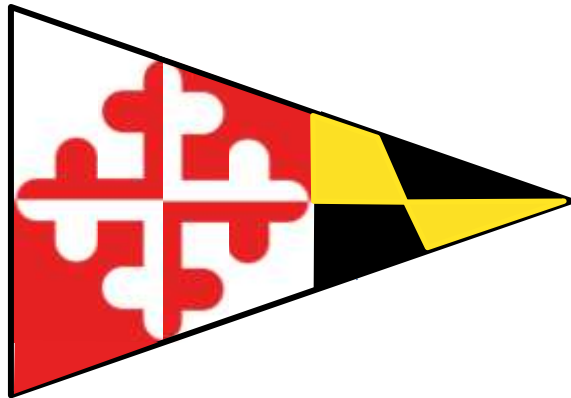


SMSA POLICY MANUAL
Change 17: 5 March 2018

**SOUTHERN MARYLAND SAILING ASSOCIATION
(SMSA)**

POLICY MANUAL



P.O. Box 262
SOLOMONS, MARYLAND 20688
<http://www.smsa.com>

SMSA POLICY MANUAL

REVISION HISTORY

Change Number	Date	Changed Pages	Description
0	10 Jan 2008	N/A	Original Release of the document
1	8 Jan 2009	Cover Page, i, ii, I-2, I-3, I-4, I-5, I-6, I-7, I-10, I-11, I-12, I-13, I-14, I-15, I-16, I-17, II-5, II-M-1, II-M-2	Revised BOD policies for 2009. Revised By-Laws. Revised Leadership Roster. Deleted Woman's Program Committee Chair procedures and added Training Program Committee Chair procedures.
2	11 May 2009	Cover Page, i, ii, I-7, I-18, I-19	BOD adopted SMSA Workplace Policy and employee acknowledgement for EEO and insurance compliance.
3	11 Jan 2010	Cover Page, i, ii, I-3, I-5, I-6, I-7, II-1, II-2, II-3, II-4, II-5, II-O-1	Revised BOD policies for 2010. Revised Leadership Roster. Corrected typos. Added Appendix O for Bar Manager Committee Chair.
4	10 Jan 2011	Cover Page, i, I-5, I-6, I-7, I-10, I-17, II-5	Revised BOD policies, dues, and fees for the 2011 season. Incorporated By-Laws change for eligibility requirements for Commodore position. Revised Leadership Roster.
5	13 Jun 2011	i, I-7	Added SMSA Key Policy to establish procedures and distribution of clubhouse keys.
6	12 Dec 2011	Cover Page, i, ii, I-5, I-6, I-7, I-8, II-5, II-O-1, II-O-2	Established dues and fees for the 2012 season. Revised Small Boat Dry Storage policy. Added policy for members only race participation. Added policy for implementation of member payment plans. Revised Leadership Roster. Added Bar Manager descriptions of duties.
7	9 Jan 2012	Cover Page, i, I-6, I-7, II-5	Revised Transient Dockage policy. Revised annual dues for 2012. Revised Members Only Race Participation policy. Revised Leadership Roster.
8	14 Jan 2013	Cover Page, i, ii, 1, 3, 4, I-6, I-7, I-11, I-18, II-H-2, II-H-3, II-K-1, II-K-2, II-K-3, II-K-4, II-L-1, II-L-2, II-L-3,	Revised Introduction section. Added Organization Chart. Moved Leadership Roster up to Introduction section and revised. Incorporated By-Laws changes approved on 7 May 2012. Revised Appendix H Cruise Program. Revised Appendix K Public Relations. Revised Appendix L Junior Program. Added Appendix P Special Events. Established dues and fees for the 2013 season.
9	13 Jan 2014	Cover Page, i, 3, 4, I-6, I-7	Revised Org Chart to reflect current committee chair structure, Updated dates to reflect BOD approved dues and fees for 2014 season. Updated Leadership Roster.
10	3 Mar 2014	Cover Page, i, II-D-3, II-D-4, II-D-5, II-D-6	Updated Treasurer Roles and Responsibilities in accordance with input from Jim Whited.
11	12 Jan 2015	Cover Page, i, 4, I-3, I-6, I-7	2015 BOD adopted Policy Manual. Revised annual dues for 2015. Updated Leadership Roster. Administrative changes to policies and procedures for clarification.

