shaber bequest would be recognized as revenue in 2014:

“A revised set of December 2014 Financial Reports is attached. In consultation with the Audit Committee Chair, we've adjusted it to reflect a bequest from a will that the LNC was notified about in 2014. December 2014 revenues now include the estimated amount of the bequest as a donation under General Fundraising. On the Balance Sheet, \$32,400 (the 2014 contribution limit) of the bequest was added in Other Current Assets, and the estimated remanding \$217,600

shows up in Other Assets as Non-Current Collectables. The will's executor has not given us the exact amount to be received yet. Staff bonuses of \$19,232 for 2014 were also added to these revised reports.”

Indeed, the draft 2014 financial statements attached to the above email reflect that, and the 2015 monthly financial statements through June 2015 did not show the Shaber bequest as having been recognized in 2015.

However, in response to the Audit Committee on August 3, 2015 bringing up the issue of the 2014 annual bonus overpayments, and the need for Mr. Benedict and Ms. Howell to repay \$11,732.29 to the Party, staff decided that they wanted the Shaber bequest recognized as revenue in 2015 instead.

Section 1.3 above quotes a portion of an August 10, 2015 email from Mr. Kraus, in which he concedes the 2014 annual bonus payments were erroneous. Further in that very same email Mr. Kraus turned attention to the subject of the Shaber bequest, though there had been an agreement in place for several months as to when that revenue was to be recognized:

“Please forgive the delay in responding to your inquiry. As you know Tim has been working with the auditors on both the bequest and bonuses over the last week.

First, I want to admit I made a very significant mistake in calculating bonus amounts for 2014. The target of \$1.4M was what Geoff Neale had told me at some point was the goal for 2014. I apologize for not being aware of the EC minutes on this since they were approved 6 months after the fact they may have slipped everyone’s mind or someone would have brought this up back in late Feb/early March when we all first discussed how to book the bequest and the bonuses. [...]

Now on to the bequest – which is what initiated this whole process. Tim was tasked by the Chair to work with the auditors on a solution and the appropriate journal adjustments to correct my error.

In doing so we re-visited a long discussion we had with the auditors during field work as to if the bequest should have been booked in 2015. We understood that under GAAP a valid argument could be made that we should have never booked the bequest in 2014. FASB defines a condition as a ‘future and uncertain event’ that must occur – these are not recorded as revenue or support on the books of the agent. They are simply ‘noted’ in the audited reports. This is true in a case like we have where the amount of the bequest is not yet known or ‘realized.’

There is a 2nd part of FASB that states you should not record the bequest as a receivable until ‘the probate of the will or the actual receipt of the donation.’

After some back and forth between the auditor, the chair and the treasurer – Tim came up with the following recommended policy: That bequests be booked when we receive the first payment.

Since we did not get the first payment until 2015, then the bequest should not be recorded as revenue/receivable until 2015.

The Chair and auditors have agreed and approved this policy of Tim's thus requiring us to rebook the bequest for 02/26/2015 (date of the first payment) and this in turn triggered a bonus for Wes and Carla for the 1st 2 quarters of 2015.

The following final journal adjustments and 2015 bonuses have now been taken and approved by the Treasurer, Chair and auditors (see attached for revised Balance Sheet and P&L along with bonus calculations and journal adjustments): [...]"

2.2 AUDIT COMMITTEE NOT CONSULTED ON THIS PROPOSED CHANGE OF ACCOUNTING TREATMENT

The change in accounting treatment mentioned in the above email came as a surprise to the Audit Committee. Though the original decision to book it in 2014 had been made in consultation with the Audit Committee, we were not included in this new discussion about changing the decision.

In previous years we booked bequests during the year the Party was notified that the deceased had named the Party in its will. The Party was notified in 2014 that Mr. Shaber had died and had named the Party in his will. Generally Accepted Accounting Principles requires that we record revenues on an accrual basis, and that the amount recognized be based on what we reasonably estimate we are likely to ultimately receive. The only reason for delaying the recording of the revenue would be if there was a question as to whether we were entitled to the money (e.g. the will was being contested), but that has never been the case with this bequest.

2.3 FINANCIAL IMPACT OF CHANGING THE ACCOUNTING TREATMENT OF THE BEQUEST

The Audit Committee's position is that only \$7,500 of the \$19,232.29 in bonuses was earned in 2014 and the balance of \$11,732.29 needed to be repaid.

Shifting bequest revenues from 2014 to 2015 inflates management's compensation by generating bonus payments that otherwise would not be warranted. Through this financial engineering, staff is asserting that all of the 2014 bonuses of \$19,232.29 paid in March 2015 are now prepayments of bonuses for the current year.

It's been reported to us that the target for revenues for 2015 is \$1,450,000. Without recording the bequest in 2015, Mr. Hagan reported year-to-date revenues through March and June of 2015 as \$288,373 and \$517,263, respectively, well below the amounts required to earn bonuses in 2015. With Mr. Kraus' new accounting treatment shifting revenue from the year of accrual to the current year, Mr. Benedict is rewarded with a bonus of \$8,000 for the first two quarters, Ms. Howell received a bonus of \$6,000, and Mr. Kraus received \$500 for the month that the bequest was recorded, an unwarranted \$14,500 in bonuses paid. Because the \$19,232.29 paid in March 2015 exceeds the \$14,500 in bonuses staff claims is now earned for the first two quarters, Mr. Kraus withheld from subsequent payroll checks \$4,732.29 in overpaid bonuses (\$2,169.03 in overpaid bonuses to Mr. Benedict and \$2,563.26 to Ms. Howell). The Audit Committee's conclusion is that \$7,500 in bonuses should have been earned in 2014, not \$14,500 in 2015. Hence, Mr. Kraus still needs to withhold an additional \$4,000 from Mr. Benedict and \$3,000 from Ms. Howell. Mr. Kraus does not owe a bonus back to the Party because his proposed change in accounting treatment merely transferred a \$500 monthly bonus he earned from 2014 to 2015.

Mr. Kraus' financial engineering resulted in Mr. Benedict and Ms. Howell losing \$7,000 in bonuses for the fourth quarter of 2014, but gaining \$14,000 in bonuses for the first two quarters of 2015. Moreover, if the Audit Committee and the LNC were to go along with this ploy, the boost in 2015 revenues recorded could potentially entitle Mr. Benedict to receive additional unearned quarterly bonuses during the remainder of this year, though it is our understanding that revenues for 2015 are so poor that the third quarter bonus target was not met, even with the recording of the bequest in 2015, and it looks doubtful that either the fourth quarter or annual bonus targets will be achieved. Ms. Howell's new contract no longer entitles her to bonuses based on revenues after June 2015.

2.4 BASIS FOR DECISION OF WHEN THE BEQUEST SHOULD BE RECOGNIZED

Mr. Kraus' email did not provide any FASB citation to support his position that the bequest ought to be booked in 2015. The only thing we found in a Google search of "FASB" plus Mr. Kraus' quoted phrase "the probate of the will or the actual receipt of the donation" is on a website for a Canadian accounting firm. And even then, the full sentence states: "*An organization may be named as the beneficiary of a bequest in a will. However, the organization will not normally have reasonable assurance that the amount will be received until either the time of death, the probate of the will or the actual receipt of the donation.*" Mr. Kraus left out the italicized part. Obviously at the end of 2014, death had already occurred, and we had reasonable assurance that we would be receiving the funds.

Our reading of the accounting literature on revenue recognition, particularly FASB Accounting Standards Codification Topic 958, gave no justification for delaying recognition until 2015.

We requested from Michael Shaffer, the auditor on the engagement, the justification for shifting \$225,000 in bequest revenue from year 2014 to year 2015. He stated that he went along with staff's request to change the accounting treatment because it was more conservative to delay the recording of the revenue. He was not aware that staff was attempting to manipulate the accounting treatment to increase management compensation. After speaking with the partner on the engagement, Mr. Shaffer acknowledged that the decision to change accounting treatment (provided that it is in accordance with Generally Accepted Accounting Principles) should be made by the Audit Committee, not by staff or the Treasurer.

Based on our reading of the literature and the facts presented to us, we could not come up with a justification for changing the historical method of recording bequests. As such, the audited financial statements show the bequest with its proper treatment of being recorded in 2014, the year the Party was notified of the death that brought about the bequest. Notwithstanding the Treasurer's email of September 3, 2015 quoted above, our QuickBooks records should be corrected to match the audited financial statements, and the unwarranted bonuses should be repaid to the party.

2.5 STATUS SUMMARY

The Audit Committee's findings of the bonus miscalculation convinced staff to return \$4,732.29 of the overpaid bonuses. Through payroll deductions during 2015, Mr. Kraus reports that Mr. Benedict has returned \$2,169.03 and Ms. Howell has returned \$2,563.26. However, Mr. Benedict and Ms. Howell have not yet repaid to the Party the \$14,000 bonuses Robert claims they have earned during the first

two quarters of 2015, offset by the \$7,000 of bonuses Robert claims they no longer have earned for the fourth quarter of 2014.

To make the Party whole, Mr. Kraus needs to withhold from their paychecks an additional \$4,000 from Mr. Benedict and \$3,000 from Ms. Howell.

2.6 RECOMMENDATIONS

- Direct Mr. Kraus to correct the Party's QuickBooks records to match the audited financial statements by booking the Shaber bequest in 2014.
- Direct Mr. Kraus to withhold \$4,000 from Mr. Benedict's paycheck and \$3,000 from Ms. Howell paycheck to repay unearned bonuses.
- To increase the likelihood that someone will catch errors in the calculation of bonuses, the Employment Policy and Compensation Committee should review those calculations prior to their approval.

3.0 THE PARTY PAID \$8,186 IN RELOCATION EXPENSES FOR THE EXECUTIVE DIRECTOR, WHICH WAS NOT AUTHORIZED BY HIS CONTRACT OR BY THE EMPLOYEE HANDBOOK

3.1 BACKGROUND

While reviewing the Party's QuickBooks records for 2014, the Audit Committee noticed that spanning 2013 and 2014 were add-on amounts to some of Mr. Benedict's payroll checks categorized as "Relocation Exp – Non-Taxable".

When Ms. Howell was initially hired as Executive Director in 2011, her written employment contract included a clause that offered reimbursement for moving expenses within certain limits. Those on the LNC last term will remember that the improper administration of that clause was a significant subject of the 2012 Audit Committee report, resulting in directives from the LNC that several thousands of dollars be repaid to the Party.

The Audit Committee reviewed Mr. Benedict's August 2013 employment contract and found that, unlike the prior Executive Director's contract, his contract contained no clause offering any reimbursement of moving expenses. The employee handbook makes no mention that we offer any sort of moving expense reimbursement as a routine benefit.

On July 14, 2013, the LNC minutes reflect that the LNC had an executive session to review the proposed contract with Mr. Benedict, and from those minutes:

"Following the executive session, Mr. Hinkle moved to approve the Executive Director contract that was reviewed in executive session, which will have the effect of hiring Wes Benedict as Executive Director effective as of August 1, 2013."

The motion was adopted. Both Mr. Benedict and then-LNC-Chair Geoff Neale signed the approved contract, also dated July 14, 2013, which states that:

"This letter sets forth the entire agreement regarding your employment."

3.2 PRIVATE AGREEMENT BETWEEN WES BENEDICT AND GEOFF NEALE

Finding no evidence of any authorization for reimbursement of moving expenses, the Audit Committee inquired about the nature of these payments and who approved them, and Mr. Benedict provided copies of the following emails:

From: wes.benedict@lp.org [mailto:wes.benedict@lp.org]
Sent: Tuesday, September 10, 2013 8:49 AM
To: chair@lp.org
Cc: Geoffrey Neale; wesbenedict@gmail.com
Subject: put my moving expense approvals in writing

Geoff,

This note is to put in writing that you have verbally authorized me to make reasonable moving expenditures that will be reimbursed by the Libertarian National Committee, Inc. (LNC). For example, I described to you that I would be renting a U-Haul and driving it with furniture from Baton Rouge to Washington, DC in September, and that I would expect to make a second trip with another U-haul sometime in 2014. The U-Haul rental, gas, and movers that I hire are expected to be reimbursed to me by the LNC. Other reasonable moving expenses are expected to be reimbursed as well.

You have already approved some expenses that you or others have categorized as travel, such as flights from Baton Rouge to Washington, DC, and motel stays in Virginia.

Moving expense reimbursements are not mentioned in my contract, but they will be reimbursed in spite of that, and to the best of your knowledge, the reimbursements are in compliance with LNC and your individual policies.

I have copied my personal email address and will have the right to retain a copy of this email and all associated expense receipts for my records in perpetuity.

I am in Baton Rouge, and will await your approval in writing before reserving a U-haul and returning to Washington, DC.

--Wes Benedict, Executive Director
Libertarian National Committee, Inc.

Subject: RE: put my moving expense approvals in writing
Date: Tue, 10 Sep 2013 19:16:55 -0500

From: Geoffrey Neale <liber8or@austin.rr.com>
To: wes.benedict@lp.org, chair@lp.org
CC: wesbenedict@gmail.com

Wes:

I hereby confirm that I have, under my authority as Chair, guaranteed the payment of reasonable expenses related to your employment, travel and relocation during the transition from a an "off-site" employee to an "on-site" employee.

It is also my understanding from you that you expect the total amount to be around \$5,000. I trust that you will exercise due diligence in keeping the costs to that amount, but I will take any excess amounts into consideration, and will agree to cover costs that exceed that amount, so long as they can be reasonably be justified.

While I chose to not include these amounts in the contract, employment contracts do not represent the entirety of commitments by either party, and in my opinion the above is binding.

Geoffrey Neale
Chair
Libertarian National Committee

LNC members might find it interesting that the day before this email exchange, September 9, 2013, the previous Audit Committee first inquired about Carla Howell's contractually allowed moving expenses. On September 10, 2013, Mr. Benedict and Mr. Neale created the above email exchange, perhaps to gloss over the fact that the payment of this employee benefit was beyond that authorized by the LNC. Mr. Benedict was in Louisiana as part of his move on the day that he initiated this exchange and had already incurred thousands of dollars of moving costs not authorized by his employment agreement.

Note that the email from Mr. Neale asserted that "employment contracts do not represent the entirety of commitments by either party". This latter statement directly contradicts the written agreement approved by the LNC which states, "This letter sets forth the entire agreement regarding your employment." This seems to be an acknowledgement that they knew their private agreement violated the written contract they had signed with the LNC's approval.

Note that Libertarian Party Bylaws Article 7.3 indicates that the chair's authority is subject to the directives of the LNC, when it states:

"The Chair is the chief executive officer of the Party with full authority to direct its business and affairs, including hiring and discharging of National Committee volunteers and paid personnel, subject to express National Committee policies and directives issued in the exercise of the National Committee's plenary control and management of Party affairs, properties and funds."

Thus, the LNC Chair does not have the power to unilaterally override the terms approved by the LNC as the parent body with plenary authority.

Mr. Benedict's employment contract also includes the agreement that:

"You will adhere to the bylaws and policies adopted by the LNC. You will hold the position of a fiduciary to the LNC. You will be obligated to act in good faith and with the highest fidelity and prudence in the best interest of the LNC."

This clause puts personal responsibility for bylaw/policy compliance on Mr. Benedict, not just merely on Mr. Neale as his then-supervisor. Mr. Benedict has previously served on the LNC and has been previously employed by the LNC, so he was well acquainted with the LP bylaws, LNC policies, and limitations of the Chair's powers long before his 2013 hiring.

3.3 A CONSCIOUS CHOICE TO LEAVE THIS PROVISION OUT OF THE CONTRACT GIVEN TO THE LNC

Given the timing of the email exchange – one day after the Audit Committee began inquiring about the limits of Ms. Howell's moving costs in her written contract – we did find the explanation strange that Mr. Benedict was asking Mr. Neale to now memorialize a side agreement that supposedly pre-dated the LNC's approval of the contract, so the Audit Committee inquired of Mr. Benedict, "In your email to Geoff, you make reference to a verbal agreement prior to his acknowledgement of it in his written email response. When did Geoff originally commit to paying for your moving expenses?" Mr. Benedict replied that:

"Geoff told me that he did not like the way the contract with Carla Howell allowing up to \$20,000 in moving expenses made it likely to spend \$20,000 whereas he could better control costs by approving things on a case by case basis and I think he told me that on several occasions before I was hired and before I signed the contract July 14, 2013 as well as many times after the contract was signed."

