

POLICY AND PROCEDURES FOR SERVICE CREDITS

1. POLICY: Starting in 2016, SLSA requires Full Members to accrue five (5) service credits per year to maintain their full membership status. Associate Members must accrue fifteen (15) service credits and be a member for five (5) consecutive years to qualify for full membership. The reasons for requiring members to accrue service credits are:

(A) SLSA is a “social and recreational club” that enjoys favorable tax status as a nonprofit corporation under IRC 501(c)(7). To qualify SLSA must encourage the “commingling” of its members for social, recreational, or similar purposes”;

(B) SLSA recognizes that its members possess a broad range of skills, talents and experiences. SLSA wants its members to participate in the operation and governing of the Association and contribute a small portion of those skills, talents and experiences to benefit both SLSA and its members; and

(C) For more than eighty years, SLSA has had a positive impact on both its members and the community at large. In order to continue to have a positive influence, the membership must take an active interest in the operation and governing of the Association.

2. WHAT IS A “SERVICE CREDIT”: A Service Credit is a unit of participation by a member in the events, operations or governing of the Association. The term service credit is to be broadly defined to include all forms of membership participation that directly or indirectly benefit SLSA.

3. EXAMPLES OF “SERVICE CREDITS”: A Service Credit is awarded to a member for participation in any SLSA sponsored event or match, volunteering assistance in its operations, and participating in the governing of the Association. For example, a member is awarded a service credit for participating in any of the monthly matches held for rifle, pistol, shotgun and archery. A member is also awarded service credits for volunteering his/her time to assist one of SLSA’s Committees, or help in organizing or running one of the events or matches. Service credits are also awarded for participating in the governing of the Association; such as attending a general meeting, providing assistance to an officer or board member in performing their duties, or holding an office or a position on the Board.

4. HOW MANY “SERVICE CREDITS” ARE AWARDED PER PARTICIPATION: A member is awarded one (1) Service Credit for each time he or she participates in a sponsored event or match. One (1) Service Credit is awarded for each General Meeting attended by a member. A member can fulfill all of his or her Service Credits by joining a Committee or a sponsored match or event group and providing assistance, as requested. The Committee Chairman or Group director for which the member’s participation occurs shall determine the number of Service Credits earned for the participation.

5. WHAT IF I DO NOT WANT TO PERFORM ANY “SERVICE CREDITS”: Service credits are a means of promoting membership participation in SLSA. They are not compulsory.

A member that does not participate has the right to use the facilities and ranges to the same extent as a fully participating member. The annual dues will be the same for both Associate and Full Members.

If a Full Member does not fulfill the annual Service Credit minimum, he or she will lose the rights and privileges of Full Membership and become an Associate Member. An Associate Membership is a non-equity membership in SLSA. An Associate Member may not vote in SLSA elections, hold an elective office, nor have any rights granted to a Full Member pursuant to the Bylaws and the California Corporations Code. (See Bylaws for details).

A member that does not perform any service credits that directly benefit SLSA may not claim any credit toward the annual dues.

6. WHAT HAPPENS IF THE MINIMUM “SERVICE CREDITS” ARE NOT EARNED: A Full Member that does not earn the minimum number of annual Service Credits will be listed on the membership roll as an Associate Member the following year, and will lose the rights of full membership. A Full Member that has lost full membership due to insufficient participation shall be restored to full membership by (i) earning the number of missed Service Credits for the prior year(s), and (ii) earning the minimum number of Service Credits for the current year.

For example, if a member only earns three (3) Service Credits in 2016, he or she will be an Associate Member for 2017. Provided the member earns seven (7) Service credits in 2017, the member will be restored to Full Membership in 2018.

7. WHAT IF I AM UNABLE TO PROVIDE ANY SERVICE TO SLSA: If for any reason a Full Member is unable to earn Service Credits, the member shall contact the Board, in writing, and explain the reasons. The Board will consider all of the reasons for inability to provide service and will either grant an exemption from service or seek to accommodate the member with an alternative to service. A request for excuse of service will be liberally considered.

