

WASHINGTON LIBRARY ASSOCIATION

Financial Policies and Procedures

Approved April 5, 1995

Revised September, 2000

Revised April, 2001

Approved June 1, 2001

Revised and Approved April 2014

Revised and Approved September 2017

Revised and Approved February 2024

GENERAL

The Washington Library Association (WLA) is a 501(c)(3) Corporation, which is a not-for-profit corporation. The Washington Library Association leads, advocates, educates, and connects.

1. WLA recognizes a fiscal year beginning with January 1st and ending with December 31st.
2. As a Corporation, WLA is required to conduct its accounting practices on an accrual basis as established by the Internal Revenue Code Section 448.
3. WLA bases its accounting practices on Generally Accepted Accounting Principles (GAAP).
4. WLA prepares and files Internal Revenue Service (IRS) Form 990 on a yearly basis. This form is due within five months of the close of the Fiscal Year.
5. The WLA President, Vice President, or the President's designee must review all contracts and agreements. Upon approval, the Executive Director shall sign all contracts and agreements.
6. The WLA Board must adopt all rate and fee structures, e.g., *Alki* subscriptions and advertising rates, and other publication prices, and other workshops or special projects, as recommended by the appropriate WLA Board, Committee member(s), Division(s) or Section(s). This is done through adoption of the annual budgets or by special session.
7. The Executive Director is authorized to pay approved bills of WLA. A Financial report will be given at each WLA Board meeting.
8. The Treasurer and President receive monthly financial reports that are generated by the WLA Bookkeeper, and which will be submitted by the Treasurer for acceptance by the Board upon request.
9. All financial decisions will be made with consideration of WLA's current social justice statements and WLA values.

MEMBERSHIP DUES

Membership dues generate the majority of revenue for WLA. WLA will assess fair membership dues to sufficiently meet the operating needs of WLA. The dues structure will be reviewed as necessary by the Finance Committee, or by another Committee as directed by the President or Board, and recommendations will be given to the WLA Board for adoption by the organization.

1. The Finance, or other Committee as directed, will recommend changes in the dues for approval to the WLA Board.
2. Any changes in the dues structure must be made far enough in advance to allow the membership to reflect the change in their agency budgets.
3. The WLA Office will send dues statements to all current individual members and institutional members no later than one month prior to the end of the join/renewal date.
4. Dues are due by the anniversary of the join/renewal date. (Bylaws Article IV)

GIFTS AND DONATIONS

1. WLA solicits and accepts gifts that are consistent with its mission.
2. Donations will generally be accepted from individuals, partnerships, corporations, foundations, government agencies, or other entities, without limitations.
3. In the course of its regular fundraising activities, WLA will accept donations of money, real property, personal property, stock, and in-kind services.

4. Certain types of gifts must be reviewed prior to acceptance due to the special liabilities they may pose for WLA. Examples of gifts which will be subject to review include gifts of real property, gifts of personal property, and gifts of securities.

CASH AND CASH RECEIPTS

WLA will maintain an adequate cash receiving system that will document all cash transactions of the organization.

1. WLA will accept payment of dues and designated conference registration through the use of credit cards. WLA incurs a relative percentage expense for each transaction, but will continue to offer this service as a convenience to its membership.
2. The WLA Office is responsible for billing and maintaining all accounts receivables for the organization. Accounts receivable include all conference and workshop billings for purchase orders and other outstanding fees due to the organization. A copy of the aged accounts receivable will be forwarded to the Treasurer on a monthly basis.
3. The WLA Office receives and deposits all cash for WLA.
4. The bank statements are provided electronically and/or mailed to the WLA Office for reconciliation.

CASH DISBURSEMENTS

The WLA Treasurer is responsible for the timely payment of all operating obligations.

1. The WLA Office is responsible for maintaining ongoing operating obligations, including, but not limited to, management fee payment, disbursements to vendors, reimbursements to members, and other expenses as directed in the WLA budget.
2. The WLA Office is authorized to pay vouchers that are submitted by the Treasurer, President, Division Chair(s) or Section Chair(s). Supporting documentation must include original invoices or expense reports and clear description of what payment is for.
3. The WLA Office will maintain appropriate records that will substantiate disbursements and support the preparation of the financial statements. Records will include original voucher with original signature(s) and original invoice(s) or source document(s). A copy of the check voucher will be attached to each invoice/check request, or expense report.
4. Once a month, the financial statements are submitted to the Treasurer for Review. In the case of online review, the Treasurer will file an email response.
5. Because WLA must report on an accrual basis, all outstanding invoices must be recorded and reported as accounts payable at the close of the fiscal year for preparation of the financial statements, including any outstanding invoices for conferences and workshops.
6. The WLA Office will seek Board pre-approval for any unbudgeted expense item above \$1,000.