Both Mr. Benedict and Mr. Neale assert in this after-the-fact exchange that the private agreement was made prior to approaching the LNC for contract approval. Mr. Neale indicated it was a conscious choice on his part to leave this private agreement out of the written contract presented to the LNC. The Audit Committee does not know what was discussed with the LNC during the Executive Session immediately prior to the LNC's vote on the matter; however, when the LNC rose from Executive Session, it approved a contract that made no mention of reimbursement of moving costs (unlike Ms. Howell's ED contract) and which clearly states that the written contract constitutes the entirety of the agreement. Mr. Benedict was not present during the Executive Session with the LNC, but later in open session neither he nor Geoff Neale requested that the LNC alter the contract to include a provision for payment of moving expenses.

We considered the possibility that the Chair could have authorized this expense as part of his discretionary fund, though his email exchange with Mr. Benedict doesn't state that.

LNC Policy Manual Section 1.05.1 states, in part:

"The Chair, without the consent of the Executive Committee, is authorized to expend up to \$1,000 in discretionary funds within any (rolling) three month period, the total of which shall not exceed \$5,000 per term unless those expenditures are later ratified by the LNC."

The Audit Committee reviewed QuickBooks records for indications of discretionary spending by the Chair during the 2012-2014 LNC term. Mr. Kraus does not use consistent notation in QuickBooks to identify these expenditures, so we are not certain whether we found all instances. However, Appendix A documents \$4,670.59 of expenditures during Mr. Neale's term which indicate in an associated memo or reference field that they were Chair's discretionary spending.

The fact that almost all of the \$5,000 allotment was spent on other things suggests that it was not intended for these moving expenditures to be authorized as Chair's discretionary funds. The \$5,000 per term limit means that at most \$329.41 was available from these funds, though the total moving costs were \$8,186.07.

Regardless of whether there was an intention to put something in an agreement or there is an opinion by the former Chair that there was no need to put this into the agreement, it is clear to us that the payment of moving costs could not be authorized by the Chair because it was beyond what was authorized as "the entire agreement" approved by the LNC. Mr. Benedict's acceptance of such compensation is unauthorized.

3.3 ADDITIONAL MOVING EXPENSES MIS-CLASSIFIED IN ACCOUNTING RECORDS AS BUSINESS TRAVEL

The three amounts that the Audit Committee had noticed added onto Mr. Benedict's payroll checks for relocation expenses during 2013-2014 totaled \$5,772.31. There was an additional reimbursement check issued to him outside of the payroll system in the amount of \$1,229.55. Notice that Mr. Benedict's email to Neale made the statement that, "You have already approved some expenses that you or others have categorized as travel, such as flights from Baton Rouge to Washington, DC, and motel stays in Virginia." The Audit Committee followed-up and asked Mr. Benedict, "What other charges were paid by the Party on your behalf for your moving costs e.g. airline costs, hotels, etc.)? Please provide documentation as to their approval."

Mr. Benedict's initial response was:

"It's your opinion something should be classified as a moving costs whereas if I remember correctly it was the opinion of Geoff Neale and Robert Kraus that some things you assert should have been classified as moving costs were appropriate to classify differently such as travel, relocations, or other ways. I did not classify them myself and I haven't in general had the authority to overrule our chair, treasurer, and operations director. I don't access Quickbooks and I never enter Quickbooks transactions or payroll transactions. I do try to follow whatever instructions I'm given. Geoff said one thing, now you're saying something different. I typically feel like I have to do what the chair tells me to do based on my contract and past practice until he is overridden. If you want something classified differently than it was classified in 2013, then I think you'll need to go through the appropriate channels to cause that effect. [...]

I'm not aware of 'other charges were paid by the Party on your behalf for your moving costs (e.g. airline costs, hotels, etc.)?' "

The Audit Committee's follow-up query was:

"Your reply addressed how transactions might be classified in the books, which is orthogonal to our question, so perhaps we did not ask our question clearly. To clarify, we are rewording our request as follows:

Irrespective of how the transactions may have been recorded in the books, what additional costs were incurred by the Party to facilitate your transition and your family's transition from Baton Rouge to the DC metropolitan area? Please include any expenditures the Party incurred for transportation (including but not limited to air fare, vehicle rentals, taxi cabs, shuttles), hotels/motels, temporary lodging, meals, supplies, movers, or any other transition costs. Please provide documentation as to their approval."

Mr. Benedict's reply was:

"I'm not aware of any additional costs that were incurred by the Party to facilitate my transition and my family's transition from Baton Rouge to the DC metropolitan area aside from what I already provided in Part I and Part II along with approvals, but if you notice or consider anything that I've provided to be missing, such as expenses or approvals, please help me identify what you're missing and I'll see if I can find the details you need. There were probably lots of additional meals perhaps I should have asked the party to cover, but I decided to eat those costs.

In any case, I think I answered that already in Part II, and I'm pasting that response here as well again, indented and in italics:

'I'm not aware of 'other charges were paid by the Party on your behalf for your moving costs (e.g. airline costs, hotels, etc.)?'

It's possible I'm confused by the prior question since I thought I already answered it. If so, please help me understand what you are asking."

The Audit Committee reply to Mr. Benedict was:

Actually, you may not remember this, but it seems you have already told us that you are aware of other such expenses.

In your September 10, 2013 email, you stated to Geoff Neale that besides expenses to be reimbursed to you:

'You have already approved some expenses that you or others have categorized as travel, such as flights from Baton Rouge to Washington, DC, and motel stays in Virginia.'

We simply need your cooperation in documenting and itemizing these and any other amounts and their approvals.

Some of the records you have submitted also lead us to believe there might be other expenditures made to facilitate your transition. For example: The Party reimbursed you for a

\$60 baggage fee for an 08/08/13 Delta flight from Baton Rouge to Washington, DC, but your reimbursement did not include the cost of the Delta flight itself, just the baggage fee. The Party's QuickBooks records indicate that the Party's 08/01/13 credit card statement included a \$336 charge from Delta.

Your expense reimbursement records suggest that the Party might have purchased several tickets for air fare to facilitate your move, and they suggest the Party also may have directly paid additional hotel charges not listed on your expense reimbursement reports. There may be additional taxi fares paid directly by the Party on a credit card. We are asking for records of those transactions, purchased directly by the Party (rather than you purchasing them and later being reimbursed), that facilitated your move from Baton Rouge to the Washington, DC area.

Irrespective of how the transactions may have been recorded in the books, what additional costs were incurred by the Party to facilitate your transition and your family's transition from Baton Rouge to the DC metropolitan area? Please include any expenditures the Party incurred for transportation (including but not limited to air fare, vehicle rentals, taxi cabs, shuttles), hotels/motels, temporary lodging, meals, supplies, movers, or any other transition costs. Please provide documentation as to their approval."

We will let LNC members draw their own conclusion as to why it took so many requests to obtain the documentation.

This exchange did eventually result in the Audit Committee being provided the requested documentation. With this information in hand we were able to document a total of \$8,186.07 not authorized by the LNC that the Party expended to cover Mr. Benedict's moving expenses. This amount includes the \$5,772.31 reimbursed through the payroll system, the \$1,229.55 reimbursed with a non-payroll check, and an additional \$1,184.21 paid directly to vendors by the Party on Mr. Benedict's behalf. Details of these expenses are shown in Appendix B.

The \$1,184.21 paid directly by the party was charged to a budget line other than the one where reimbursement of moving expenses should be classified. These transactions were categorized as "8140 – Travel, Meeting, & Meals Exp", which should only include travel for business purposes such as staff traveling to attend an LNC meeting. By mis-classifying some portion of the moving expenses as business travel rather than as moving expenses, it had the effect of hiding the magnitude of the actual cost to the Party for this private agreement.

3.4 COST CONTROL AS AN ALLEGED MOTIVATION

One of Mr. Benedict comments to the Audit Committee about this private agreement states that Mr. Neale believed this approach would serve as a better cost control, as compared to the written agreement for relocation expenses in Ms. Howell's contract. Even if Mr. Neale had the authority to make this agreement, the results do not support that this approach actually served as a better cost control, in that the emails indicate an expectation that the costs would total "around \$5,000", and in the end the total was \$8,186.07. It does appear from the documentation provided to the Audit Committee that Mr. Neale purported to approve each of these expenditures, even those that exceeded the \$5,000 estimated spending cap, though we believe it was outside of his authority to do so. We also believe that

Mr. Benedict shares the duty to understand the bylaws that make it outside the Chair's authority to offer compensation beyond his LNC-approved employment agreement.

3.5 RECOMMENDATIONS

- Require that Mr. Benedict reimburse the Party for \$7,856.66, an amount equal to the \$8,186.07 incurred for his moving costs net of \$329.41 the Chair could have authorized from his discretionary fund.
- To improve transparency of employee benefits, include in the chart of accounts a separate account for employee moving costs.
- Update the policy manual to prohibit the use of the Chair's Discretionary Fund for compensation and – to make clear when the Chair is authorizing the expenditure of funds from the Chair's Discretionary Fund – require that monthly financial reports include an itemization of Fund expenditures.

4.0 PAYROLL/OVERHEAD CANNOT BE ALLOCATED CORRECTLY ON FINANCIAL STATEMENTS DUE TO STAFF'S FAILURE TO ABIDE BY LNC POLICY

GAAP requires that our financial statements allocate payroll and overhead for core activities. Moreover, rationally assigning payroll and overhead costs to the Party's activities enables the LNC to better understand the full costs to perform tasks and judge whether they create more value than they cost.

During the previous LNC term, based on the written recommendation presented to the LNC by our outside CPA firm to require all employees to complete timesheets every pay period, allocating time spent to the programs and/or supporting services (G&A and Fundraising) functions, the LNC on August 9, 2013 adopted Policy Manual Section 2.03.7, which states:

"Each employee shall submit a timesheet at least once per pay period to reflect the number of hours worked, allocating such time to corresponding categories specified in the annual budget. Time sheets shall be reviewed and approved prior to employee time being entered in the payroll system. Payroll costs for each employee shall be allocated to expense categories in proportion with approved time. Separate general ledger accounts shall be used for allocated payroll costs.

Where appropriate, an expense shall be allocated to one category. Expenses that benefit more than one category or that are general administrative in nature shall be allocated to a general administrative account in the general ledger. Those expenses shall then be allocated on a monthly basis to expense categories in proportion to the allocation of payroll costs. Separate general ledger accounts shall be used for allocated general administrative costs.

Monthly financial statements shall separately report allocations of payroll and overhead to corresponding categories."

The Audit Committee expected that there was plenty of time to implement this for the full 2014 fiscal year, so we examined the time sheets.

4.1 REVIEW OF TIME SHEETS TO VERIFY THE VALIDITY OF PAYROLL AND OVERHEAD ALLOCATIONS

The draft financials presented to the Audit Committee included an allocation of payroll and overhead expenses to our core activities. The Audit Committee requested from staff copies of the time sheets with the policy-required work allocations so that we could verify that the reported figures were reasonably accurate.

The time sheets were provided, but the time sheets did not actually evidence any effort by staff to allocate time to the budget categories. In a few instances, employees make a note on their time sheet of the general tasks they worked on that day, but even in those instances there is no indication whatsoever of how much time was spent on each of those tasks.

The Audit Committee was also provided with a spreadsheet prepared by Mr. Kraus calculating how payroll and overhead are to be allocated on the statement of activities, but there was no source data showing how those figures were derived. Moreover, Mr. Kraus' method of calculating an overall percentage of payroll costs to each activity is derived by equally weighting the average percentages of time spent by all employees, though they are paid at different rates. In other words, the cost of an expensive full-time employee is given the same weight as a low cost part-time employee, which is not rational.

The Audit Committee noted to Mr. Benedict that we did not see where the employees were allocating their time to the corresponding categories in the annual budget. The response from Mr. Benedict was, in part:

“Each employee submits a timesheet electronically via our online timecard system. Robert Kraus allocates the time for some employees based on his knowledge of their work. Carla Howell allocates her time at the end of each month. I allocate my time at the end of each month. The table I use to allocate my time is attached. I try to track in detail on some days by estimating how many hours I spent on various things that day. It's just a rough estimate. [...] I don't think any other employee tracks their time in as great of detail as I do.”

The attached table included the source data for Mr. Benedict's allocations each month, but some months contained data for as few as 3 workdays for the month, and no more than 11 workdays for the month. On average for the year, his time was allocated based 6.08 workdays per month, and those numbers were assumed to be representative of the entire month.

No information was provided about how any other employee's allocations are derived, other than Mr. Benedict's statement that “Robert Kraus allocates the time for some employees based on his knowledge of their work.” The entire purpose of the LNC having adopted the policy noted above was to move away from the prior practice of Mr. Kraus guessing at the time allocations, but since staff has not complied with this policy, this portion of our financial statements is again based on Mr. Kraus' guesses in spite of the LNC having passed a policy to track actual data.

Though we only reviewed the 2014 time sheets, we presume that staff has also not been complying with this policy during 2015. If that's the case, it means that the allocations of payroll and overhead expenses

will also be inaccurate on the 2015 audited financial statements. Though the policy was adopted in 2013, it now seems that 2016 is the first opportunity for us to have accurate payroll and overhead expense allocation data.

4.2 TIME SHEETS NOT BEING APPROVED BY SUPERVISORS

A portion of the policy cited in section 4.0 above is that “Time sheets shall be reviewed and approved prior to employee time being entered in the payroll system.”

Based on the Audit Committee’s review of the time sheets and the payroll detail provided, we inquired the following of Mr. Benedict:

“From what we can discern, while there are times (though not consistently) that we see your signature approving the payroll totals being submitted after Robert enters hours in the payroll system, we do not see anything to indicate that time sheets themselves are ‘reviewed and approved prior to employee time being entered in the payroll system.’ Are the time sheets being reviewed and approved prior to data being entered in the payroll system? Can you please tell us who is reviewing and approving them?”

The reply received from Mr. Benedict was:

“Robert reviews the online time card/(aka time sheet system if you want to call it that) and approves them as he enters them into the payroll system and I approve everything a second time prior to payroll being submitted for payment.”

We note that the second approval that Mr. Benedict mentions is not an approval of the hours worked as reflected on the time sheets, but at times (though not consistently) an approval of only the dollar totals on a report generated by QuickBooks after Mr. Kraus has entered data from the time sheets.

The Audit Committee notes that standard protocol for approval of an employee’s time sheet should be that the employee’s supervisor, not simply the payroll clerk, is the appropriate party to approve time sheets. Certainly the payroll clerk should not be approving his own time sheets. The printed time sheets even include an area for both the employee and his or her supervisor to sign an approval of the hours worked, but this feature is not being utilized.

Were the approvals of time sheets being performed in accordance with standard protocol, it would have provided the Executive Director more opportunity to notice the large number of policy violations that the Audit Committee will report in section 5.0 below.

4.3 ONE EMPLOYEE DID NOT COMPLETE A TIME SHEET FOR EIGHT MONTHS

Also from the review of the time sheets, the Audit Committee asked Mr. Benedict:

“We do not see time sheets for Eric Dixon during much of the year. It appears that he stopped punching a clock in April and he was paid regardless. Can you please tell us what happened?”

Mr. Benedict's rather unsatisfactory response was:

"He stopped filling out the time clock. He was paid anyway."

The payroll records indicate that from the time that Mr. Dixon ceased using the time clock, he was merely credited in the payroll system with having worked exactly 80.00 hours each bi-weekly pay period, and he received paychecks for the remainder of the year despite a failure to complete time sheets.

Failure to complete a time sheet is a violation of the above-cited LNC policy, and it undermines our ability to have the payroll and overhead allocations on our financial statements reflect anything more than fiction. Since there were no time sheets for this employee, the two individuals who were named as giving the required approvals apparently approved non-existent time sheets. No evidence was provided to the Audit Committee that an effort was made by either Mr. Kraus as the payroll clerk or by Mr. Benedict as Executive Director to require compliance with the LNC's policy.

4.4 MONTHLY FINANCIAL STATEMENTS ARE NOT SEPARATELY REPORTING THE REQUIRED ALLOCATIONS

Another portion of the policy cited in section 4.0 above is that, "Monthly financial statements shall separately report allocations of payroll and overhead to corresponding categories."

Since the time in August of 2013 that the LNC implemented this policy regarding allocation of employee work hours, no monthly financial statements have yet included the required allocations of overhead to corresponding categories specified in the annual budget.

The Audit Committee does note that beginning with the July 2013 monthly financial statements, which were released just after this policy was adopted, the titles were changed on two separate sections of the monthly financial statements to include the phrase "functional allocation". However, the contents of those sections are not the information required by this LNC policy.

4.5 RECOMMENDATIONS

- We recommend that the Treasurer be required to sign off on the bi-weekly employee-prepared timesheets, certifying that the time is allocated to the budgeted activities prior to the issuance of each payroll.
- We recommend that the Audit Committee spot check these approved time sheets to ensure that staff and the Treasurer understand the policy and are faithfully executing it.
- We recommend that the Treasurer review each month the calculation for allocating payroll and overhead, and certify that the allocation figures reconcile to the time sheets, and that the payroll and overhead figures reconcile to the financial statements.
- We recommend that the Audit Committee spot check these monthly calculations to ensure that staff and the Treasurer understand the policy and are faithfully executing it on a rational basis.