SMSA POLICY MANUAL
 Change 17: 5 March 2018

Change Number	Date	Changed Pages	Description
12	3 Feb 2015	Cover Page, I-1 thru I-5, I-7, II-1 thru II-4, II-O-1, II-O-2	Administrative changes to policies and procedures for clarification.
13	11 May 2015	Cover Page, ii, I-3, I-5, I-6, I-8	Revised Big Boat Storage and Small Boat Storage policies. Added new policy for prorating dues for Active Duty Military Orders.
14	14 Sep 2015	Cover Page, ii, I-4, I-5, I-6	BOD revised policies for Clubhouse Usage Rules and for Small Boat Dry Storage.
15	7 Nov 2015	Cover Page, ii, I-11, I-14, I-16, I-18	Incorporated revisions to By-Laws approved at the Annual Meeting on 7 Nov 2015.
16	8 Jan 2018	Cover Page, 2, 3, 4, I-2, I-3, I-5, I-6, I-7, I-8, I-12, II-1, II-3	Correct the burgee & eliminate extraneous change identification on Cover Page. Updated Document Overview (Sec II Operating Procedures & Info). Updated Org Chart. Updated Leadership, Chair & Volunteer Rosters. Updated policies for Former Dependent Children, Club Stationary Letterhead & Logo, E-Clew & Minutes, Big Boat Slip Rental, BOD Meeting Minutes, Small Boat Dry Storage, Transient Dockage, Annual Dues & Initiation Fee, Member Race Fees, Dog Policy and Small Boat Checkout Policy. Removed the policies for Yearbook & Race Circular as well as the Payment Plans for Annual Dues, Race Fees, Slip Rental, and Dry Storage. Moved the By-Law revision list in front of the By-Laws and updated the By-Laws as approved. In Section II updated the Policy Manual Updates and Meetings of the BOD.
17	5 March 2018	Cover Page, iii, 2, 4, 5, I-4, I-6, I-7, A-1, B-1	Updated Leadership Roster section. Added e-mail distribution lists. Removed Operating Procedures and Information from this manual and created a separate Operations Manual. Updated policy for New Member Dues, Active Duty Military Orders, removed invoicing from Smallboat Dry Storage, moved Clubhouse rules and Smallboat checkout to their own appendices.

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INTRODUCTION

BACKGROUND

“This document will serve as a guide to the various Officers, Directors and Committee Chairs for their conduct and execution of their SMSA duties. The 2006 Governance Committee formulated the inputs and updates that follow. The guide is built upon earlier policies and incorporated procedures that were found to provide the best operational system after many years in practice. In the past, the pass down of information from one board to the next was lacking in definition and structure and in some cases for certain positions it was nonexistent. These policies and procedures are not perfect but they have been derived from our experience and interest for the future of SMSA. This manual will be updated as necessary and re-adopted by each incoming Board of Directors and Chairs. In no way shall these recommendations and responsibilities supersede or modify the Articles of Incorporation and By-laws of SMSA.”

Southern Maryland Sailing Association, 2006 Governance Committee

MISSION STATEMENT

The ‘*Mission*’ of SMSA is to organize and operate a corporation exclusively for educational, charitable, promotional, and propagation purposes in connection with sailing and all matters of sailing activities. [*SMSA Articles of Incorporation (Article 2, section B).*]

VISION

It is the ‘*Vision*’ of SMSA to continue to be the premiere sailing outlet in the Southern Maryland region. We will to continue to provide our members the best venue for on-the-water racing and cruising events as well as on-shore social activities. We believe that we will be realizing our mission by continuing to provide opportunities for participation in our club events.