CHECKING, SAVINGS, CREDIT AND INVESTMENT ACCOUNTS

1. Checking, savings and credit card accounts will be established as the need arises for WLA. Adequate record keeping will be maintained on the name, address, account number, and nature of specified accounts.
2. The WLA Executive Director and WLA Treasurer will monitor all cash accounts, current assets and commitments, and cash flow. The WLA Executive Director will report these amounts on the monthly financial statements which are distributed to the Treasurer and President and at Board meetings and on any other reporting schedule the President and the Treasurer may agree to establish.
 - a. Funds in excess of the immediate needs of the organization, as determined by the Finance Committee, shall be invested in WLA's Investment account, per current Board-approved Investment Guidelines
3. The Executive Director must be the signatory on all WLA accounts.

4. Monthly statements of activity will be provided to the President and Treasurer.
5. All bank accounts will be reconciled monthly by the WLA Office.

BUDGET

The budget is a guideline for the fiscal activities and operations of WLA. Law does not require it. WLA will make all attempts to live within the structure of the budget, while realizing that, at times, adjustments will be made. Deviations from the budget can be approved by motion of the Board. The Executive Director is authorized to pay all legal obligations of WLA. If these amounts exceed the budget, a notation is made on the financial records, and presented to the Board. The budget is a guideline and a tool to allow the Board to make fiscally responsible decisions about the financial resources of WLA

1. The fiscal year runs from January 1st to December 31st.
2. The Finance Committee, which develops the annual budget, is composed of the Treasurer, who is the chair; President, Vice President/President-Elect; Executive Director who is staff liaison to the Committee; and at least two additional off-board Committee members. Division membership of off-board Committee members will be taken into consideration to ensure Divisional representation.
3. Following the election of new Board officers, the new officers will also be invited to participate in the budget process.
4. The Finance Committee may meet in person, work online, over the phone, or use e-mail to prepare documents.
5. The Treasurer will notify all Division, Section and Committee chairs of the format and deadline for submitting budget requests for their individual groups.
6. The budget will be approved by the WLA Board by November 30th.
7. WLA will utilize zero-based budgeting policies. All categories will begin the new fiscal year with a new budget. WLA intends to maintain a balanced budget. Therefore, the budget will reflect revenues equal to or exceeding expenses to be presented to the WLA Board for adoption. Any projected use of the fund balance must be submitted to the Finance Committee and approved by the Board.

ASSOCIATION MANAGEMENT

WLA has the authority to hire contractors or an association management company, and to contract for other services as deemed necessary to carry out the tasks of WLA. The Board shall approve each position, including classification, percentage of time and associated benefits, or elect to hire an association management company at an agreed upon monthly management fee. The President, and/or others as assigned, will draft the contracts by November 30th for implementation on January 1st, the first day of the new fiscal year. WLA retains the option of determining the type of contractor based on the needs of the organization, the "Fair Labor Standards Act," and IRS guidelines. The President will discuss with the Treasurer any projected changes that will affect the budget.

1. The Executive Director is authorized to sign, on behalf of WLA, contracts that are approved by the Board.
2. Paid positions may include, but are not limited to, Executive Director, *Alki* Editor, *Alki* Web Editor, Conference Program Coordinator, and Legislative Lobbyist/Consultant(s).
3. Independent contractors must meet IRS regulations and will be paid on a negotiated contract basis. All independent contractors must submit a W9. A corresponding 1099 will be completed by WLA at the end of the calendar year.

Reimbursement of expenses will be outlined in each individual contract. Expenses may include mileage, copy charges, miscellaneous supplies, and conference registration and travel. An expense report with all original receipts and mileage for authorized expenditures will be submitted at the end of each month to the Executive Director and/or Treasurer for review and approval. WLA recognizes that the IRS requires additional documentation on the reimbursement of some expenses. IRS regulations

may make reimbursements of certain items taxable to the employee. In this case, independent contractors are also considered “employees” and subject to the same IRS guidelines.

ASSOCIATION OPERATIONAL EXPENSES

OFFICE SUPPLIES

WLA will purchase office supplies necessary to operate WLA’s business office.