5.0 NUMEROUS OTHER POLICY VIOLATIONS NOTED IN REVIEW OF STAFF TIME SHEETS

As noted in the previous section, the Audit Committee requested and received copies of staff time sheets for 2014 so that we could review compliance with the new time allocation policy. In reviewing those time sheets a number of other policy violations were evident.

5.1 SUMMARY OF FINDINGS

Appendix C is a copy of a 9-page letter sent from the Audit Committee to Mr. Benedict documenting these findings, but the following is a brief summary of the additional topics that are detailed there.

- Employees do not adhere to the standard workday schedule prescribed in the employee manual, often showing up hours late and at sporadic times.
- Employees do not clock out for lunch though the employee manual makes it clear that we do not offer paid time for lunch. Failure to clock out for lunch has the effect of overstating the number of hours worked.
- The employee manual is clear that salaried employees may only be granted limited compensatory time in rare circumstances for extraordinary efforts over an extended period of time. However, the time sheets make it clear that staff uses compensatory time on a routine basis, which results in employees being frequently absent from the office on regular work days without being charged vacation or sick time.
- On several occasions the time sheets show vacation time being used, but the employee's vacation bank not being reduced when the payroll check was issued. The result is that employees receive extra vacation time beyond the Party's already generous policy of four weeks paid vacation annually upon completing two years of employment. In one case the Party made an overpayment of unused vacation time at the conclusion of one individual's employment.
- When an employee takes vacation time, they are frequently credited compensatory time for any overtime worked elsewhere in the pay period so as to reduce the amount of vacation time they are charged. They are only charged whatever amount of vacation time (to the hundredths of an hour) is necessary for their total hours for the two-week pay period to equal 80.00, even though the employee manual clearly states that accrued vacation can only be taken in 4-hour blocks and that we do not offer compensatory time for routine overtime hours by salaried employees.
- The time sheets revealed instances of overpaid holiday pay.
- The employee manual does not mention severance pay as a standard employee benefit. The Audit Committee is only aware of one employee who has an employment contract that contains a severance clause. However, another employee with no employment contract was paid four weeks of severance pay when the Party laid the employee off due to the Party's financial hardship.
- The employee manual makes no provision for paid snow days, yet the time sheets showed instances of some employees being credited for a full day of work as a "snow day", though other employees worked that day. The employee manual prescribes that employees should make up for days they are absent for personal reasons.

- There are numerous examples where employees fail to clock in or out, with manual adjustments later made to correct the payroll records based on guesses. One employee's time sheets are almost exclusively manual adjustments rather than real-time punches. In addition, there are numerous uncorrected errors in the time recorded by employees.
- There are discrepancies between what the time sheets show and what is recorded as compensation.
- There are instances where sick time is used for purposes outside the definition given in the employee manual, and sick time policies are not consistently applied the same way to all employees.

5.2 RECOMMENDATIONS

- We recommend that the Chair monitor staff on a regular basis for adherence to written policies and consider taking disciplinary actions, up to and including termination, for violations that result in payments inappropriately being made to employees unsupported by written policies.
- We recommend that the Employment Policy and Compensation Committee review the vacation and sick time policies to determine whether they are in line with industry standards and report back at the next LNC meeting.

6.0 EQUIPMENT ACQUISITIONS IN VIOLATION OF BYLAWS AND OTHER POLICIES

During 2014, the Party acquired a new copier machine under a non-cancelable capital lease agreement. The lease is for 60 months and requires a monthly payment of \$508, a total of \$30,480. The Party also acquired a new postage machine under a non-cancelable capital lease agreement. The lease is for 63 months and requires a monthly payment of \$179, a total of \$11,277.

Instead of recording the assets on the books and the debt necessary to acquire these assets, Mr. Kraus has been posting the monthly payments to an equipment lease and maintenance expense account on the income statement. The effect of this misclassification is that the monthly financial statements did not reveal that staff acquired capital equipment in excess of the \$5,000 allowed by the 2014 budget and it also obfuscated the fact that the Party went into debt without LNC approval, which is a violation of the bylaws.

Libertarian Party Bylaws Article 10.5 states:

“The Party shall not borrow in excess of \$2,000 total without prior approval by 2/3 vote of the National Committee. This shall not include current operating debt for trade payables.”

Moreover, we note that the underlying budget details for 2014 included a footnote specifying that the \$5,000 in the capital expense budget was requested for PCs and other miscellaneous equipment. There was no mention of spending around \$40,000 for a copier and postage machine.

In addition to violations of the bylaws and the budget, we do not know if the Party adhered to Board Policy 2.04.3, which requires the chair to approve any contract in excess of \$7,500 and that contracts in excess of one year in duration be approved by general counsel prior to being signed by the chair.

We do not know who approved these transactions, why staff did not seek the required LNC approval or why Mr. Kraus chose to post these transactions to the books in a manner that concealed from the LNC the acquisition of these assets and their associated debts.

6.1 RECOMMENDATION

- The bylaws and policies are clear, yet staff did not adhere to those rules. Rules will not be followed if there are no consequences for not following them. The LNC should consider taking disciplinary actions for such violations or they should expect that those rules will not be followed in the future.

Respectfully submitted:

Aaron Starr, Chairman

M Carling

Gary E. Johnson

Appendix A
Chair's Discretionary Fund Expenditures 5/6/12 - 7/29/14

Date	Vendor	Description	Amount
8/14/2012	American Liberty Consulting	North Dakota ballot access petitioning	\$ 1,000.00
8/30/2012	Bill Redpath	Greyhound travel for Pennsylvania ballot access challenge	\$ 230.00
11/2/2012	Wyvonna Kay Matthews	West Virginia ballot access petitioning bonus	\$ 400.00
12/31/2012	Bill Redpath	United Air travel	\$ 150.00
5/22/2013	Milton Lukins	travel for West Virginia ballot access petitioning	\$ 682.88
6/7/2013	Milton Lukins	travel for West Virginia ballot access petitioning	\$ 207.71
6/13/2014	Libertarian Party of Illinois	Illinois ballot access petitioning	\$ 1,000.00
12/30/2014	multiple LNC members	travel assistance for cancelled Dallas LNC meeting	\$ 1,000.00

TOTAL: \$ 4,670.59

Appendix B
Summary of Mr. Benedict's 2013-2014 Moving Expenses Paid by the Party

Date	Vendor	Description	Reimburse Date	Reimbursed to Wes	Direct Pmt by Party
7/31/2013	Corporate & Leisure	travel agency booking fee			\$ 30.00
8/7/2013	UPS	shipped several boxes to D.C. from Baton Rouge	10/23/2013	\$ 131.83	
8/8/2013	Delta	flight from BTR to DCA			\$ 336.60
8/8/2013	Delta	baggage fee for flight from BTR to DCA	8/23/2013	\$ 60.00	
8/8/2013 - 8/23/2013	Americana Hotel	temporary lodging in D.C.	8/23/2013	\$ 1,169.55	
8/23/2013	Taxi	Americana Hotel to LPHQ Watergate	10/23/2013	\$ 15.00	
8/23/2013	Taxi	LPHQ Watergate to DCA airport	10/23/2013	\$ 17.00	
8/23/2013	American Airlines	baggage fee for flight from DCA to BTR	10/23/2013	\$ 25.00	
8/23/2013	American Airlines	flight from DCA to BTR			\$ 505.60
8/26/2013	American Airlines	flight from BTR to DCA			
8/26/2013	American Airlines	baggage fee for flight from BTR to DCA			\$ 25.00
8/26/2013 - 8/27/2013	Americana Hotel	temporary lodging in D.C.			\$ 162.72
8/28/2013	Best Western	temporary lodging in D.C.			\$ 124.29
8/29/2013	Taxi	Best Western to LPHQ	10/23/2013	\$ 10.00	
9/6/2013	Taxi	LPHQ Watergate to DCA airport	10/23/2013	\$ 16.00	
9/6/2013	Delta	flight from DCA to BTR			
9/7/2013	Home Depot	relocation supplies, boxes, tape, etc.	10/23/2013	\$ 35.84	
9/8/2013	Lowe's	relocation supplies, boxes, tape, etc.	10/23/2013	\$ 119.82	
9/9/2013	Baton Rouge Packaging	relocation supplies, boxes, tape, etc.	10/23/2013	\$ 77.65	
9/10/2013	Baton Rouge Packaging	relocation supplies, boxes, tape, etc.	10/23/2013	\$ 114.43	
9/10/2013	Home Depot	relocation supplies, boxes, tape, etc.	10/23/2013	\$ 26.11	
9/11/2013	MovingHelp.com	hired movers to help load U-Haul in Baton Rouge	10/23/2013	\$ 325.95	
9/12/2013	Baton Rouge Packaging	relocation supplies, boxes, tape, etc.	10/23/2013	\$ 17.05	
9/13/2013	Baton Rouge Packaging	relocation supplies, boxes, tape, etc.	10/23/2013	\$ 28.79	
9/13/2013	Baton Rouge Packaging	relocation supplies, boxes, tape, etc.	10/23/2013	\$ 52.99	
9/14/2013	U-Haul	rent moving truck from Baton Rouge to D.C.	10/23/2013	\$ 1,097.08	
9/16/2013	Pilot	gas for U-Haul truck from Baton Rouge to D.C.	10/23/2013	\$ 87.43	
9/17/2013	Pilot	gas for U-Haul truck from Baton Rouge to D.C.	10/23/2013	\$ 56.19	
9/17/2013	Marathon Petro	gas for U-Haul truck from Baton Rouge to D.C.	10/23/2013	\$ 75.00	
9/17/2013	MovingHelp.com	hired movers to help unload U-Haul in D.C.	10/23/2013	\$ 156.95	
9/17/2013	Shell	gas for U-Haul truck from Baton Rouge to D.C.	10/23/2013	\$ 43.46	
9/17/2013	Quality Inn	hotel on trip from Baton Rouge to D.C.	10/23/2013	\$ 93.48	
9/17/2013	Discount Food Mart	gas for U-Haul truck from Baton Rouge to D.C.	10/23/2013	\$ 96.69	
9/18/2013	Florida Ave Hess	gas for U-Haul truck from Baton Rouge to D.C.	10/23/2013	\$ 54.55	

9/18/2013	Taxi	U-Haul return location to LPHQ - part 1	10/23/2013	\$ 12.00	
9/18/2013	Taxis	U-Haul return location to LPHQ - part 2	10/23/2013	\$ 13.00	
9/28/2013	Delta	flight from DCA to BTR	12/18/2013	\$ 257.60	
10/20/2013	Home Depot	purchases of moving boxes & supplies	12/18/2013	\$ 47.28	
10/21/2013	U-Haul	local rental in Baton Rouge to put items in storage	12/18/2013	\$ 58.76	
10/21/2013	Shell	gas for moving truck for local Baton Rouge rental	12/18/2013	\$ 9.83	
10/21/2013	MovingHelp.com	Movers	12/18/2013	\$ 165.95	
10/22/2013	Delta	flight from BTR to DCA	12/18/2013		
10/31/2013	US Airways	flight from DCA to BTR	12/18/2013	\$ 213.30	
11/2/2013	Hampton Inn	hotel driving personal vehicle to DC	12/18/2013	\$ 116.08	
11/2/2013	Wes	personal vehicle mileage reimbursement	12/18/2013	\$ 261.74	
6/18/2014	U-Haul	rent moving truck from Baton Rouge to D.C.	7/16/2014	\$ 1,095.45	
6/18/2014	Kangaroo Exp	gas for U-Haul truck from Baton Rouge to D.C.	7/16/2014	\$ 100.00	
6/18/2014	Microtel Inn	hotel on trip from Baton Rouge to D.C.	7/16/2014	\$ 98.05	
6/19/2014	Texaco	gas for U-Haul truck from Baton Rouge to D.C.	7/16/2014	\$ 100.00	
6/19/2014	WilcoHess	gas for U-Haul truck from Baton Rouge to D.C.	7/16/2014	\$ 75.00	
6/19/2014	Kangaroo Exp	gas for U-Haul truck from Baton Rouge to D.C.	7/16/2014	\$ 98.89	
6/19/2014	Best Western	hotel on trip from Baton Rouge to D.C.	7/16/2014	\$ 76.72	
6/20/2014	BP	gas for U-Haul truck from Baton Rouge to D.C.	7/16/2014	\$ 58.37	
6/22/2014	MovingHelp.com	movers to unload U-Haul in D.C.	7/16/2014	\$ 140.00	

COLUMN TOTAL: \$ 7,001.86 \$ 1,184.21

GRAND TOTAL: \$ 8,186.07

Appendix C
Audit Committee 9/16/15 Letter to Mr. Benedict Regarding Time Sheets

Dear Wes,

We have reviewed the time sheets you have submitted and want to review our findings with you. Please let us know if there is something we are missing or misunderstanding.

The Policy Manual's requirement of employees to record their hours work and allocate those hours is not being followed

Policy Manual Section 2.03.7 *Time Sheets and Expense Allocation* states:

Each employee shall submit a timesheet at least once per pay period to reflect the number of hours worked, allocating such time to corresponding categories specified in the annual budget. Time sheets shall be reviewed and approved prior to employee time being entered in the payroll system. Payroll costs for each employee shall be allocated to expense categories in proportion with approved time. Separate general ledger accounts shall be used for allocated payroll costs.

Where appropriate, an expense shall be allocated to one category. Expenses that benefit more than one category or that are general administrative in nature shall be allocated to a general administrative account in the general ledger. Those expenses shall then be allocated on a monthly basis to expense categories in proportion to the allocation of payroll costs. Separate general ledger accounts shall be used for allocated general administrative costs.

Monthly financial statements shall separately report allocations of payroll and overhead to corresponding categories.

In addition to making sure that employees are properly compensated for the hours worked, one purpose of Time Sheets is to accurately allocate payroll and overhead costs for the financial statements so that they will be in accordance with Generally Accepted Accounting Principles.

The Executive Director has made some attempt to comply with this requirement, by stating how many hours he is spending on the various categories of activities in the budget, but only intermittently (i.e. several days per month). Other members of staff will record the fact that they work each day (i.e. punch in and punch out), but made no attempt to track how they spend their time. Rather than punching in and out in real time at the office, it appears that Carla instead routinely records her time by overriding her time card the following day. Eric Dixon stopped punching a clock in April and continued to get paid through his termination in December.

The Executive Director is not reviewing and approving details of the time sheets, only the dollars on the payroll report. Robert Kraus' own time sheets are reviewed only by himself.

Hours Worked – Employees do not adhere to a standard schedule, nor do they clock out for lunch

The employee manual includes the following language:

Workweek, Workday, and Office Hours

The workweek runs from Monday through Friday.

The standard workweek for salaried (non-hourly) employees is forty hours. Salaried employees will not earn extra compensation for hours worked in excess of the standard workweek. Extra time worked by salaried employees will be considered during performance appraisal and salary reviews.

Individual employees work schedules and work locations will be determined by the Executive Director, and are subject to change with minimal notice. Employees may request non-standard work schedules and/or locations, which will require Executive Director approval. All employees that have not established an alternative work schedule and location will work according to the standards as established in the Employee Manual.

The standard workday is from 8:45 a.m. until 5:15 p.m., with a half-hour lunch break. All employees are expected to conform to their established work schedules at their established work locations. Unreliable attendance may lead to disciplinary action and/or termination.

Staff Classifications

Management and professional positions are salaried. Salaried employees are expected to work a minimum of 40 hours a week, and as long as necessary to get the job done. They do not receive overtime pay for hours worked in excess of 40, though they may occasionally be granted compensatory time off, as discussed in the section on “Timekeeping, Working Hours, and Attendance.”

Employees who mainly provide administrative, secretarial, or clerical support are considered hourly employees. An hourly employee’s nominal annual salary is divided by 2,080 (40 hours/week x 52 weeks) to determine an hourly rate of pay. Hourly employees are eligible for overtime pay, as discussed in the section on “Timekeeping, Working Hours, and Attendance.”

Employees are not abiding by the scheduled work day hours in the employee manual. It is rare that an employee arrives at 8:45 am. The typical employee often arrives hours later and at erratic times, not according to any standard schedule. Sometimes employees don’t arrive until the afternoon.