Specifically, we will pursue the following to achieve our vision:

- Schedule, plan and run quality race events.
- Schedule, plan and run cruises.
- Schedule, plan and host social events.
- Develop a plan to acquire a permanent/semi-permanent clubhouse facility for future club activities.

DOCUMENT OVERVIEW

The intent of the Southern Maryland Sailing Association (SMSA) Policy Manual is to be a working, living document, in that the content of the document should never be considered final or unchangeable. As you use this document, comments, additions and modifications are requested to keep its content current and informative.

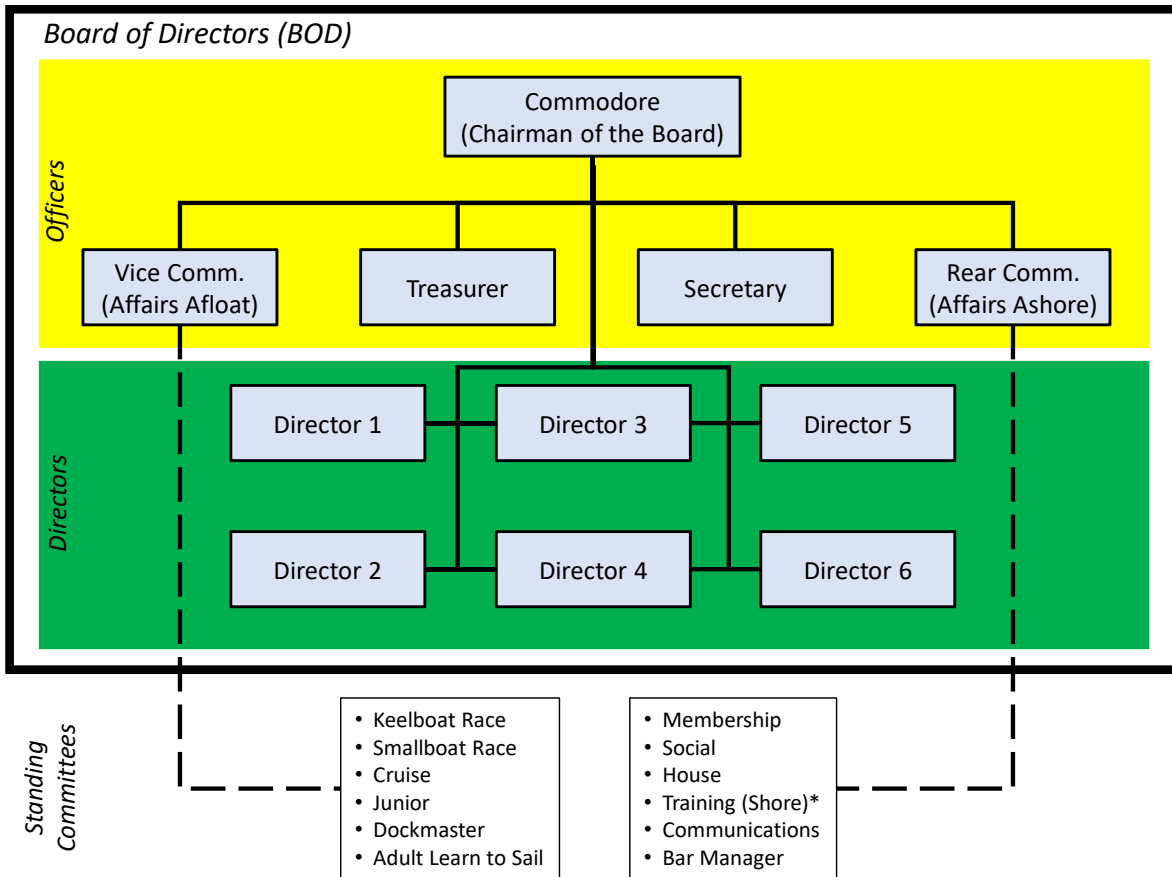
The **INTRODUCTION** to this manual includes SMSA's Mission Statement and Vision, for guidance and should be read and understood by all incoming association leaders to ensure that each Board of Directors (BOD) continues working to support the SMSA mission and long-term vision. The Mission Statement is derived from the corporation purposes stated in the Articles of Incorporation, Bylaws and their revisions. The Vision declares the future direction of the club, which by its very nature is ever-changing.