8. ARE ANY “FULL MEMBERS” NOT REQUIRED TO PERFORM “SERVICE CREDITS”: Yes. A Full Member is not required to perform any additional service or earn any service credits without losing full membership, as follows:

(a.) Life Members are not required to perform any additional service credits to maintain his or her Full Membership. A Life Membership is an honorary award granted to a member that distinguishes himself or herself for extraordinary service and dedication to SLSA; and

(b.) A Full Member that has reached his or her seventh (7th) birthday, and has been a member for, at least, ten (10) years is not required to perform any additional service or earn Service Credits.

9. CAN “SERVICE CREDITS” BE USED AS A PARTIAL CREDIT TOWARD ANNUAL DUES: In the past, SLSA allowed members that participate in work parties to deduct from their annual dues up to ten dollars (\$10) per work party for a maximum of thirty dollars (\$30). Commencing in 2016, a member that earns service credits that constitute a “direct benefit” to the Association may deduct ten dollars (\$10) per Service Credit for a maximum of thirty dollars (\$30). A “direct benefit” is defined

as a Service Credit earned by the member using his or her time and skill to improve or maintain the operations, governing or reputation of SLSA.

For example, providing time and service to a Committee or assisting in the conduct and operation of an event or match will qualify as a direct benefit to SLSA and entitle the member to a partial deduction toward the annual dues. A member's participation in a sponsored event or match, becoming a member of a Committee without performing actual service, or mere attendance at a general meeting is an indirect benefit to SLSA, and while constituting a "Service Credit" does not entitle the member for a partial deduction toward the annual dues.

Additional incentives and credits toward the annual dues may be granted to members participating in certain activities, or as determined by the Board to be appropriate for a member providing extraordinary service.

10. REPORTING "SERVICE CREDITS": Each member shall state in their application for renewal of membership the total number of service credits earned the prior year. The member may also claim a credit of ten dollars (\$10), not to exceed thirty dollars (\$30), for each qualifying Service Credit that was a direct benefit to SLSA.

SLSA reserves the right to audit a member's claim for earned Service Credits up to one year following the date of the application for membership renewal. If requested to provide proof of earned Service Credits, a member must obtain and submit a certificate from the Committee or group served signed by the Committee Chairman or Director stating the number of Service Credits earned during the prior year.

11. SERVICE CREDIT ROLLOVER: If a Full Member is unable to earn the minimum number of Service Credits required, the member may rollover excess Service Credits earned during the prior year; provided (a) the Service Credits qualify as a direct benefit to SLSA, and (b) the rollover Service Credits were performed no later than two (2) years from the time the rollover is requested. Rollover Service Credits may not be applied for credits toward the annual dues.

12. SERVICE CREDITS ARE NOT TRANSFERABLE: Service Credits are the property of the member earning the credit and may not be transferred or assigned.

13. COMMITTEE DIRECTORY: Attached is a "SLSA COMMITTEE STRUCTURE" diagram showing the Committees and Groups that a member may join to earn qualifying Service Credits. To join a member will contact the Committee Chairman or Group Director, at the number or address provided, and state their particular skills, ability and availability to assist that Committee or Group. The Committee Chairman or Group Director shall have the discretion to accept or decline the member based on the information provided. If declined, the member shall make an effort to join another Committee or Group.

14. WHAT IF I AM DECLINED TO JOIN A COMMITTEE, OR DO JOIN AND AM NOT ASKED TO PROVIDE ASSISTANCE: A member that is declined to join a Committee or Group is excused from having to earn any Service Credits during the membership year; provided the member makes two (2) additional attempts to join a different Committee or Group and is declined a total of three (3) times.

If a member joins a Committee or Group and is not requested to participate in any of the Committee or Group's activities during the membership year or given the opportunity to fulfill all the Service Credit requirements, the member will be deemed to have earned all required Service credits for that year. However, Service Credits earned by nonparticipation may not be used by the member for credits toward annual dues.

15. EFFECTIVE DATE AND MODIFICATIONS TO POLICY: The policy and procedures set forth above are effective on January 1, 2016. SLSA reserves the right to modify the procedures, in its discretion, to best serve the needs of the membership.