The standard workweek spelled out in the employee manual is forty hours with a daily half-hour lunch break (42.5 hour week less 2.5 hours for lunch); however, Carla, Casey, Eric and Molly never once during 2014 clocked out for lunch. There are four days during 2014 where it appears possible that Robert clocked out for lunch. There are 51 such days for Wes during 2014. Unless most employees are taking a bag lunch to work every single day and only eat at their desk while performing work, it appears likely that their time cards are overstating the number of hours actually worked. Since some full-time employees’ time sheets state that they are working barely over 40 hours per week on average (Carla

42.6 hours; Casey 41.1 hours; Eric stopped using the clock in April; Molly 40.2 hours; Robert 43.8 hours; Wes 47.5 hours), it seems likely that if lunches were properly taken into account, the records would show them working fewer than forty hours per week.

Inappropriate use of Compensatory Time

It appears that compensatory time off is being taken on a routine basis, rather than approved in advance for extraordinary circumstances.

The employee manual addresses the issue compensatory time as follows:

Compensatory Time

A salaried employee may be granted compensatory time off for extraordinary efforts requiring very long workweeks over an extended period of time. Each grant of compensatory time must be approved in advance by the Executive Director, and may not exceed 24 hours in any case.

Hourly employees are paid for overtime and are therefore ineligible for compensatory time.

We see instances where employees are absent for all or most of a full day, and the time sheets provide no explanation. Yet, employees are not docked (or charged a vacation day) for missing most of a work day. Effectively, we are giving employees compensatory time beyond what the employee manual envisions:

- Eric absent on 1/15/14 with no adjustment for why
- Carla absent on 2/21/14 with no adjustment for why
- Robert absent on 3/14/14 (worked 0.32 hours probably from home) with no other adjustment
- Eric absent on 3/17/14 with no adjustment for why
- Robert absent on 3/17/14 (worked 0.45 hours probably from home) with no other adjustment
- Robert out on 3/28/14 but worked 0.88 hours from home, took 1 hour vacation
- Carla absent on 3/25/14 but worked 0.30 hours, probably from home
- Wes out 4/28/14 and 4/29/14 with no adjustment, though on 5/1 is a 16 hour adjustment for LPTX convention, still leaving 1 day missing
- Robert absent on 5/5/14 but worked 1.10 hours probably from home
- Robert absent 5/16/14 but worked 0.68 hours, probably from home, and sporadic hours on 5/19 were probably from home
- Wes absent on 5/20/14 but probably comp time for working FL convention over weekend
- Carla was out 6/16/14 (worked 0.85 hours probably from home), charged no vacation
- Robert was out 6/16/14 (worked 0.88 hours probably from home), charged no vacation
- Carla out 7/2/14 and 7/3/14, though was probably comp time from working prior weekend
- Carla out 7/23/14 and 7/24/14 with no explanation, only worked 70.82 hours that pay period but no vacation or sick time charged
- Wes out on 7/28/14 with no adjustment for why
- Robert out on 8/18/14 (worked 1.85 hours probably from home) with no other adjustment
- Wes out on 8/25/14 with no adjustment for why
- Robert out 8/29/14 (worked 1.23 hours probably from home), and out 9/2 (worked 0.77 hours) and out 9/3/14 (worked 0.58 hours) with no other adjustment

- Robert absent on 9/15/14 (worked 1.23 hours probably from home) with no other adjustment
- Wes out on 9/25/14 with no adjustment for why
- Carla out on 9/26/14 with no adjustment for why
- Wes out 10/22/14 with no adjustment for why
- Carla out on 10/30/14 with no adjustment for why, and vacation paid that check was for another day
- Robert out on 11/3/14 (worked 0.6 hours) with no adjustment for why
- Wes out 12/15/14 with no adjustment, but was probably comp time for LNC meeting over the weekend
- PCD 12/31/14 – Robert was out most of 4 days (a few hours worked probably from home), but charged no vacation, though this may be a case where the employee was granted a rare allowable instance of compensatory time for having attended 2 days of an LNC meeting

There are errors where the time sheets show vacation time being used, but we do not charge the employee’s vacation bank when the payroll check is issued.

We encountered instances where the time sheet shows vacation was taken, but on the paycheck it is not taken off their accrued time

- PCD 4/23/14 – Eric took 8 hours vacation but 0 taken off accrual
- PCD 7/16/14 – note on Robert’s time sheet suggests 1 day of vacation on 6/28/14 which was not taken off his accrued time, but this was during a convention, so not sure if note is correct
- PCD 7/30/14 – Casey was out for 6 workdays, time sheet only shows 40 hours of vacation with no entry for 7/18/14, and only 32 taken off his accrual because one “vacation” entry on timesheet was called “regular”
- PCD 10/8/14 – Eric’s time sheet shows he took 2 days of vacation but only 1 day charged to his accrual

As a consequence, employees are getting extra vacation days beyond what they actually earned. And in the case of Eric Dixon, when he was terminated the payment of his unused vacation time included two days he had actually already been paid for.

Employees are not being correctly charged for vacation and sick time

According to the employee manual:

Scheduling Vacation

Vacation must be scheduled in advance, in blocks of at least 4 hours’ duration. The Executive Director must approve salaried employees’ vacation schedules. The Operations Director must approve hourly employees’ vacation schedules.

When your vacation has been approved, send a memo to the staff stating when you will be gone.

Compensatory Time

A salaried employee may be granted compensatory time off for extraordinary efforts requiring very long workweeks over an extended period of time. Each grant of compensatory time must be approved in advance by the Executive Director, and may not exceed 24 hours in any case.

Hourly employees are paid for overtime and are therefore ineligible for compensatory time.

Vacation can only be taken in increments of four hour blocks of time. Time cards show that vacation is being allocated in increments of 0.01 hours.

Employees are expected to work eight hour days and forty hour weeks. Salaried employees are not entitled to earn extra compensation for hours worked in excess of the standard workweek.

If an employee is not working for the day (or claims to be working for a small amount of time from home replying to an email), that employee should be charged for a full eight hours of vacation. That has not been happening. Robert has not been charging them for 8 hours of vacation or sick time. He instead comps them for any overtime worked elsewhere during the pay period and only charges them enough hours of vacation/sick time so the pay period total hits 80 hours. By not clocking out for lunch, it appears they are likely inflating the amount of time worked and using that additional time to reduce the number of hours charged for vacation. By recording small amounts of time worked at home (e.g. answering emails on a day they did not come to the office), those amounts are then used to reduce the number of hours charged to the employee for vacation time.

- PCD 1/15/14 - Eric absent on 1/2/14 and 1/3/14 but only charged 10.35 hours sick time
- PCD 2/12/14 – Carla out 6 days but only charged 39.38 hours vacation
- PCD 2/12/14 - Casey was out 2 days but only charged 9.15 sick time hours
- PCD 2/12/14 - Robert charged 39.65 hours vacation though out 5.5 days
- PCD 3/12/14 – Casey out 3 days but only charged 17.73 hours vacation
- PCD 4/9/14 – Robert out on 3/28 but worked 0.88 hours from home, took 1 hour vacation
- PCD 4/23/14 – Robert out for 2 days with fractional hours worked from home charged 9.68 vacation hours
- PCD 5/7/14 – Casey out 5 days but charged 36.05 vacation hours
- PCD 5/7/14 – Molly out on 4/29 but only charged 4.37 hours vacation
- PCD 6/18/14 – Molly out sick all day but charged 7.85 sick time hours
- PCD 7/2/14 – Wes was out 6 days but charged 38.18 hours sick time (3 of the days he was moving)
- PCD 7/16/14 – Carla was out 4 days but charged 12.65 hours vacation (perhaps 2 days were granted as comp time for working the National Convention over the weekend)
- PCD 8/13/14 – Carla worked about 15.5 hours over 6 workdays but was charged only 25.17 hours vacation
- PCD 8/27/14 – Robert was out 8/15/14 (worked 1.13 hours probably from home) charged 6.92 hours vacation
- PCD 10/22/14 – Carla out all day 10/3 but only charged 5.05 hours vacation
- PCD 10/22/14 – Robert out 2 workdays (though worked ~2 hours/day probably from home) and charged 0.92 hours vacation

- PCD 11/05/14 – Casey out 10/27/14 and 10/30/14, only charged 2.65 sick hours
- PCD 11/19/14 – Carla out 11/10/14 (worked 1.27 hours) and 11/12/14 and 11/13/14 but only charged 7.57 hours vacation
- PCD 11/19/14 – Casey was out 4 days but only charged 28.23 hours vacation
- PCD 12/3/14 - Carla was out 6 days but only charged 16 hours vacation with a note that she thinks she did enough work while gone to justify that difference
- PCD 12/3/14 – Casey was out all day on 11/21 but only charged 4.08 hours vacation
- PCD 12/17/14 – Casey out all day but only charged 2.12 hours vacation
- PCD 12/17/14 – Robert charged 4 hours vacation on a day he worked 2.17 hours, and another day he worked 1.18 hours, and another day he worked 0.8 hours
- PCD 12/31/14 – Carla was out 2 days but only charged 13.25 hours vacation
- PCD 12/31/14 – Casey was out for 5 days but only charged 38.02 hours vacation
- COUNTER-EXAMPLE: PCD 12/31/14 - Wes took 8 hours vacation one day and did not reduce it for overtime he worked during the rest of the pay period – also see full 8 hours vacation for Wes on 2/12 though was over 80 hours for rest of pay period

We found one case where the employee received an advance on vacation accrual:

PCD 1/15/14 – Molly’s check stub shows a minus 5.95 hour vacation bank

Overpaid Holiday Pay

The employee manual states:

Holidays and Early Closing Days (for 2014)

- New Year’s Day: Tuesday, Jan. 1 (January 1)
- Martin Luther King Jr. Day: Monday, Jan. 20 (third Monday in January)
- President’s Day: Monday, Feb. 17 (third Monday in February)
- Memorial Day: Monday, May 26 (last Monday in May)
- Independence Day: Friday, July 4 (July 4)
- Labor Day: Monday, Sept. 1 (first Monday in September)
- Columbus Day: Monday, Oct. 13 (second Monday in October)
- Veterans Day: Tuesday, Nov. 11 (November 11)
- Thanksgiving Day: Thursday, Nov. 27 (fourth Thursday in November)
- Christmas Day: Thursday, Dec. 25 (December 25)

If a fixed holiday (e.g., New Year’s Day) falls on a Saturday, it is observed on the Friday before; if it falls on a Sunday, it is observed on the Monday after.

LPHQ closes at 3:00 p.m. on Thanksgiving eve, Christmas eve, and New Year’s eve. Employees who are at work at closing time are given two hours of paid time off.

The time sheets awarded 12 hours of holiday pay to Eric, Casey and Molly on 1/1/14. The note associated with that date states that the extra four hours was for not leaving early on 12/31/13;

however, only one of those employees was working after 3:00 pm that date and the manual states that they are only entitled to two extra hours, not four.

Severance

The employee manual does not mention severance as a benefit. We are aware of only one of our employees having a contract that allows for severance. Another employee was granted a severance package not provided for in the employee manual and we assume that she had no employment contract that guaranteed her such a benefit.

Molly executed a termination agreement dated 8/14/14. Her time sheet shows 0 hours worked from 8/8/14 – 8/21/14. On PCD 8/27/14 Molly was paid a full 80 hours though she apparently worked zero and \$1,200 severance pay, a combined \$2,400 (or four weeks of pay).

Snow Days

The employee manual addresses how employees may be compensated when the office is closed.

Office Closure Periods

LNC retains the right to declare office closure periods. During these office closure periods, all employees may use vacation time earned, or elect to be unpaid during that closure period. LNC will make all good efforts to provide timely notice of such periods.

Some time cards show that employees were out due to snow. Notably, not all employees were out those days.

- PCD 1/29/14 – Molly has 8 hours snow day
- PCD 2/26/14 – Eric & Molly each have 8 hours snow day
- PCD 3/26/14 – Molly has 8 hours snow day

Had the office been closed, no one would have earned pay that day. The employees' time sheets credit them for a full regular day of work. We have nothing in the manual that allows for employees to be paid to stay home during inclement weather. We do have a policy that states that employees should make up for days they are absent for personal reasons.

Making Up Personal Lateness and Absences

Lateness or absence during the day for personal reasons should be made up on that day. If you cannot make up all of the time on the same day, your supervisor may authorize you to make it up during the same workweek.

Because of these flexible arrangements – and to encourage good attendance practices necessary to the conduct of business – lost time that cannot be made up during the same workweek will be deducted from the employee's pay.

There are numerous errors in the time recorded by employees

Many errors appear in the payroll records, where the hours are recorded incorrectly. In addition, there are a high number of instances where the times recorded are manually overridden, which suggests that many of the times attributed are guesses. Human nature being what it is, it shouldn't surprise us if an employee guesses that the amount of time worked was greater than reality.

In some cases, employees forget to punch in/out and Robert will manually adjust the records to show more hours than the employee claims they worked (as noted in the following example Payroll Check Dates):

- Payroll Check Date (PCD) 1/15/14 – 2 instances for Eric
- PCD 1/29/13 – 3 instances for Eric
- PCD 2/12/14 – 3 instances for Eric (note gives conflicting times), 1 instance for Molly
- PCD 3/12/14 – Eric has double manual adjustment for 7.5 hours on 3/5
- PCD 3/26/14 – 1 instance for Eric
- PCD 4/9/14 – erroneous punches for Casey credit him for about 16 hours not worked
- PCD 4/23/14 – 1 instance for Casey
- PCD 5/21/14 – erroneous punches credit Casey with about 15 hours he did not work

In some cases, employees forget to punch in/out and Robert makes no adjustment at all, showing fewer hours than actually worked:

- PCD 1/29/14 – Carla, Eric, Robert, and Wes on 1/23/14
- PCD 3/12/14 – Eric on 2/28/14, Carla on 3/5/14
- PCD 5/21/14 – Carla has no hours in system for 5/14 but a note says she did work, also 5/15
- PCD 7/30/14 – Molly on 7/24/14, Nick on 7/24/14
- PCD 7/30/14 – Robert on 7/24
- PCD 8/27/14 – Carla on 8/20
- PCD 10/22/14 – Carla's note on 10/10 says punch in time was 4.5 hours earlier but was not adjusted
- PCD 11/05/14 – Robert on 10/30, Wes on 10/30, Carla 10/29

There are errors between what the time sheets show and what is recorded as compensation.

We encountered instances where when employees fail to punch in/out, Robert does not put manual adjustments onto their timecards to match the paystubs

- PCD 1/29/14 – Eric paystub shows 4 hours sick time not shown on timecard
- PCD 2/26/14 – Wes charged 8 hours vacation not on timesheet, presumably for 2/12/14
- PCD 5/7/14 – Molly charged 4.37 hours vacation not on timesheet
- PCD 7/30/14 – Molly charged 4 hours sick time not on timesheet
- PCD 7/30/14 – Robert charged 11 hours vacation not on timesheet

Issues with Sick Time

The employee manual makes the following reference to sick time:

Sick Time

Sick time is earned leave that is provided as a contingency for the employee in cases of the inability of the employee to fulfill their duties due to minor illnesses, injuries, and other health issues.

We encountered instances where sick time was used for things other than personal or family sickness

- PCD 1/29/14 – Molly has 8 hours called “sick” on time sheet for snow day, though her accrued sick time was not reduced
- PCD 7/2/14 – Wes was out 6 days but was charged 38.18 hours sick time (3 of the days he was moving)
- Spanning PCD 9/10/14 and 9/24/14, Casey took 10 days off for “funeral” on one time sheet and “family leave” on another, was charged 71.97 hours of sick time

We encountered a number of instances where employees worked for part of a day and were charged for sick time for part of the day. This might be appropriate treatment; the policy is not clear on this. It appears that we are not consistent with how this is implemented. Not all employees are having their sick time banks charged, even when their time cards state that they were ill.

- PCD 2/12/14 - Molly was out half-day on 1/29/14 but charged 2.55 sick time hours
- PCD 4/23/14 – Molly was out half-day on 4/8/14 but charged 2.02 sick time hours
- PCD 4/23/14 – Robert took 3.07 sick time hours
- PCD 6/4/14 – Molly charged 2 sick time hours though was out almost 4 hours
- PCD 6/18/14 – Wes was out 4.25 hours for family medical but took no sick time (others charged when out)
- PCD 7/2/14 – Molly charged 3.97 hours sick time for doctor appointment
- PCD 9/24/14 – Wes out partial days on 9/17/14 and 9/18/14 for doctor appointments but worked over 5 hours each day, no sick time was charged
- PCD 10/22/14 – Wes out for doctor appointment but not charged any sick time
- PCD 10/8/14 – Wes charged 3.47 hours sick time for baby doctor apt on 10/2/14

Once again, thank you for helping us sort this out.