The **SECTION I: POLICY** portion of this manual contains SMSA Policy matters that govern the conduct of our business in accordance with the Articles of Incorporation, By-Laws, and Active SMSA BOD Policies. Changes to the By-Laws or Articles of Incorporation can only be made by vote of the membership in accordance with procedures contained in the By-Laws. The list of Active SMSA BOD Policies contains policies that have been established by formal motion and vote of approval by previous Board of Governors (BOG) or Board of Directors (BOD). These policies are considered binding until/unless modified/deleted by a formal motion and vote of the BOD.

The Appendices to this Policy Manual are intended to be a single location for our members to find the "How-to's" (ex. how to check out a small boat, how to rent the clubhouse, etc.). Proposed changes to the Appendices shall be approved by the Officers.

All information should be revisited often by Board Members and Committee Chairs to ensure they continue to reflect and direct our programs in support of the club and membership. At a minimum this manual shall be updated annually. Any new input, change or deletion to these sections should be referred to the Rear Commodore or his/her designee as the caretaker of this Manual.

ORGANIZATION CHART



*ex. TAM, First Aid, CPR, etc.

2018 SMSA LEADERSHIP ROSTER

Board of Directors (BOD)		
Position	Name	E-Mail
Commodore	James Whited	commodore@smsa.com
Vice Commodore	Mark Gyorgy	vicecommodore@smsa.com
Rear Commodore	Robin Witte	rearcommodore@smsa.com
Secretary	Lowell Martin	secretary@smsa.com
Treasurer	Kristi Yurko	treasurer@smsa.com
Director	Nichole Doub	NicholeDoub@smsa.com
Director	Rich Freeman	RichFreeman@smsa.com
Director	Jolie Homsher	JolieHomsher@smsa.com
Director	James Keen	JimKeen@smsa.com
Director	Jeff Moore	JeffMoore@smsa.com
Director	Shawn Stanley	ShawnStanley@smsa.com

Committee Chairs		
Position	Name	E-mail
Keelboat Race	Hawk Caldwell	keelboatrace@smsa.com
Smallboat Race	Scott Patterson / Jeff Moore	smallboatrace@smsa.com
Dockmaster	Jolie Homsher	dockmaster@smsa.com
Cruise	Carl Kemp	cruise@smsa.com
Junior	Barbara Whited	junior@smsa.com
Training	Les Griffith	training@smsa.com
House	Jolie Homsher	house@smsa.com
Social	Jody Keen / Betsy Dodge	social@smsa.com
Membership	TBD	membership@smsa.com
Communications	Patty Kimmel	communications@smsa.com
Bar Manager	Todd Porter	barmanager@smsa.com
Adult Learn To Sail	Jimmy Yurko	learntosail@smsa.com

Other Volunteers		
Position	Name	E-mail
CBYRA Rep.	Barbara Whited	CBYRA@smsa.com
Webmaster	Kristi Yurko	webmaster@smsa.com
Clew Editor	Larry Mattivi	clew@smsa.com
RC Boat Captain	Lowell Martin (acting)	rcboat@smsa.com
PHRF Rep.	Marc Briere	PHRF@smsa.com
Scorer	John Kriz	score@smsa.com

E-mail Distribution Lists	
E-mail Address	Distributed To:
officers@smsa.com	Commodore Vice Commodore Rear Commodore Secretary Treasurer
vicechairs@smsa.com	Keelboat Race Smallboat Race Cruise Junior Dockmaster Adult Learn to Sail
rearchairs@smsa.com	Membership Social House Training (Shore) Communications Bar Manager
directors@smsa.com	All 6 directors will be notified
chairs@smsa.com	vicechairs@smsa.com list rearchairs@smsa.com list

