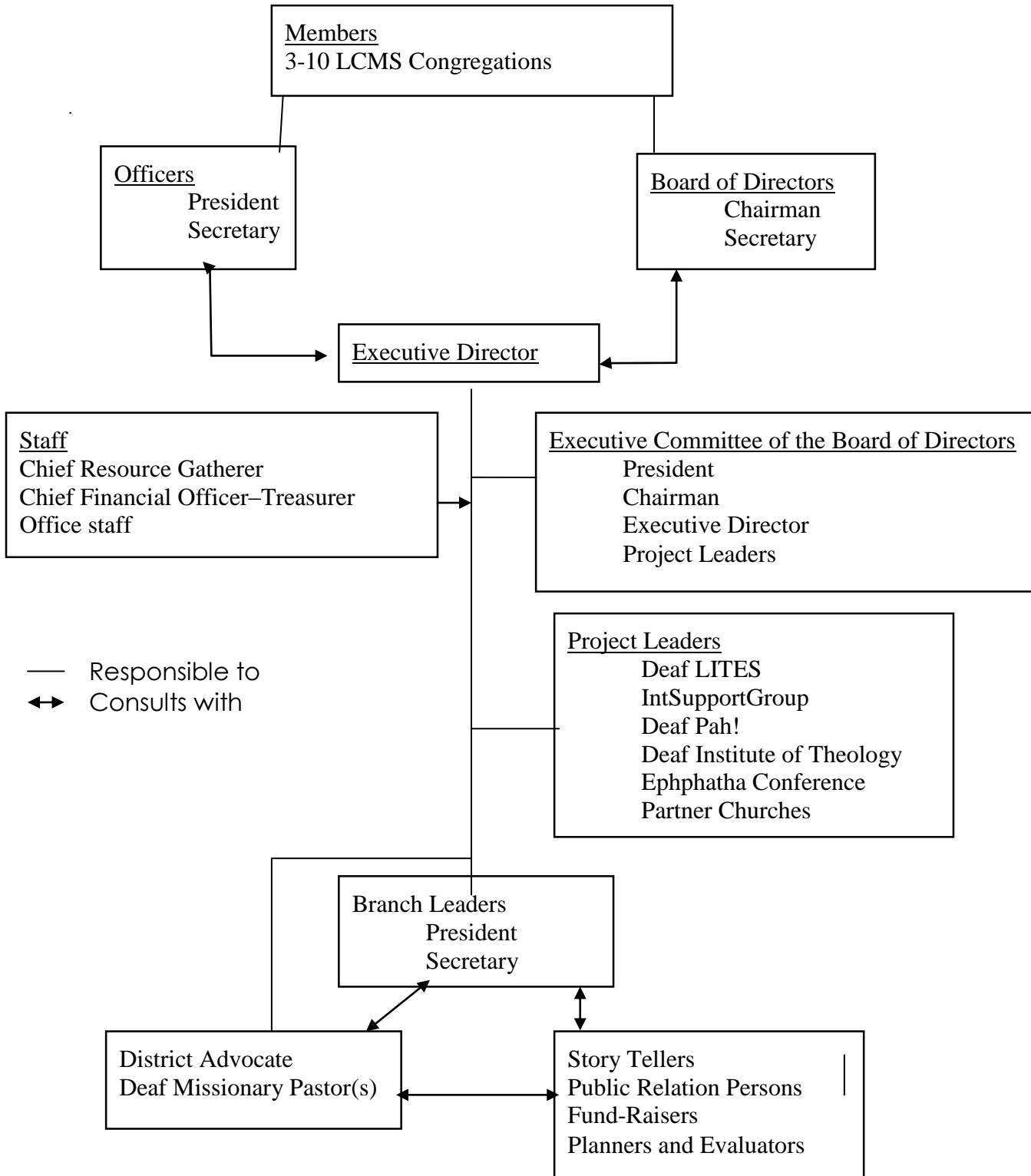


3-- The Organization of the Lutheran Deaf Mission Society



#2b --STRUCTURE

1) **The Lutheran Deaf Mission Society (LDMS) seeks (1) to help more Deaf Persons (and their families) see Jesus Christ as their Savior and (2) to help more Deaf Persons serve Jesus Christ as their Lord. Through grace, Jesus' Father (God) saved you through faith. God has prepared a special work for each of His saved people to do (Ephesians 2:8, 10).**

Subject to legal requirements, all monies donated will be used first for the projects and second for salaries whenever possible.