Aaron Starr

LIBERTARIAN PARTY BALLOT ACCESS COMMITTEE REPORT

Libertarian National Committee meeting

Orlando, Florida

November 14-15, 2015

Dear Colleagues:

The following memo addresses petitioning opportunities for the LNC in 2015 and 2016.

I want to thank Richard Winger and Bob Johnston, LP of Maryland Chair and an Independent Contractor to the LNC, for their assistance in updating this report.

We currently have ballot access for our 2016 Presidential ticket in the following 31 states: AK, AR, AZ, CA, CO, DE, FL, GA, HI, ID, IN, KS, LA, MD, MI, MS, MO, MT, NE, NV, NM, NC, ND, OR, SC, TX, UT, VT, WV, WI & WY.

I will now address the other 19 states and DC:

AL: The LP can start a party petition anytime (39,975 valid sigs), but I presume that we will do an Independent petition for 5,000 valid sigs in 2016 after the Presidential nomination. I budget \$15,000.

CT: 7,500 valid sigs in 2016 for President. The LPCT is working with the ACLU to possibly litigate the out-of-state petitioner ban in CT. This drive will likely need some subsidization from the LNC. I budget \$25,000.

DC: I estimate a 4,600 valid sig petition drive for President in 2016. I budget \$15,000 from the LNC.

IL: 25,000 valid sig petition drive for President & US Senate in 2016. Attached is the LPIL petition drive plan, in which the LPIL is requesting \$50,000 from the LNC. This less than the \$66,500 spent by the LNC in 2014.

IA: 1,500 valid sig petition drive for President. This required subsidization in 2012 from the LNC. Hopefully not in 2016.

KY: Only state that depends on the vote for President only to remain on the ballot. The LPKY is about to file a lawsuit is about to be filed on that issue, and will argue that because the LPKY has almost 5,000 voter registrations, it should not have to do a 5,000 valid sig petition drive to qualify for the ballot. Nonetheless, we should plan for a possible 5,000 valid sig petition drive in 2016. I budget \$15,000 in 2016.

ME: The LPME is working with Scott Kohlhaas in a voter registration drive. The LPME needs 5,000 registered voters to become an officially recognized political party in Maine, which would give the LPME ballot access. As of about November 1, the LPME had about 6,000 registrations. This registration drive has to conclude by December 1, 2015.

But, to stay on the ballot after the 2016 election, the LPME needs to have 10,000 registered voters by November 8, 2016, who also vote in the 2016 General Election, to maintain party ballot status after the 2016 General Election.

MA: We will need to do a 10,000 valid sig petition drive for President after Memorial Day 2016. Deadline: August 1, 2016. Budget: \$25,000. I am working with Christina Crawford of the LPMA, who is working diligently to maximize the number of volunteer signatures and financial donations from LPMA members.

Please note that if we had party status in MA, we would not have to petition at all to get our Presidential ticket on the ballot there.

MN: A 2,000 valid sig petition drive for President after the Memorial Day 2016 weekend convention. I will plan on this being done by the LPMN.

NH: 1,500 valid sigs in each of two congressional districts (3,000 valid sigs total). I have not seen anything out of the LPNH recently that would indicate that it could handle this petition drive on its own. I budget \$15,000 in 2016.

NJ: 800 valid sigs after Memorial Day 2016. Although the LNC needed to subsidize in 2012, I would hope they could do this on their own in 2016.

NY: We will need 15,000 valid sigs from early July to mid-August for our Presidential ticket in 2016. I budget \$30,000 from the LNC.

OH: The LPOH is still in court regarding Ohio's ballot access laws. The LPOH is starting a party petition that is due in July 2016. I have told the LPOH that I will assume responsibility for 750 gross sigs, that either I gather or give money for, if I think there is a credible plan for getting a party petition done. I have told Tricia Sprankle, LPOH Political Director, that many other LPOH members will have to match my pledge to the LPOH in order for a credible plan to be in place for a party petition.

We should see how this litigation plays out before considering what to do with Ohio for 2016. I have budgeted \$10,000 in 2016 to assist the LPOH with an Independent presidential petition that would require 5,000 valid sigs. Ohio permits substitution on an Independent petition, so an Independent petition can be started now and circulated with a party petition.

OK: After years of lobbying by the LP and a coalition of ballot access reformers, the Oklahoma legislature finally passed a law this year that reduces the number of signatures of needed to qualify a political party for the ballot from 41,242 to 24,745. That's a 40% reduction in the number of valid signatures needed to get on the ballot in Oklahoma.

We have an ongoing petition drive with about 13,000 gross sigs. Because there will likely be an update on the LPOK petition drive in the few days before our meeting, I will give an oral report update on this drive in Orlando.

Future expenditures on this drive should be covered by the 2015 LNC budget.

PA: We are looking at about a 21,681 (the number may go up a little, but should remain under 22,000) valid sig petition drive in PA starting in February 2016. We are probably looking at an expenditure of \$70,000.

There is a ballot access bill (SB 495) in a PA Senate Committee that would base party ballot access on the number of party voter registrations. The LPPA would qualify for the ballot based on the criteria in this bill. The bill's chief sponsor, Sen. Mike Fulmer, is Chair of that committee.

RI: A 1,000 valid sig petition drive. I don't think the LPRI can do this themselves. We are probably looking at an LNC expenditure of \$2,500.

SD: The LPSD party petition has about 3,000 gross sigs. The Independent Contractor thinks this petition drive will be finished soon, once several SD initiative petitions are finished on Nov 9. A party petition for 6,936 valid sigs would get us two elections (2016 & 2018), with a possibility of retaining ballot status if we get 2.5% for Governor in 2018.

Future expenditures on this drive should be covered by the 2015 LNC budget.

TN: 275 valid sig petition drive for President in 2016. The LPTN should handle this itself. The LPTN needs to work to get this done well ahead of the deadline in 2016, and not let it go to a last day fire drill, as in 2012.

The US Sixth Circuit Court of Appeals recently agreed with the US District Court that the TN law on how a party stays on the ballot is unconstitutional. The LPTN has a lawsuit pending in TN, and it seems likely (in Richard Winger's opinion) that it will win. The LPTN might then get on as a party in TN with no petition, something the Green Party and the Constitution Party have done in both 2012 and 2014.

VA: 5,000 valid sig petition drive for President in 2016, starting on Jan 2 and ending at Noon on the Friday that is 74 days before Election Day. The LPVA should handle this itself.

WA: 1,000 valid sig petition drive for President in 2016. The LPWA should handle this itself.

Total: Sum of 2016 petition drive expenditures: \$272,500. LNC 2016 draft budget has \$299,000 for ballot access expense.

The other committee members are Richard Winger, Paul Frankel, Ed Marsh, Gary Johnson & me. The Ballot Access Committee has not met since the July 2015 LNC meeting.

Bill Redpath
Chair
Ballot Access Committee

See the following 5 pages for the Region 1 Report

DRAFT

Libertarian National Committee

Region I Report

Submitted by Norm Olsen & Ron Windeler

November 9, 2015

Overview

- The nine affiliates which comprise Region 1 are: Alaska, Arizona, Colorado, Hawaii, Kansas, Montana, Utah, Washington, and Wyoming.
- Aggressive election activity has produced continued ballot access for the 2016 general election in eight (AK, AZ, CO, HI, KS, MT, UT, WY) of the nine states in the region are currently ballot qualified for 2016.
- Ballot access in Washington State requires 1,000 valid signatures; a rather reasonable threshold compared to other states. Over the years, the Washington State affiliate has routinely obtained ballot access without assistance from the national committee.
- Significant increases in voters registering as Libertarian have been experienced in several of the states in the Region. This trend of several years remains strong in the region.
- Due to the geographic nature of this region, which spans five time zones and extends from 19 to 71 degrees north latitude (some 3,000 x 3,000 miles), personal contact between the Regional and Alternate Representatives and the individual affiliates is quite rare.
- Region statistic update appears on the next page in landscape orientation.

Alaska

Rob Clift, State Chair

Annual meeting planning in progress, no date set as yet. ALP believes it could raise funds for media buys if national could perform/fund the production work. Ads need not be Alaska specific. Monthly “dump” is not helpful; too much invalid information.

Arizona

Michael Kielsky, State Chair

The Arizona Libertarian Party Annual Meeting (Convention) will be on Saturday, January 23, 2016, in Tucson, Arizona. Details TBD.

We are gearing up to sue the state because of the significant new burden in ballot access (20 to 50 times more signatures on nominating petitions).

Our petition for cert to the US Supreme Court on our voter registration form suit is going to the printers.

Also, I'm running for County Attorney again <http://Kielsky.com> ... looking for help and support.

Colorado

Lily Tang Williams, State Chair

LPCO grew over 28% in 2014. We added 1955 registered Libertarians in the first 7 months of 2015. There are now 32,312 registered Colorado Libertarians. And just as important, there are over 1 million unaffiliated voters in Colorado. Our Facebook page likes are currently at 6199. Our full 11 people board are working hard together to reach out to the public, recruit volunteers and raise money.

This local newspaper article recently covered Chair Lily Tang Williams' opposition to Parker Ballot Initiative 2A which seeks to increase the sales tax from 8% to 8.5% and take on new debt of \$39 million. Her opposition is published in the BlueBook [Ed note: “BlueBook” is booklet describing local and statewide ballot initiatives mailed to every voter in the state per CO statute]:

<http://parkerchronicle.net/stories/Residents-debate-proposed-tax-increase,200742>

2016 is going to be a big year, and LPCO is proud to represent Libertarians in a state that has already made history twice on Libertarian issues. One of those issues is marijuana legalization, which has been a huge win for our state. It reminds us of other times in which freedom eventually won, and that is why the theme of our 2016 convention is going to be the Roaring Twenties and Prohibition. The prohibition of alcohol in this country was

such a monumental failure that it has its own mythic iconography that resonates to this day. But this convention is not just about Speakeasies and jazz music, it is about taking back victories that Libertarians played a big part in creating. It is also about creating momentum for a very important election cycle. All Libertarian presidential candidates are also invited to debate their opponents, and a few have already confirmed. Even if you're not a Coloradan yourself, this would be the perfect excuse to visit the Rocky Mountain State. Tickets are on sale now, and sponsorships and ads are also available. Please check out our web site for more info: www.lpcolorado.org

[Ed Note: LPCO 2016 Convention March 11-13, 2016, Double Tree by Hilton, Colorado Springs, CO]

Hawaii

Tracy Ryan, State Chair

Libertarian Party of Hawaii State Convention to be held on Sunday, November 8, 2015 beginning at 8:45 AM. The convention will be held at two locations simultaneously using teleconferencing. On Oahu, the event will be held at the Ala Moana Hotel, 410 Atkinson Drive, Honolulu. On the "Big Island", Hawaii, Libertarians will be gathering at the Hilo Hawaiian Hotel, 71 Banyan Drive Hilo, Hawaii 96720.

The Libertarian Party of Hawaii has made legalization of marijuana in Hawaii a top priority. The time is right for this as two more states and the District of Columbia have now passed pro-marijuana referendums. The LP feels that Hawaii, as a marijuana producing state with much to gain financially, should now be ready to take the leap and get this done.

Kansas

Rob Hodgkinson, State Chair

On July 29, 2015 Jury Nullification came to Sedgwick County Kansas. The jury in the trial of Kyler Carriker acquitted him of felony murder even though the same jury found him guilty of the felony of distribution or sale of a quarter pound of marijuana. This is clearly an example of nullification of a law by a jury that choose not to apply the Kansas felony murder statute in this case despite the fact that all the elements of the charge were present.

Local members of the Kansas Libertarian Party may have helped Sarah [Carriker's attorney] and Kyler in this victory for justice and the power of the jury. LSOCK members have for many years been handing out information about jury nullification at the Sedgwick County Courthouse around September 5th, Jury Rights Day, and many other times of the year as well since 1996. Recently other groups have done so as well so that many people here in Sedgwick County have been educated on this vital issue. Maybe one or more members of this jury had some knowledge of the power of the jury and shared it with the other jurors?

Every month, the Libertarian Party of Saline County spreads the message of personal freedom, personal responsibility, and limited government to TV viewers and voters in Salina, and online throughout the world. Liberty TV is a co-production of the Libertarian Party of Saline County (LPSC) and The Liberty Papers, a media

project managed by DC Hannah, the LPSC chairman. Party members provide ideas, work in the studio and production, and promote the program throughout the community.

Montana

Mike Fellows, State Chair

Worked hard to defeat \$158 million school bond initiative (i.e. tax hike); results not available as of this report. Montana Libertarian Party continues to use local access TV and letters to the editor to gain free publicity.

Utah

Andrew McCollough, State Chair

Candidate nominating convention will be held on April 23, 2016 at the Salt Lake County Complex. Please note, that's at the County Complex.

Washington

Steven Nielson, State Chair

2016 Annual Convention: April 8-10, 2016, Embassy Suites, Sea-Tac, WA

Wyoming

Lawrence Struempf, State Chair

Annual Meeting: May 2016

Region 2 Report

FLORIDA

Florida has 3 new officers. Our Chair and Vice Chair resigned September 30th. Our Secretary, Char-Lez Braden became Chair, I became Vice Chair and Dawn Drellos-Thompson became Secretary.

Joe Haynes from the town of Seminole in Pinellas County, ran for City Council (non-partisan) but unfortunately did not win.

We are planning our State Convention to be held the weekend of April 8-10 in West Palm Beach.

Orlando looks forward to seeing the LNC on November 13, 14 and 15.

GEORGIA (Information provided by Doug Craig)

Georgia will have candidates for the contested US Senate in 10 years..We already have two declared candidates. .Ted Metz and Allen Buckley.

Also Georgia again had a float in the annual pride parade. .Atlanta has a quarter million that come to the Festival. We will also have a booth again. This is by far one of the biggest out reaches of the year.

Georgia continues to be one of the top states in social media outreach, some weeks reaching almost as many folks as the national page.

TENNESSEE (Information provided by Ed Marsh)

Our candidate for Nashville Metro Council (Daniel Lewis) was defeated (non-partisan). Jim Tomasik finished third in the Memphis City Council race but got almost 20% of the vote in a 4 way non-partisan election.

Plans are being finalized for the Tennessee State Convention in mid March.

Vicki Kirkland
Region 2 Rep

👉 Region 3 Report
(Indiana, Kentucky, Michigan, Ohio)

Indiana

Larry Walters was elected to the Dublin Town Council in a partisan race. Susan Bell was elected to another term as judge in Hagerstown. Dennis Denney retained his seat on the Shirley, Indiana Town Council - North Ward.

Elizabeth J. Brewer won the position of clerk-treasurer for the city of Claypool. Brewer ran as a Libertarian and defeated incumbent clerk-treasurer Connie Morgan, Democrat.

Libertarian Candidate Melinda Bradley Mitchell came close enough in her campaign for Newburgh Town Council that she MAY have actually won.

The vote totals on Tuesday were only 6 votes apart, 310 to 304. Melinda has been raising funds for a recount attempt.

Kentucky

In 2014, the Libertarian Party nominee for U.S. Senate, David Patterson, was barred from all debate. A federal lawsuit on September 28, 2014, charged that after it appeared Patterson would qualify for inclusion, the rules were changed, to provide that no one could be in the debate who had

not raised at least \$100,000 for the campaign.

The lawsuit, Libertarian National Committee v Holiday, e.d., 3:14cv-63, had no activity between December 16, 2014, until September 11, 2015. Judge Gregory Van Tatenhove then finally said there will be a trial. On September 28, 2015, the defendants finally answered the Complaint.

Michigan

Andy LeCureaux was re-elected to city council of Hazel Park. We also have 3 state representative special elections in Michigan set for March 8th that we have candidates for 2 of the districts.

Liberty Fest will recognize 3 people for outstanding service to Liberty and the Party over the last year. Taking place November 14, 2015

Currently we are working on a few technical updates including updating our website and our membership database. I'm looking forward to working with the national party on the number of delegates we can send and if we have any special seats on the platform committee.

Ohio

Bob Bridges was elected LPO Executive Committee Chairman.

Ohio voters rejected Issue 3 for marijuana legalization.

“We understand why many people decided that a significant rollback of marijuana prohibition was more important than stopping crony capitalism, and we’re already working on bringing together everyone who is fighting marijuana prohibition to find a better way to accomplish it as soon as possible.”

LPO Field Development Director Chris Armstrong, of Jackson County has recruited Libertarian volunteers to lead or form county Libertarian parties across Ohio, and is assisting Political Director Tricia Sprankle in organizing the LPO's Voter Freedom Drive, the signature-gathering effort to ensure Ohioans can vote Libertarian in 2016.