SECTION I POLICY

ACTIVE SMSA BOD POLICIES

The SMSA policies listed in the following table have been formally adopted by majority vote of the Board of Directors (BOD) in accordance with the SMSA By-Laws Article I, Section 2. The purpose of these formal policies is to compliment the SMSA By-Laws by providing specific direction, documenting operating procedures, and establishing policies that are not covered elsewhere. The SMSA By-Laws take precedence over any conflict in meaning that may arise from interpretation of these policies.

These policies remain in effect until cancelled by majority vote of the BOD or the membership. Policies that explicitly include an expiration date will expire on that date.

Date Approved	Policy
3 Feb 15	<p>Perpetual Trophies Perpetual trophies will be returned to the clubhouse by the last regularly scheduled Wednesday night race. The Secretary or appropriate committee chair will call trophy holders if trophies are not returned by the last regularly scheduled Wednesday night race.</p>
8 Jan 2018	<p>Corporation Emblem (Burgee) The SMSA Corporate Emblem (Burgee) is hereby described in order that it may be legally protected.</p> <p>The general outline of the burgee shall be that of an isosceles triangle with one short side and two long sides. The short side will be two-thirds of the length of either of the two long sides and shall be mounted vertically as though on a staff. A second vertical line, equidistant from the short side and the narrow angle (point), shall divide the burgee into dexter and sinister sections described heraldically. They shall be: Dexter - quarterly argent and gules, a cross botony counter changed. Sinister - divided fess wise quarterly or and sable in bend.</p> <p>To ensure distinctiveness, embellishment for achievement or merit shall be made by separate ribbons or smaller pennant attached to or flown individually below the burgee or on the port spreader. Such an arrangement shall make the burgee easily recognizable as the emblem of the SMSA.</p> <p>The Corporation burgee may be flown on any sailing vessel owned or chartered by a member, but may not be displayed on a sailing vessel owned by a member and under charter or loan to a non-member (decals are excluded).</p> <p>The traditional location to fly a burgee is at the top of the mainmast. However, if this is not feasible, the second choice is under the starboard, lower spreader.</p>

Date Approved	Policy
Unknown	<p>Use of Emblems The BOD shall obtain and make available to members, all club burgees, emblems, patches, decals, etc.</p> <p>The use of emblems or decals for decorative purposes in homes, offices or automobiles is authorized.</p>
8 Jan 2018	<p>Former Dependent Children Former dependent children who apply for an appropriate membership class on or before their 26th birthday and who are accepted by the BOD, shall not be required to pay an initiation fee.</p>
Unknown	<p>Dress While no uniform dress is prescribed for members as Corporation functions, the display of the Corporation patch on sailing clothes and on blazers or other clothing appropriate for semi-formal occasions is encouraged.</p>
3 Dec 92	<p>Race Sponsors Race Sponsors will be sent written bills for sponsorship.</p>
8 Jan 2018	<p>Club Stationary, Letterhead and Logo Official club stationary can only be used for official club business as represented or approved by the Board of Directors.</p>
7 Nov 95	<p>Cruise Points Cruise points are awarded to the SMSA member, not their boat.</p>
8 Nov 01	<p>Hosted Race Events A BOD vote is required prior to SMSA hosting any regattas (outside of normal SMSA scheduled club race events). Prior to the BOD consideration and vote, a general plan for the regatta must be presented which includes the following:</p> <ol style="list-style-type: none"> 1. A Principal Race Officer (PRO) and race committee must be identified. 2. Support/safety boats must be identified. 3. Volunteer listing. 4. Anticipated number of participating boats. 5. Listing of SMSA members who will participate as class members. 6. Detail of facilities to be used by participants, etc.
8 Jan 2018	<p>E-Clew and Minutes The Clew will be posted on the website. Official minutes of BOD meetings will not be published in the Clew, but Club members may request a copy of BOD minutes from the Secretary.</p>
7 Mar 07	<p>Summer Camp Fees for Grandchildren For Junior Summer Camps, the grandchildren of SMSA members will be offered the same camp fee schedule that is offered to the children of SMSA members.</p>
13 Mar 17	<p>Big Boat Slip Rental Seven slips will be available for lease by annual contract- Jan-Dec. A rental fee of \$3.50 per foot per month will be charged based on a calendar year and a 20ft minimum. The entire rental fee for each slip is to be paid in no more than two payments. At least ½ of the</p>