BOARD AND OTHER POSITION REIMBURSEMENTS

1. All WLA officers as defined by the Bylaws, any Committee Chair, Division or Section Chair, or other person requested by the President or the Board to attend a WLA Board meeting may be authorized for reimbursement for transportation and lodging expenses for attendance at the meeting, either as specified within the budget, or by prior approval by the President. If the Board meeting is prior to the annual conference, travel and lodging for the night prior to the beginning of the conference will not be reimbursed.
2. Any authorized mileage and meal reimbursements are at the amount set forth by the Washington State per diem chart at the time the expenses were accrued.
3. WLA recognizes any payment for meals may be subject to IRS regulations, which may result in tax liabilities for the officers.
4. Expenses for travel to/from and lodging at the annual conference are not authorized for reimbursement.
5. Reimbursement will be made for reasonable expenses associated with the carrying out of the duties of the office to the extent budgeted. This may include, but is not limited, to copying costs and office supplies.

SPECIAL FUNDING FOR BOARD POSITIONS

Any board position may submit a budget request for consideration. The following positions are normally funded pending budget approval of specific stipend amounts. WLA recognizes the IRS regulations for travel and requires documentation for all expenses. In this instance the IRS recognizes this position the same as an “employee,” and certain reimbursements may have tax reporting liability. Any reimbursed expenses that fall in this category will be reported on Form 1099:

President:

Expenses for travel, lodging, meals, registration, and miscellaneous expenses for attendance at WLA and other conferences will be reimbursed, in alignment with priorities set by the Board and President in timely discussions, and within approved budget amounts.

ALA Councilor:

Expenses for travel, lodging, meals, registration, and miscellaneous expenses for attendance at the ALA LibLearnX and the ALA Annual Conference will be reimbursed within approved budget amounts.

COMMITTEES

Expenditures must be within the approved budget and authorized by the Committee Chair on the standard WLA voucher. (See Vouchers. See WLA Board Meetings.)

DIVISIONS AND SECTIONS

Expenditures must be within the approved budget or as otherwise authorized by the Board.

DIVISION, SECTION OR COMMITTEE SPECIAL PROJECTS

1. WLA Board-authorized projects which require multiple years to plan and complete will be re-budgeted each year.
2. The Division/Section/Committee will allocate the monies for special projects within the overall Division/Section/Committee projects allocation established by the Board
3. The Division/Section/Committee will review fees charged for activities and report to the Board.
4. The Division/Section/Committee Chair will report on funded activities/projects to the Board.
5. If advance payment is needed to get a budgeted project started, a voucher signed by the Division/Section/Committee Chair must be sent to the Treasurer for approval.
6. Divisions and Sections will retain fifty percent of the net profits generated by a workshop or other for-fee WLA event that they sponsor. The funds are maintained in restricted accounts for each Division or Section.
7. WLA expects that workshops sponsored by Divisions/Sections or other Committees will not have a negative budget impact on WLA.

CONFERENCE

All fees for the Conference must be approved by the WLA Board.

1. Meal expenditures for WLA award winners at the awards presentation, and Conference registration for the scholarship winner(s) will be paid by WLA. The cost of a meal (business luncheon or evening banquet) will be paid by WLA for specially designated representatives at conferences (ALA/PNLA President, etc.).
2. WLA recognizes that certain reimbursements, including scholarship winners and certain meal reimbursements may be subject to IRS tax reporting regulations.

SCHOLARSHIP

1. As able, WLA offers a scholarship(s) for eligible participants who are enrolled in an accredited library school(s).
2. The scholarship recipient is responsible for informing the WLA Treasurer and Executive Director of the best way to fund the tuition.
3. WLA recognizes that certain reimbursements, including some scholarship awards, may be subject to IRS tax reporting regulations.

HONORIA FOR WLA MEMBERS

1. Generally, no honoraria are paid to WLA members for WLA-sponsored programs unless it is a special event, such as a pre-conference workshop or keynote speech, or as otherwise authorized by the Board.
2. A registration fee may be waived by the WLA Board or its designee, the Conference Chair, when the member is responsible for presenting a major part of the program.
3. Expenses, i.e. travel and lodging, may be paid to a speaker who is also a WLA member. Meals may be paid for by the Conference, approved by the Conference Chair(s).

AUDIT/AUDITOR/INTERNAL REVIEW

1. WLA may from time to time conduct an external audit in keeping with best practices for nonprofit associations.
2. The audit or review shall be conducted within six months after the end of the fiscal year.
3. The outgoing Treasurer will work closely with the incoming Treasurer to transition the close of the financial records from the election of the officers until the close of the fiscal year.
4. The WLA Office will compile the information for the CPA firm to prepare the Form 990 on an annual basis.
5. The Treasurer may choose to have a CPA firm oversee or prepare other required reporting documents as deemed necessary. These may include, but are not limited to the Form 990, 941 reporting, Labor and Industry, Department of Revenue, Public Disclosure, W2, 1099s, and any other required documents.