DRAFT

Region 4 / California Report

by LNC Regional Representative Daniel Wiener (11/8/2015)

The 2016 Libertarian Party of California state convention is scheduled for April 1-3 at the LAX Hilton Hotel near Los Angeles International Airport, with a room rate of \$119/night. Details are not yet available, but there will be an exciting array of speakers and a forum for LP Presidential candidates, mixed in with the usual convention business.

The LAX Hilton Hotel has offered the national LP the same discount room rate if we want to hold an LNC meeting there.

A membership recruitment mailing has gone out to national members who are not LPC members (plus former LPC members). The national LP News will have the LPC News inserted in an upcoming issue, directed at California state and national members. And the revamped LPC website is expected to be finished soon (there are still some administrative and database issues which need to be ironed out).

The LPC is recruiting candidates for the 2016 elections, despite the new burdens placed on minor parties by California's "Top Two" election system. Unfortunately the courts have upheld that system, which makes it very expensive for candidates to get on the primary ballot and very difficult to get past the primary election to appear on the November general election ballot. Of course the Libertarian Party's Presidential candidate is guaranteed to be on California's general election ballot.

Numerous county organizations are active:

- Alameda County is holding a meeting and elections on November 12th (tinyurl.com/pvwwnwa).
- Butte County holds several meetings each month (tinyurl.com/nq4l7og).
- The LP of Los Angeles County (LPLAC) will be holding meetings throughout the area (tinyurl.com/q3s5wn4), in the Foothills Region on November 11th; in San Pedro on November 19th; in the San Fernando Valley on November 20th; in Downey on December 3rd; and in Pasadena on December 9th. It's newsletter is at lanewsrag.com.
- The LP of Sacramento (Ipsac.org) is holding a mixer on November 12th and a holiday party on December 12th.
- The San Bernardino County LP has its monthly business meeting with a speaker on November 14th (tinyurl.com/qhxxtmr), and the annual regional conference on January 23rd.
- The San Diego LP (sdlp.org) had a booth at the Del Mar Gun Show and holds monthly supper club meetings.
- The LP of San Francisco will have its monthly meeting and social on November 14th (tinyurl.com/nsytrpk).
- The San Luis Obispo LP holds informal meetings at their booth in the Farmers' Market each Thursday (tinyurl.com/pn44c5g).
- The LP of Santa Clara County holds their monthly meeting on the last Thursday of each month (scclp.org).
- The LP of Santa Cruz meets on the last Wednesday of each month (tinyurl.com/p8u9l6m).
- Sonoma County Libertarians will be getting together for a happy hour on November 13th (tinyurl.com/qguspm6).

- The LP of Ventura County (lpvc.org) holds monthly meetings in different cities throughout the county.
- Also, California College Libertarians, the official student arm of the Libertarian Party of California, has put out its latest electronic newsletter (tinyurl.com/nabjkoe).

Region 4 Report -- Nevada and New Mexico

For the November 14, 2015 LNC Session

by Scott Lieberman Region 4 Alternate

Nevada:

A strip club was sued because the government said the strippers were employees. In response to this injustice and others involving the government re-classifying independent contractors as "employees", LP Nevada Chair Pojunis introduced a bill to define "Independent Contractor". This bill (SB224) was passed by the State Legislature, and signed into law by the Governor. The bill makes it easier for an independent contractor to be classified as such.

Unfortunately, they could not get Nevada Alternative Currency Act out of committee.

LPN has kicked off the **Double the LP in Nevada** project in an effort to increase the membership of the LP of Nevada. They will give current members a large amount of support in an effort to get them to help recruit new members. The first step is to try to convert registered Libertarians into dues-paying members of the LP of Nevada.

The Heartland Institute and the Libertarian Party of Nevada co-sponsored the **Affordable Energy Summit 8.0** which took place at the Foundation Room atop the Mandalay Bay Hotel and Casino in Las Vegas. This was at the exact same time that US Sen. Harry Reid's Clean Energy Summit 8.0 was being held in the same hotel. The speakers at the Affordable Energy Summit included Niger Innis (CORE), a State Senator from Arizona, a Las Vegas City Council member, Brett Pojunis,

Jason Weinman, Wayne Allyn Root, and a videotaped message from GOP Presidential contender Carly Fiorina.

<http://www.affordableenergysummit.org>

HT: Brett Pojunis, LPN Chair

New Mexico

Students for Liberty had its Southwest Regional Conference in Las Cruces. LPNM had a table that was staffed by 3 LPNM members.

They created a Legislative Review Committee to monitor bad (and good) legislation that comes out of Santa Fe.

They now have a Custodian of Records, who will basically be the Party historian.

HT: LPNM Chair Marty Swinney

Region 4 Report -- Nevada and New Mexico -- For the November 14, 2015 LNC Session

REGION 5 REPORT

Submitted to: Libertarian National Committee, Nov. 9, 2015

Submitted by: James W. Lark, III
Region 5 Representative, Libertarian National Committee

This report will provide information concerning activities of the Libertarian Party state affiliates in Region 5 since the LNC meeting in July. I shall provide an updated report at the LNC meeting in Orlando should additional information become available.

I am pleased to note that I have been able to represent the LP in various ways since the previous LNC meeting. For example, I continue to serve as a frequent guest on a two-hour political talk show that airs on weekdays on WINA radio (1070 AM in Charlottesville, Virginia).

Delaware

Scott Gesty (gesty4congress@aol.com) is the chair of the Libertarian Party of Delaware. He reports that all is quiet with the LPD, and that the first meeting with the new governing board of the party will take place this month.

Note: The LPD convention took place in Dover on Aug. 8. It was a very nice, reasonably well-attended event in which I had the pleasure of participating.

District of Columbia

Ryan Sabot is the chair of the Libertarian Party of the District of Columbia. He contacted me to indicate that he did not have a report to provide. Note: I was able to contact Mr. Sabot at his work e-mail address. At this moment, I do not know whether he is willing to receive messages on a regular basis at this address.

Maryland

Bob Johnston (bob.johnston@live.com), chair of the Libertarian Party of Maryland, provided the following report:

The Maryland Libertarian Party currently has 16,314 registered voters, as of August, 2015. This is an increase of almost 2,000 registered voters since August, 2014, and the numbers have grown consistently over the last seven years. The Maryland LP and independents are the only groups of registered voters that have seen any significant growth since 2012.

The Maryland LP has 63 dues-paying members, as of September, 2015.

Vice-chair Eric Blitz is working with civil liberties groups in the state, preparing for the 2016 General Assembly session, which begins in mid-January. Mr. Blitz has been heavily involved in working on legislation to decriminalize and legalize marijuana, police misconduct, transparency issues, and ballot access improvement.

Former LNC regional representative Lorenzo Gaztanaga will be running for Mayor of Baltimore in 2016. This will be the fifth time he is running for office as a Libertarian.

Robin Grammer, freshman Republican member of the House of Delegates 6th district, met with the Maryland LP on July 29 at the North Point library in Dundalk, MD.

The annual summer picnic was held on August 8 at the home of Dave and Renee Sten in North East, MD. Honorable LNC regional representative Dr. Jim Lark attended the picnic, as he always does.

Maryland LP chair Bob Johnston took part in the LNC training session in Alexandria, VA on the weekend of October 17 and 18. Mr. Johnston is the second-longest serving state chair, now in his ninth year.

Bob Johnston
Chair
Maryland Libertarian Party

North Carolina

J.J. Summerell (jjsummerell@worksitesight.net), chair of the Libertarian Party of North Carolina, provided the following report:

1. Recruited great folks for Communications Director (John Vincent Gregory, retired USN and professional public speaking coach) and Treasurer (Ralph Lake, retired in-house counsel for Harrah's Casinos). Both are very competent and professional.
2. Two mailings planned. One to new registrants (300-600/month) and all registrants within 'target' counties and districts. The former primarily for fundraising, the latter for county affiliate development.
3. I've spoken with one potential major donor. He has given generously to both R and D candidates, mostly for conservation causes. Self-identified as a Libertarian Environmentalist. He indicated his donations to the R and D parties were usually routed through a 501c(3) for tax purposes and that I should explore this. I met with a CPA/attorney who has referred me to an attorney in CA. Of course, I do not think political donations of any kind should be tax favored, but if the R's and D's are doing it, we should explore. I frequently refer to the Civitas Institute in Raleigh as a "non-partisan, non-profit, Republican fundraising organization." Any input on this subject from LNC would be appreciated.

4. The Platform Committee has begun its work for the 2016 convention.
5. We have a candidate for US House 1 in the northeastern part of the state. Except for Dare county (Outer Banks, lots of tourism \$\$\$), this district's other 6 counties are among the poorest in the US, a real failure and embarrassment for NC. Incumbent is a D in a highly gerrymandered district. We have recruited the publisher of the regional, upstart paper to publish simple articles on Austrian economics. Interestingly, he says the primary audience requesting more information was poor, rural, mostly Baptist, African American who have been stuck in the swamps of NC, without real progress, since Emancipation. They are under the stark realization that the legacy they are leaving their grandchildren and great grandchildren should be one of education, value creation and a fulfilling life. A legacy of more government programs is not indicative of economic progress but economic backsliding.

At my second meeting with the publisher and candidate, they brought Buddy Ferebee, a local minister (black, Baptist) who preaches all over NE NC. "There's a revolution brewing here, and your message is the message they want to hear" he told me. Within NC Liberty 2020, our strategic plan, we are targeting gerrymandered districts with no second party opposition. We always assumed that our hardest audience to attract would be older, rural, government dependent, African Americans. These folks are telling me the exact opposite. Interesting.

Pennsylvania

Shawn Felty (snkfelty@netzero.net), chair of the Libertarian Party of Pennsylvania, provided the following press release (dated Nov. 4, 2015) as his report:

Pennsylvania Libertarians Celebrate Five Victories Across the Commonwealth: Party congratulates all candidates across the state. A vote for liberty is never wasted!

Following yesterday's general election, Libertarian Party of Pennsylvania (LPPA) Chair Shawn Felty issued the following statement:

"Yesterday was a great day for liberty in the Commonwealth! Despite challenging ballot access laws that were recently declared unconstitutional by a federal judge, numerous Libertarian candidates managed to vie for public office with the goal of affording the citizens of Pennsylvania the right to enjoy all of their freedoms, all of the time.

"Our candidates spread the message of lower taxes, limited government, and freedom across our great state and, while results are still coming in, at least five of our candidates did what just a few years ago would have been unthinkable: they won!

"On behalf of all members of the party, I am proud to congratulate Charles Boust, who was elected Auditor of Upper Frankford Township (Cumberland County); William Dickerson who was re-elected Constable of Valley Township (Montour County); James Foose, who was elected Constable of North Manheim Township (Schuylkill County); Daniel Noll, Sr., who was elected

to Tremont Borough Council (Schuylkill County); and Nelson Reppert, who was elected to Cressona Borough Council (Schuylkill County).

“Some people may say that unless you vote for a candidate from one of the old parties, you’re tossing your vote away. We disagree. Voting for the lesser of two evils is still, after all, voting for evil. But a vote for liberty -- a vote for limited government, lower taxes, and personal responsibility -- is never wasted. Those votes tell the old parties that it is time for a change; that we are tired of business as usual in Harrisburg; and that we want a functional government that will reduce its size, scope, and burden on the taxpayer. With an ongoing budget stalemate, a governor who refuses to work with the legislature, and a ballooning state government, it is clearly time for a change in Pennsylvania. And we are seeing that change begin at the local level across the Commonwealth.

“The Libertarian Party of Pennsylvania looks forward to competing in next year’s elections and hope to see our state’s ballot access laws -- which currently effectively keep many third party and independent candidates off of the ballot -- replaced with Senate Bill 495 - The Voter’s Choice Act (VCA). The VCA will end the unfair treatment of minor party and independent candidates seeking to serve Pennsylvania and will bring real choice to the Pennsylvania voting booth.

“We ask all liberty-loving Pennsylvanians to leave the old parties behind and join us in the fight for limited government and lower taxes – and to consider running for office or assisting with a campaign in 2016!”

The Statement of Principles of the national Libertarian Party Platform reads, in part, “We, the members of the Libertarian Party, challenge the cult of the omnipotent state and defend the rights of the individual. We hold that all individuals have the right to exercise sole dominion over their own lives, and have the right to live in whatever manner they choose, so long as they do not forcibly interfere with the equal right of others to live in whatever manner they choose.”

Virginia

Bill Redpath (wredpath2@yahoo.com), chair of the Libertarian Party of Virginia, provided the following report:

The Libertarian Party of Virginia had nine candidates for public office on November 3, 2015. The results:

- Virginia Senate, District 10 (of 40): Carl Loser, 527 votes, 0.95% in a four-way race
- Virginia House of Delegates, District 20 (of 100): Will Hammer, 3,425 votes, 23.92% in a two-way race
- Virginia HOD, District 33, Mark Anderson, 723 votes, 3.61% in a three-way race
- Virginia HOD, District 46, Andy Bakker, 505 votes, 4.50% in a three-way race
- Virginia HOD, District 87, Brian Suojanen, 343 votes, 2.09% in a three-way race

- Powhatan County, Board of Supervisors, District 5, Charlie Bennett, 58 votes, 3.56% in a three-way race
- Powhatan County, Board of Supervisors, District 4, Todd Rice, 62 votes, 3.14% in a three-way race
- Charlottesville City Council, Alvin Scott Bandy, 691 votes, 4.37% in a five-way race
- Colonial Heights City Council, David Bucciarelli, 241 votes, 9.14% in a three-way race

The date for the 2016 LPVA Convention has not yet been set.

There is no US Senate election in Virginia in 2016. The LPVA ran seven candidates for US House in 2014, when Robert Sarvis was our US Senate candidate. We will attempt to equal or better that in 2016.

West Virginia

Michael Wilson (michael.wilson@lpwv.org), chair of the Libertarian Party of West Virginia, provided the following report:

The first three quarters of 2015 have proven to be some of the most successful in the growth and development of the Libertarian Party of West Virginia. Over the past year, in West Virginia, we have seen our voter registration total for the Libertarian Party increase over 30% from 1,854 (October, 2014) to 2,508 (September, 2015).

In 2015, we established regional coordinators (filling 8 of the 9 positions to date) and county contacts (filling 23 of the 55 positions to date) to facilitate communication, outreach, event planning and membership growth throughout the state party.

Since the beginning of the year, we have experienced a 133% growth in our social media engagement (primary via Facebook) vastly expanding our outreach opportunities.

All of this growth has provided us the opportunity to engage with voters throughout the entire state through increased event participation and outreach booths at many statewide, regional and local events (such as Bridge Day, local festivals and trade-shows).

Finally, we have also launched our 2016 campaign season well in advance. [Dr. David D. Moran](#) has accepted our preliminary nomination as the 2016 LPWV Gubernatorial Candidate (the most important race for our state affiliate, as it determines if we maintain official (Major) party status and ballot access).

All of these efforts have generated exponential growth for the Libertarian Party throughout the Mountain State and have ignited the interest of thousands of voters. We have even had calls from county clerks seeking more information about the party in response to increasing numbers of individuals coming in to their offices to register as, or switch to, Libertarian!

The Libertarian Party of West Virginia hosted two events coinciding with the 2015 Bridge Day Festival in West Virginia. Bridge Day is a B.A.S.E. (Building, Antenna, Span, and Earth) Jumping event that takes place on the New River Gorge Bridge near Fayetteville on the third Saturday of October each year. The jumpers descend over 800 feet into the gorge for the world's premier BASE jumping experience.

On October 16, 2015, the LPWV held our first annual Raleigh County Round-Up in Beckley. This social (which we hope to make an annual event) brought together over a dozen new Libertarians and inaugurated a resurgence of the party back where it first kicked off in the state.

A pleasant surprise in attendance was Joy Johnson, the widow of Dr. Wallace Johnson (the namesake of the Dr. Wallace Johnson Flame of Liberty Award, and the first Candidate for Governor to gain the Libertarian Party Official Major Party Status in 1996). In addition to Mrs. Johnson, the evening featured David Moran (the 2012 and 2016 LPWV Candidate for Governor); John Buckley (the 2014 LPWV Candidate for U.S. Senate); and Michael S. Wilson (the current LPWV State Chairman).

The LPWV is currently working to hold additional meetings such as this across the state and we strongly encourage everyone interested to check in frequently to our events page to see where we will be meeting next.

On October 17, 2015, the LPWV set up our second annual booth at the West Virginia Bridge Day Festival. With some controversy surrounding this year's event (the Bridge Day Committee proposed requiring biometric scans of all vendors and jumpers), the LPWV nearly declined participation in the event. In any event, we never heard further about security scanning and had one of the most successful outreach events in our state party's history.