2) (This document is intended to be a summary of the organization. For complete details read appropriate sections of the Articles of Incorporation; the By-laws; or the Handbook. These are found on the website www.deafldms.org.)

3) The **members** shall consist of **3 to 10 LCMS Affiliated Congregations**.

4) The **members** shall 1) elect the Board of Directors and officers; 2) approve the Budget; and 3) amend the *Articles of Incorporation* and the *By-laws* as needed. They shall meet at least annually. The members will have no dues or other required financial obligations. The majority of members shall be LCMS Congregations, of which a majority of the membership is Deaf. Each member congregation shall elect an individual to be its representative.

5) In addition to the *Bylaws*, there shall be a *Handbook* with appropriate rules and policies. The Handbook may be changed by a 2/3rds vote of the Executive Committee. Each section can be changed only once a year. All changes must be sent to the Board of Directors. If the Board of Directors challenges the change, then the change is not effective until consensus is achieved.

6) The **Board of Directors** shall consist of 3-7 individuals, with the exact number determined by the members at the annual meeting each year. Its primary tasks are to help in the fund-raising process and to serve as a policy Board.

a) They will help in the fund-raising process.

b) They will elect the Executive Director.

c) They will as necessary consider and submit the annual Budget to the Annual Meeting.

d) They will as necessary consider proposed amendments to the *Articles of Incorporation* and/or the *By-laws* and submit to the Annual Meeting.

e) They will also review and approve the long-term and annual Goals.

f) They will consider and, if appropriate, adopt policies recommended by the Executive Committee.

(The Directors will probably be hearing persons.)

7) The **Officers** of LDMS shall be a President and a Secretary. They may or may not be members of the Board of Directors. Beginning in 2010, we will nominate Deaf candidates for these two offices.

- 8) The **Executive Committee** of the Board of Directors consists of the Chairman of the Board, the President of LDMS, the Executive Director, and the leaders of the major Projects.
- a) The Executive Committee develops the *Handbook* for BOD approval.
 - b) The Executive Committee develops the major goals and policies for LDMS. These leaders may be Deaf or if hearing, conversant in ASL.
- 9) The **National Leader** (Executive Director) will be the Chief Operating Officer. If he is not deaf, he shall be conversant in ASL. He will choose the other national staff persons and the project leaders, subject to oversight by the Board of Directors. He will develop the long term and annual goals.
- 10) Other **National staff leaders** shall include 1) a **Chief Resource Gatherer** and consultant to District branches; and 2) a **Chief Financial Officer**/Internal Auditor/Treasurer who will also be a consultant to the District Chapters. These leaders will probably be hearing and able to communicate in ASL.
- 11) There will be **Project leaders**. They will usually be volunteers. They will be in charge of the LDMS projects:
- Deaf LITES
 - Interpreter Support Group
 - Deaf Pah!
 - Deaf Institute of Theology
 - Ephphatha Conference
 - Partner Churches
- 12) There are **District Branches of LDMS**. The District Branches shall adopt and follow the same *By-laws and Handbook* as the National Organization. They may write additional sections of the National Handbook to govern their operations. They will be the primary fund-raisers for the LDMS Purpose in their Branch area. They will also be the primary fund-raisers in their Branch area for the National Projects. Each month 10% of their donations shall be transferred to the National office for the National Projects. The three national staff leaders shall assist the District Branch's leaders upon request.
- 13) Each District Branch shall have its own Administrative leaders (President and Secretary). Subject to LDMS & IRS approval, they may use the LDMS 501(c)(3) IRS permit for receiving Donors.

BRANCH ORGANIZATION CHART