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SLSA COMMITTEE PLAN

President

Vice-President

Finance Committee

Public Relations Committee

Administration & Membership Committee

Safety Committee

Improvement & Maintenance Committee

Shooting Sports & Event Committee

Black Powder - Varmint Rifle - Junior Rifle - Trap & Skeet - Tactical Pistol - Archery - Money Shoot - Components - Junior Shotgun - High Power Rifle

PRESIDENT: The President is a member of all SLSA Committees. His function is to observe the Committee operations and ensure that they perform their stated objectives. The President will require each Committee Chair and each match Director to present a report of its activities at the monthly General Meeting.

VICE-PRESIDENT: The Vice-President is a member of all Committees and will share with the President the duties and responsibilities to ensure that the Committees are performing their stated objectives. In performing these duties and responsibilities the Vice-President shall have the same powers as the President.

FINANCE COMMITTEE (“FC”): The FC shall oversee all financial matters of SLSA; including banking, accounting, budgeting, and auditing. The FC shall prepare financial statements and budgets for the review and approval of the Board. The FC shall issue opinions and recommendations as to all proposed financial expenditures. The FC shall oversee the accounting, banking and auditing of Component Sales (Joe Franzone).

The Treasurer shall be the committee chair. The President and the Trap Director shall be the initial vice-chairs. Other Directors and selected SLSA members may also serve on the committee.

PUBLIC RELATIONS COMMITTEE (“PRC”): The PRC shall coordinate all public relations for SLSA. This will include print, radio and television announcements and advertising, and community relations. The PRC shall also prepare and circulate intra-Association media, including the newsletter, for SLSA announcements and events. The PRC shall respond to all general members and outside inquiries.

The committee chair shall be elected by the Board. The Vice-President shall be the initial vice-chair. Other Directors and selected SLSA members may also serve on the committee.

ADMINISTRATION & MEMBERSHIP COMMITTEE (“AMC”): The AMC shall oversee all administration and membership matters for SLSA. This shall include the maintenance and preparation of corporate records and minutes, the preparation, maintenance and updating of membership lists and rolls, preparing and processing membership renewals and new membership applications, and all other matters pertaining to the administration of SLSA and its members. The AMC will present rules and guidelines for “Service Credits”.

The Secretary shall be the committee chair. The committee chair shall appoint a vice-chair(s). Other Directors and selected SLSA members may also serve on the committee.

SAFETY COMMITTEE (“SC”): The SC shall be responsible for establishing and enforcing all Standard Operating Procedures and rules (“SOP”) for the Rifle and Pistol Range, the Trap and Skeet Range, the Archery Range and the Upper Range (LE Range). The SC shall also establish and operate a Range Safety Officer program. The SC shall review all security camera recordings and report any serious safety violations to the Board; recommend if the reported violation requires a hearing for expulsion, suspension or other discipline of a member in violation of the Standard Operating Procedures; and

notify, in writing, any member committing a serious safety violation of the reason for, and time and date of the hearing.

The committee chair shall be a Member at Large. The Vice-President and the Executive Director shall be the initial vice-chairs. Other Directors and selected SLSA members may also serve on the committee.

IMPROVEMENT & MAINTENANCE COMMITTEE (“IMC”): The IMC shall oversee the maintenance and improvements for all SLSA facilities and ranges. The IMC shall prepare, in writing, a proposal for needed improvements and maintenance of the facilities and ranges for each calendar year; together with an itemized cost estimate and time for completion for each maintenance and improvement item. The IMC shall take all necessary steps to see the projects to completion within the approved budget.

The Executive Director shall be the committee chair. The Rifle & Pistol Director and the Skeet Director shall be the initial vice-chairs. Other Directors and selected SLSA members may also serve on the committee.

SHOOTING SPORTS & EVENT COMMITTEE (“SEC”): The SEC shall oversee all events and matches held by SLSA. The SEC shall be responsible to approve, calendar and staff matches and events. The SEC shall manage the match directors for all regularly scheduled matches; including Black Powder, Varmint Rifle, Junior rifle, Trap & Skeet, Archery, Junior Shotgun, Money Shoot, and High Power Rifle. The SEC shall coordinate and schedule all special events and shoots; including the Turkey shoots, ATA and DCM events.

The Junior Rifle Director shall be the committee chair. A Member at Large shall be the initial vice-chair. Other Directors and selected SLSA members may also serve on the committee.