The volunteer at the booth distributed hundreds of copies of the "World's Smallest Political Quiz." Upon completion of the Quiz's 10 questions, results were scored on an easel with color-coding to indicate political party affiliation. Although the overwhelming majority of participants were self-identified Republicans, Democrats, or "independents" (i.e., no party) (but we did find nearly a score of Libertarians in the crowd!), 54.47% of the test-takers fell in the libertarian quadrant of the political spectrum!

In addition to the success of the political quiz, David Moran, our 2016 candidate for Governor, distributed nearly 2,000 pieces of campaign literature, greeted hundreds of perspective voters, and took dozens of photos with passers-by and pageant queens.

In addition to Wilson, Moran, and Buckley, many thanks to Luke Brumfield, Alexis Brumfield, Karl Kolenich, Erika Klie Kolenich, Travis Simms, Searra Carter, Sara Starkey, and Kristen Smith for helping staff the booth.

Finally, the LPWV unveiled our newest brochure (featuring our new membership requirements and an application for membership) that was well received and generated new members to the state party throughout the weekend's festivities.

INTERNATIONAL REPRESENTATIVE REPORT

Submitted to: Libertarian National Committee, Nov. 9, 2015

Submitted by: James W. Lark, III
Region 5 Representative, Libertarian National Committee
International Representative, Libertarian National Committee

This report will provide information concerning my efforts as International Representative to assist the work of libertarian political parties and activists throughout the world.

- 1) Geoff Neale, chair of the International Alliance of Libertarian Parties (and immediate-past LNC chair), has informed me that the IALP has had difficulty in establishing a bank account for the organization. Specifically, he said that changes in U.S. banking laws have turned U.S. citizens into “persona non grata” in banking. Because of this, efforts by European members of IALP to establish a Swiss bank account for the organization have been made difficult. (Apparently, Swiss banks are hesitant to open an account if U.S. citizens are signatories; the IALP chair and secretary are US citizens.)
- 2) Mr. Neale raised the possibility of holding an IALP meeting concurrent with the LP national convention in Orlando next year. He noted that the IALP is aware there are financial restrictions that may come into play, such as prohibitions on donations from non-U.S. citizens to the LP.
- 3) I am pleased to report that I gave addresses at the European Students For Liberty regional conferences in Sarajevo, Bosnia and Herzegovina (Sept. 26) and Istanbul, Turkey (Oct. 31). Unfortunately, due to scheduling conflicts, I had to decline invitations to address ESFL conferences in Paris, Sofia, Copenhagen, and Wroclaw.
- 4) At this time, I consider it likely that I shall meet with libertarians in Prague next year. Since I was unable to visit either Brazil or Australia this year, I hope to be able to visit at least one of these countries in 2016.

CAMPUS ORGANIZING REPORT

Submitted to: Libertarian National Committee, Nov. 9, 2015

Submitted by: James W. Lark, III
Region 5 Representative, Libertarian National Committee

This report will provide information concerning efforts to build and support Libertarian campus organizations. I shall provide an updated report at the LNC meeting in Orlando should additional information become available.

- 1) I continue to respond to inquiries from people who want information about the LP campus outreach effort. I am pleased to note that it is now unusual when I am unable to respond within 24 hours of receiving an inquiry.
 - 2) I continue to work with the Advocates for Self-Government to provide material (e.g., “Operation Politically Homeless” kits) to campus organizations. (In the interest of full disclosure, please note that I am the chairman of the Board of Directors of the Advocates. In addition, Region 3 alternate representative Brett Bittner serves as the executive director of the Advocates.)
 - 3) I continue to work with various state and local LP organizations to assist their campus outreach efforts.
 - 4) I continue to work closely with Students For Liberty to build libertarian groups at high schools and colleges. (I am a member of the Board of Advisors of SFL.) As part of this effort, SFL board members and I have found ways for the LP to use the services available from SFL. We must take care in the ways we work together to avoid jeopardizing SFL’s 501c(3) status.
- I am pleased to report that I delivered keynote addresses at the Students For Liberty regional conferences at New Mexico State University (Oct. 10), the University of Florida (Oct. 17), Loyola University of Chicago (Oct. 24), and the University of Pittsburgh (Nov. 7), and at the European Students For Liberty conferences in Sarajevo, Bosnia and Herzegovina (Sept. 26) and Istanbul, Turkey (Oct. 31). I was invited to address another SFL conference and four other ESFL conferences, but was unable to do so because of scheduling conflicts.
- 5) I continue to receive invitations to speak at high schools, colleges, and universities. I anticipate that I shall give several lectures at such institutions during the Spring 2016 semester.
 - 6) I continue to work with Young Americans for Liberty (YAL) on programs of mutual interest.
 - 7) I continue to work with Wes Benedict and Robert Kraus to find and utilize more college Libertarian volunteers. In particular, I hope to design and institute an internship program for law students who are interested in helping the LP.

Region 6 Report
Roland Riemers

Have not heard anything back from most of the states. ND and SD had a joint convention last weekend. Was highly successful and we received more news coverage then we have received the past 20 years. It was great. ND is working some with SD to get our sister state up and going again, and things are looking much brighter there after the state party pretty much disappeared a while back.

In ND we nominated a good slate of statewide candidates. Our Senate and Congressional candidates are also tearing at the bit to put in a real fight. I also picked up the nomination for State Auditor and will put in a tough campaign for that and I expect to do real well as there is no incumbent running and the majors do not have a good candidate yet. I am also fairly widely known as the Libertarian Man in most of the state, so I have good name recognition. On the bad side, we have not found the best candidate for the governor slot yet. This we will eventually do, but we want a good candidate here and not just a place holder as the governor race also has no incumbent. So, we actually have a long shot at winning a governor or auditor position. One thing I have done the past 10 years of running for office in ND is push the Libertarian brand more then any one candidate, to where 3.4% of the ND voters now declare themselves Libertarian.

While the party membership in ND remains down, it is stable and we expect it to grow considerable in 2016. We also elected more state officers and other key positions. I stepped down as Chairman and Tony Mangnal is now the state chair and we are hoping for good things out of Tony.

Roland Riemers ND

LNC Region 7 Report
November, 14, 2016

Alabama:

Alabama is in about the same position it was during the last report, so this report is identical to the last.

The local petitioning deadline has moved up to March 1, 2016. The filing for independent presidential candidates was moved up to August 18th, 2016 leaving a shorter window after the LP Presidential nominee is selected at convention. 5000 valid signatures are needed to get an independent candidate for President on the ballot. It would require approximately 36,000 valid signatures to get a Presidential candidate on the ballot as a Libertarian. LP Alabama will be working to secure ballot access via the “independent” candidate route for the LP Presidential nominee . Chairman Lachine believes that it makes more sense to make for a big statewide ballot access push in 2018 with the Governor’s race and other Alabama elections on the ballot.

Arkansas:

Lawsuit:

On October 14th, the Libertarian Party of Arkansas filed suit in United States District Court seeking injunctive relief to allow for more time to nominate candidates for the 2016 general election. In a special session in late May, the state legislature adopted new deadlines for candidates to file for an early primary election – the so-called “SEC primary.” As a “new” political party, established by petition, the Libertarian party is required to choose its candidates by convention but must register those candidates at the same time that the other parties’ candidates are signing up to run in the primary. With the new deadlines in place, that required the LPAR to hold a special nominating convention in October, over a year before the general election.

The party is represented by attorney James Linger, who is confident about the prospects of the case. “It is hard for me to understand what compelling state interest Arkansas would have in having the nominees of minor parties chosen so far in advance of the general election and significantly earlier than the date for picking the nominees of the major parties.”

Nominating Convention:

Doing its best to comply with the new early deadline, the LPAR held a Special Nominating Convention on October 24th. Despite the difficulty of finding potential candidates who could commit so far in advance of the election, 25 candidates were nominated, including candidates for all four of Arkansas Congressional districts. Frank Gilbert, who was the party’s candidate for governor in 2014, will run for U.S. Senate.

Candidate Filing:

During the candidate filing period, 24 LPAR candidates successfully filed. Three nominated candidates did not follow through with the filing process, but two new candidates were approved by the Executive Committee, as authorized by the nominating convention.

Of the state's four Congressional races, three will be two-way contests with no Democrats filing. Both LPAR candidates for State Senate will be in two-way races against Democrats, with no Republicans filing. Out of ten LPAR candidates for State House, eight will be in two-way races, with only two Libertarians facing both Republican and Democratic opponents. In total, of the 17 LPAR candidates for state and federal legislature, 13 will give voters a chance to actually cast a vote next November.

-Michael Pakko, Chair

Louisiana:

Louisiana continues to grow its numbers of officially registered Libertarians. It currently stands at 11,657 voters officially registered as Libertarians with the Louisiana Secretary of State. Much of the recent growth coming from the Greater New Orleans area where outreach is being conducted on a regular basis at various venues from gun shows festivals, and college campuses. The college affiliate at Loyola has recently become very active with many activist tabling events and non-partisan libertarian educational events conducted by Walter Block.

In the recent Louisiana primaries held October 24th, 2016, there were only 2 candidates that ran for office. Jennifer Werther ran for Sheriff in St. Tammany Parish and garnered 3% of the vote. In the Board of Education and Secondary Education for district 6 race, activist and political whistle blower Jason France managed to get 11% of the vote in a race with 4 other candidates two of who had tens of thousands of dollars pumped into their campaigns by proponents of Common Core.

Louisiana's 2016 State Convention will be held at the Belle of Baton Rouge Casino in Baton Rouge, Louisiana on April 16th and 17th, 2016 where bylaws, platform and new board members will be voted on.

Mississippi:

This past election cycle 3 candidates broke the long-standing "Single Digit" curse that has plagued MSLP since Will Chipman ran for Congress. Joshua Hardy ran for State House against incumbent Manly Barton and took 11% of the votes. Boyd Kendall ran a surprisingly good race against heavily favorite incumbent "Christian Conservative Coalition" Republican Michael Watson and took 17% of the votes. And Donald Todd ran for Harrison County Supervisor and took 18% of the votes. While, sadly, none of them won their race, they put forth a great effort and taught this chairman some lessons on what we need to do next time for the candidates. Two of this year's candidates have decided to continue the momentum and throw their hat into the ring for US Congress against 2 term Congressman, Steven Palazzo. According to many, this is

Palazzo's last vulnerable year and a win to unset him is necessary. Therefore, we must get an early start campaigning, especially since qualifying is the first week of January this year.

-Aaron Barksdale, Chair

Oklahoma:

No report.

Texas:

LP Texas signed an Enterprise contract with NationBuilder and is currently in the process of systems and data migration to the new platform.

LP Texas signed an agreement with the Norris Convention Center, a newly built highly modern conference facility for our 2016 Convention in San Antonio.

LP Texas has selected a 2016 convention theme: Liberty Now! (attached)

LP Texas has effected a complete organizational restructuring around the idea of an all-volunteer organization and over 60 specific, well-defined, and strategic organizational roles. (attached)

LP Texas has filled over 40 volunteer staff and committee positions in the past 8 months, and is now functioning at a level higher than when we had paid staff.

LP Texas has completed a total marketing overhaul based on a modern, clean, and professional design – mirroring the most successful commercial and non-profit standards. (business cards, as an example, attached)

LP Texas has created a highly functioning Political Department with 5 volunteers, and has completed several major projects including:

- Orchestrating the defeat of HB464 during the legislative session, a bill targeted at eliminating third parties from the ballot in Texas
- Producing super high-quality collateral such as our Platform, 2015 Legislative Review and 2015 Voter Guide (attached)
- Implementing modern technology such as online petitioning and calls to action (action.lptexas.org), as well a system to coordinate text-message activism.
- Creating broad coalitions, bringing together groups from across the political spectrum around a libertarian agenda.

- Working through County Party and non-partisan organizations to engineer local victories such as banning water fluoridation in San Marcos Texas.
- Created the “Choice, Change, Challenge” campaign for candidate recruitment, to replace the dated messaging around “paper candidates” etc. (attached)

LP Texas is in the process of a total overhaul of our Membership programs around an idea of rewarding members for more than just donating money

- “You are LPTexas” campaign to launch the idea of party ownership, and responsibility
- “Time, Talent, Treasure” campaign to create membership rewards for volunteer hours, skilled contributions, and of course also donations.

LP Texas has reinvented itself as a modern, technologically adept, professional, and efficient organization

- “Lean, Mean, and Green” initiative cut over 75% in expenses from the budget, reversing a budget deficit into a surplus, all while increasing service levels and conserving the environment (by switching from a printing and postage driven methodology to electronic).
- Transition from brick and mortar offices to a Virtual Office gave the party a prestigious First Street and Congress Ave. physical address, and high quality impressive office space in one of the most iconic buildings in Austin, with a live receptionist, phone and mail service, and all while saving the party over \$400/month in operating costs.
- Extensive use of web and video conferencing, screen sharing, cloud collaboration tools, and online events services has allowed the volunteer organization to collaborate more often and more effectively, while saving hundreds of dollars per month in staff and member travel expenses.

-Kurt Hildebrand, TX

See the following 10 pages for the Region 8 Report

DRAFT

Region 8 Report

This is the most geographically compact region, but each state has very different politics and processes. Would like more members to subscribe to the *LP_8new* yahoo group.

Heading into 2016 elections, only Vermont has statewide ballot access. Connecticut has partial ballot access. New Jersey is recognized as a minor party and only needs 800 signatures. Maine is currently in the process of becoming a recognized party.

Given the 2016 convention date, full ballot access will require resources from either National or the presidential campaign to put our nominee on the ballot in some of the states, barring legislative reforms.

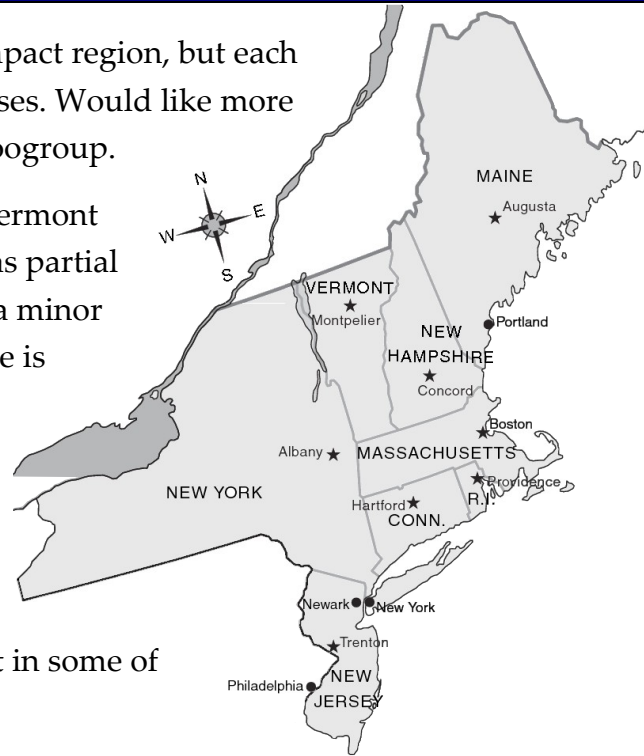
Connecticut and New Hampshire are involved in litigation for petitioning and ballot access. The presidential campaign is underway, with the first debate held in Massachusetts in October. New Jersey had state-wide elections and New York had local elections earlier in November. More details in those reports.

Recent events of interest:

- » New Hampshire Liberty Dinner – July 19, Mary Ruwart keynote
- » Liberty Happy Hour – August 25, One Star Bar, Manhattan
- » Connecticut convention – September 19
- » Massachusetts convention – October 17, Nick Sarwark keynote

Upcoming events of interest:

- » Repeal Prohibition Day, December 5
- » Bill of Rights Day, December 15
- » New Hampshire LP convention, tentatively January 16th
- » FSP's Liberty Forum, February 18–21 in Manchester, NH





Convention

The LPCT held its annual convention at Cabela's in East Hartford on September 19. The speakers were paid in various exotic meats, and included: MC Rich Lion, State Rep Devin Carney, LPMA Chair George Phillies, outgoing Chair Joshua Katz, LPRI member and founder of the Rhode Island chapter of Coyote (sex worker advocacy group) Bella Robinson, Free Stater and former member of the LPCT Robert Lombardo, a panel of representatives from the group Connecticut Against Common Core, and the keynote Dr. Richard Adelstein, Professor of Economics at Wesleyan University. A great time was had by all.

Delegates voted in Andrew Rule as the new Chair, added Joshua Katz and Carl Lupinacci as at-large board members, and left the board otherwise intact.

Local Elections

The 2015 election in Connecticut was a municipal election. The most active campaign was Rich Lion for Manchester Board of Directors. Rich was coming off of a 15% finish in his run for state rep (2014) in a district including Manchester. Lion received 392 votes or 8% in a six-way race and retained ballot status. It should be noted that attaining his impressive finish for State Rep required leaving his job, and he was working extra hours to recover, making this race more difficult for him.

Website

Since the last LNC session, Connecticut has been working with Andy Burns to transition to NationBuilder. We now are handling membership, communications, most finance, and our website through NationBuilder, and are quite pleased with it. Since moving to NationBuilder, volunteer recruitment has improved, as has our ability to easily contact our supporters, which in turn has boosted fundraising. We thank Andy for help in setting up the website and all aspects of NationBuilder, and his continued support in volunteer recruitment and fundraising.

Litigation

The LPCT is still working with the ACLU and Day Pitney on the out of state petitioner ban. It appears that a lawsuit will be filed shortly, but the attorneys are first working to obtain a written agreement from the state not to enforce the law. They are also trying to see if the state will agree to not defend the law in return for the ACLU waiving the assignment of legal fees. Negotiations are ongoing.



Social Media

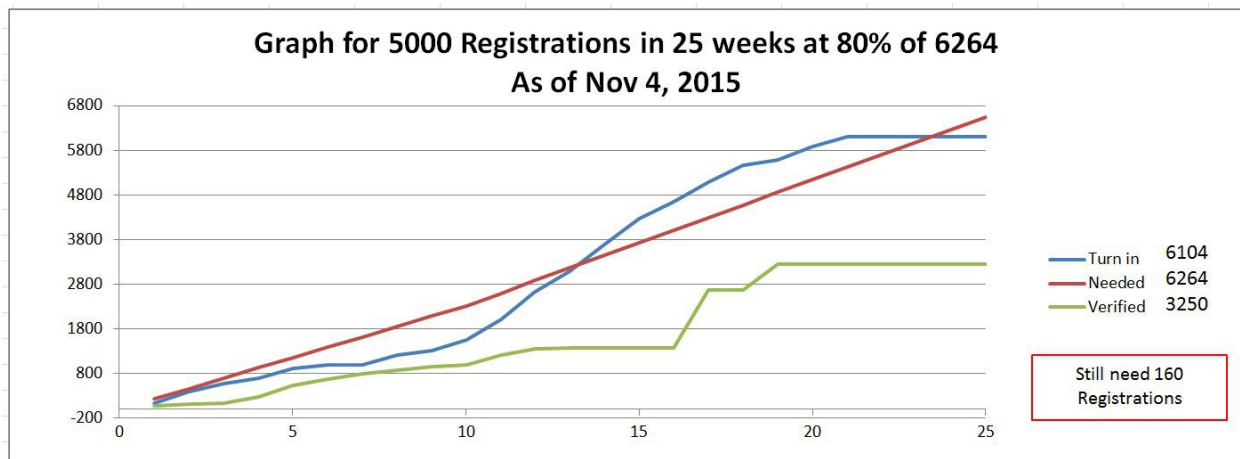
The LPME Facebook page has more than 1700 likes, a 60%+ improvement since June!
We have moved our website to the NationBuilder platform.

Voter Registration Drive

The plan is to get 5000 people to register as Libertarians so we can get official party status. We will need an additional 5,000 to maintain party status. With the help of Scott Kohlhaas we raised the necessary funds to accomplish the short term goal if not the entire 10,000. http://www.lpme.org/registration_drive_2015

A small set back is that we will not have Libertarian printed on the registration cards since we are a "qualifying party". So we will have to check the other box and write in Libertarian. But once we are a qualified party, we'll have our own line in the cards.

Looks like we will have the numbers by the December 1st deadline, it just takes time for the state to validate the registrations. This graph shows what is needed in red, what we have turned in in blue, and what the state says we have turned in in green. With a month to go we should have enough time. So Maine will not require any funds for ballot access on the next nor any other election cycle.



Our Other Initiatives

I am also planning on petitioning for rank choice voting and a state wide marijuana initiative simultaneously. No details yet on these.

Legislative Efforts

On the legislative side we have teamed up with the green party to support LD507 which will open the primary petitioning requirement to unenrolled, making it easier for third party candidates to run for office.



Continued Public Issue Messaging

Between election campaigns we are staying in the public eye with issues-focused ad campaigns. Libertarians have many issues for which the public supports us, not the other parties. We just need to show the American people the truth. We have issues where the march of history is on our side. We will bring America to the future, the Libertarian future.

First campaign was *No to the Olympics* (success!). Our current campaign is *Ending the Surveillance State*. We plan a massive fund raising effort to support the campaigns. How are we doing? Our Facebook ad is getting a 2% “like” return, astronomically high for Facebook. Next we will combine social and traditional media outreach. Your designated donations at LPMass.org, the state PAC, will be spent on the effort.

State Convention a Big Success

Our 2015 Convention had the first live debate between our party's Presidential candidates carried live on streaming video, a keynote speech by our National Chair Nick Sarwark, election of a new State Committee, and more. We had our best attendance since 2006. Even more impressive considering we were competing with S4L. There was even a candidate for U.S. Senate from California, who came to cover the event and start what he called a Libertarian Party network to compete with the likes of CNN and Fox News.

Several Platform planks were discussed; one was adopted. Some members have called for adoption of a much longer State Platform, or for a multi-day special state convention to debate the new platform.

The Presidential debate featured Steve Kerbel, Darryl W. Perry, Marc Allan Feldman and Derrick Michael Reid. The moderator was George Phillies.

National Chair Nick Sarwark gave the keynote. His message: Tell your opponents “you might be right”; then they'll listen to you. Be nice; honey attracts more flies than vinegar. Win!

The new State Committee and its officers are: George Phillies, Chair. Alwin Hopfman, Petitioning Mobilization. Daniel Fishman, Editor, Political Facilitator and Recording Secretary. Cris Crawford, Archivist, 2016 Presidential ballot access. David Blau, Treasurer. Don Graham, Information Technology Facilitator. Bob Underwood, Membership Secretary. Peter Everett, Member. Heather Mullins, Member.

The National Convention delegates elected: George Phillies, Daniel Fishman, Cris Crawford, Heather Mullins, Don Graham, Rene Ruiz, Susan Ruiz, and Arthur Torrey. Anyone elected to the State Committee may choose to be a delegate ex officio.

Watch the debate: <https://www.youtube.com/watch?v=CKm9bleznWo>

Read Libertarian discussion of the debate in Independent Political Report: <http://www.independentpoliticalreport.com/2015/10/live-stream-for-the-libertarian-presidential-debate-101715/>

Elections and the Future

Members are looking forward to doing better in 2016 than we did in 2014, which is the best we have done in more than a decade. Fortunately, Massachusetts Libertarians already have full ballot access: You can enroll ("register") as a Libertarian, and you can run as a Libertarian in any partisan race.

There has been some confusion at the LPUS over ballot status in the Bay State. If the LPMA were to achieve major party status it would indeed make it a simple matter to put our presidential nominee on the ballot, but it would make getting every other candidate on the ballot much more difficult. So for valid strategic reasons, the party will likely maintain its current status and focus on our efforts to rebuild the party from the ground up and have an impact on state and local issues.

Referendums

Massachusetts has public referendums, each needing around 100,000 signatures for the ballot. Several are underway that we voted to help, including (i) legalizing the use of marijuana, (ii) blocking the use of public funds for the Olympics, and (iii) stopping Common Core from dumbing down Massachusetts schools to the level of Mississippi.

We are considering several others, including (i) requiring the Attorney General to maintain a complete public list of persons shot by policemen, (ii) ending surveillance police state tactics, (iii) shall-issue firearms permits to adults with no criminal record, (iv) some of our historical Public Policy Questions, including Protect the right of a patient and her or his physician to purchase a medical drug from any source, so long as the patient's insurance company is not obliged to pay more than the price for which the medical drug is available for sale in Massachusetts.



Lawsuit

With the NHCLU we are suing the state in Federal court over the latest change to election law that wiped out 2/3 of the time we have to complete a party-wide petition with no corresponding reduction in the number of signatures, effectively making the task impossible.

We lost in the Federal District court. Despite our brief demolishing the state's case, the judge sided with the state, citing several arguments from the RNC's amicus brief. We filed an appeal to the 1st Circuit. No timetable has been set. We are asking for amicus briefs from interested entities within the 1st Circuit. The case was mentioned at the NHCLU annual dinner, we had several conversations with people who didn't realize ballot access was such an issue.

General and Future Activity

We established a Platform Committee with the mission to propose a state-level platform for members to consider at our next general convention. A draft platform is in review.

The legislative submission period for 2016 has closed, we have submitted ballot access reform bills, and there will be a score of interesting pro-liberty bills up for discussion. A sizable bi-partisan liberty caucus is in the House, so we have lots of friendly legislators to work with.

One rather constant theme I've noticed is the larger liberty movement is trending away from politics, especially anything technocratic. One prominent speaker described it as "Less Rothbard, More Rand". So while the international movement very much looks to us for guidance, the American movement isn't so sure. Though I have heard several complements on our improved messaging of the past year.

Some LP activists from other states have moved here recently, hoping to get them involved and perhaps organizing local action.

A few candidates for 2016 have come forward, including 3 interested in being our US Senate nominee. We're currently recruiting, aiming for at least 16 state rep candidates. Petitioning will start immediately after nominations and get going in earnest in March.

We are evaluating having a presence at the NH Liberty Forum.

Social Networks and Website

Our website revamp team is evaluating WordPress and NationBuilder. Our Facebook Group has 656 members, our Page has 373 Likes. We have 1175 Twitter followers @LPNH.

2016 Convention

Planning is underway for our state convention in mid-January. On the agenda are adopting a state platform, confirming our nominee to the national platform committee, adopting changes to our party bylaws, electing new officers and nominating candidates for 2016. We'd love to have one or more presidential candidates attend so we can host a forum or debate, potentially to again pledge delegate votes.



2015 NJ Candidates

In the November 2015 election the NJ Libertarian Party ran these candidates with these results:

Peter Rohrman	Bergen County Freeholder	4,789	3.96%
Joseph Rafferty	Gloucester County Freeholder (write-in)	0	0
Joseph Dunsay	River Dell Regional School District	491	19.2%
Joseph DeLong	South Bound Brook Mayor	63	9.00%
Patrick Smith	South Bound Brook Town Council	65	5.2%
Damien Caillault	State Assembly 27th District	554	3.10%
Jeff Hetrick	State Assembly 27th District	603	3.40%

Libertarian Candidates Make an Impression in State Assembly Debate

The League of Women Voters held a debate for the State Assembly in the 27th district on September 30th in Livingston. Libertarian candidates offered refreshing fact-based solutions to economic concerns such as job creation, state budgeting and state pensions.

The Republican candidate promised to reach across the aisle, work hard and renegotiate pensions without mentioning any specifics. The Democratic incumbents, Assemblyman John McKeon of West Orange and Assemblywoman Mila Jasey of South Orange, were absent.

“If you re-elect these people you know what to expect,” said Libertarian Damien Caillault. “They will spend more, tax more, fund new projects, and in a few years, they’ll come back for more.”

Jeff Hetrick, the other Libertarian, offered a pragmatic approach to problem-solving: comprehensive, root cause analysis. Mr. Hetrick wants to use this analysis to determine why the NJ Election Law Enforcement Commission is running out of money. He expects to find overlapping expenses, outdated material and inefficient work practices. He proposed using the same methodology to evaluate school districts and the NJ Department of Transportation.

Discussing hunger in New Jersey, Mr. Caillault cited high property taxes. He explained that prohibitively high tax rates render agricultural use of land financially nonviable for many. This contributes to low in-state food production. He also mentioned that vertical growth was sometimes outlawed by zoning regulations in urban areas that stand to benefit from it the most.

Caillault also suggested that everyone joined the Livingston Sunrise Rotary and the LHS Interact Club next time they go to Hillside NJ to help the Community FoodBank of NJ.

The entire debate was repeated on Livingston TV up until the election.

The 27th District includes Chatham Township, East Hanover, Florham Park, Hanover, Harding, and Madison in Morris County and Caldwell, Essex Fells, Livingston, Millburn, Roseland, South Orange and West Orange in Essex County.

In Other News

As a result of pressure from the NJLP Preempted Ordinance Repeal project, several towns are looking to rescind or modify their curfew laws. Thanks to NJLP member and project volunteers Jim Tosone and John Paff for their work.

We seek an Editor for the newsletter. We seek an assistant Webmaster to assist with our website. The Bylaws Committee is also forming for the purpose of updating our Bylaws. If interested in any of these positions contact Patrick McKnight at chair@njlp.org

We continue to post news of government wrongdoing, cooking the books, violating your rights, excessive use of force, general incompetence and news of freedom fighters winning important battles to expose or correct these situations.

Show Me The Minutes!

Lumberton Township, whose officials lost a large batch of meeting minutes over the last six years, agreed to a court-approved settlement to implement stringent safeguards against a repeat loss. It will begin posting executive session minutes online, a rarity for municipalities.

Under the recent settlement, Lumberton Township also will pay the \$1,610 legal bill of John Paff, chairman of the New Jersey Libertarian Party's Open Government Advocacy Project, after he sued on the grounds the public was being denied access to township committee records in violation of state transparency laws.

2016 Calendar

We'll have a general post-election meeting on November 15th at Omega Diner in North Brunswick starting at 4:30pm.

We'll have our 2016 convention on March 12th in Hightstown.



Growing the Party

Since Mark Glogowski took over as NY State Chair last spring, we have added three new county chapters (going from 10 to 13) with several more in organizational mode.

Local Candidates

We will have five candidates who petitioned their way on to the ballot as Libertarians. Most prominently, our long-time State Treasurer Gary Triestman is running for Town Justice in Woodstock (of the famous rock festival 45 years ago). We also will have Lisa M. Whitehead in Batavia (western NY near Buffalo) and a candidate for local legislature in Albany.

Gary Triestman won 145 votes, or 10.7%.

Lisa Whitehead won 30 votes, or 14%

Manhattan Libertarians at NYC Pride 2015

Despite the rainy start to the day, we gave Outright Libertarians' new "World's Gayest Political Quiz" to over 250 people at the NYC LGBT Pride Festival. When we ran out of those, we switched back to the standard "World's Smallest Political Quiz" published by the Advocates for Self-Government. As is usually the case at Pride events, the crowd split between the Left-Liberal and Libertarian quadrants, with a cluster of strong Libertarians due to the self-selection bias of who walks up to a Libertarian booth at a street fair.

As Outright Libertarians usually does in its Operation Politically Homeless booths, we used metal foil stars to indicate the quiz scores on the map, with Gold being Libertarian, Silver being Independent, Green being Green, Blue being Democrat, and Red being Republican. While we had a run of Blue stars like usual at Pride, we used more Silver stars than ever. Hear that, Libertarian candidates? Independents are, politically, what they call "low-hanging fruit."

A heartfelt thank-you to Alex, Richard, and Alton for volunteering at the booth.





Libertarian Party Caucuses

Vermont has perhaps a unique way to recognize political parties. It is tied to the New England traditions of local control and town meetings. All parties in Vermont need to form town committees via a local caucus. The Vermont Libertarian Party held its town caucuses in September with the goal of reorganizing by the end of the month.

We hoped to be adding some new towns, as we knew we'd be losing some town committees. Local member involvement is so vital in making sure we can easily put presidential, statewide, and local candidates on the ballot to give Vermonters a choice of lower taxes, less government and more freedom.

So far 8 towns have organized. We need 10 to be a recognized party. We've done this in the past and are reasonably confident in getting two more towns organized by December.

Caucusing is simple to do, there a few laws that must be followed. For example, you need to post a notice in two places in your town at least 5 days in advance of your caucus, and if you have more than 1000 people in your town, then the notice must also appear in your local paper.

If you are interested forming a town committee (or reorganizing your town committee), then email Jeremy at chair@vtlp.org ASAP so I can send you the forms you need and the instructions.

No Tanks for Burlington

Burlington Police department announced it will be withdrawing from the Pentagon's questionable 1033 military surplus program. This will mark the first time a police department has ever willfully withdrawn from program, according to the NY Daily news.

The controversial program is responsible for the militarization of local police departments across the United States, often arming them with left over war-time equipment including advanced surveillance technology, MRAP's, grenade launchers, and tanks.

The Burlington Police Department's official statement voices their concerns over the warlike training and gear:

"The militarization of local police departments is a genuine concern in our nation," said Burlington Chief of Police Brandon del Pozo. "There are times when military-style equipment is essential for public safety, but they are very rare. Between our partners... we have the resources to handle all but the most inconceivable public safety scenarios. Amassing a worst-case scenario arsenal of military equipment results in officers seeing everyday police work through a military lens... I concluded it was better to return the items and let our 1033 Program memorandum of understanding expire."

Will other local police departments begin to sever ties with the Pentagon's 1033 military surplus program?