Date Approved	Policy
	<p>yearly fee must be paid on or before February 28th. The remaining balance of the entire yearly fee must be paid on or before June 1st. No rental fee shall be prorated (except in the case of a boat which has never been slipped at SMSA). The T-Head will remain un-leased and reserved for Transient Dockage.</p> <p>Slips will only be made available to Club Members in good standing and only one slip will be allowed on a continuous basis per membership. Maximum rental period is one year though rentals can renew immediately. Dues or rental fees not paid within 30 days of due date will be considered delinquent and may result in the suspension of docking privileges.</p> <p>Slip availability will be publicized on the SMSA website. In the event demand for dockage space exceeds available slips, a waiting list will be implemented on a first come first serve basis, which will be further decided based on the specific characteristics of each boat on the list to available slip(s) (i.e. length, water-depth, etc.) The Dock Master will attempt to accommodate the boat owner when assigning slips; however, to maintain a safe environment for members and their boats, a boat's overall length, any protrusions, or other potential safety factors will be considered. The Dock Master has the final word in assigning or reassigning or denying a slip.</p> <p>All boats kept at the club should be properly secured and left at the risk of the owner. Boats must be secured with good quality line of appropriate size. No polypropylene line is allowed for mooring boats. The Dock Master will notify a boat owner not in compliance. If necessary, the Dock Master has the right to take corrective action and charge the boat owner for supplies.</p> <p>During bad weather, high winds or choppy seas, boats should be properly secured or removed from the dock. Any damage to the Club property or other boats will be paid for by the boat owner.</p>
7 Mar 07	<p>Long Term Parking On-site long-term parking will not be provided for slip-holders due to the obvious space limitations behind the building. However, slip-holders will be permitted to drive through the gate to the waterfront area and park temporarily for loading and unloading.</p>
10 Apr 07	<p>Insurance and Indemnification All provisions of Article V of the By-laws of the Corporation (Insurance and Indemnification) shall also apply to any SMSA member who signs a license for an SMSA activity (for example, a liquor license for the clubhouse) and by doing so may be exposed to fines, civil damages, legal expenses, or other costs relating to the license and/or the activity covered by the license. This includes, but is not limited to, the following:</p> <ol style="list-style-type: none"> 1. The Board shall procure and maintain adequate and appropriate liability insurance that covers members who sign a license for Corporation activities. 2. The Corporation shall indemnify any member who signs a license for Corporation activities against any and all expenses, including fines, civil or criminal liabilities, and counsel fees, in criminal and /or civil action, reasonably incurred or imposed on such member by virtue of his having signed the license. Such a member shall not be liable to members of the Corporation for any mistake of judgment, negligence, or otherwise, except for his own willful misconduct or bad faith. 3. The Corporation shall defend members who sign a license for Corporation activities in connection with any action, suit, or other proceedings, civil and/or criminal, in which the members are involved by virtue of having signed the license, and shall indemnify them to the extent that costs of such defense including reasonable

Date Approved	Policy
	attorney's fees, damages, and/or fines are not covered by insurance maintained by the Corporation.
5 Mar 2018	<p>Clubhouse Usage Rules The Clubhouse Usage Rules shall be followed in accordance with Appendix A of this Policy Manual.</p>
8 Jan 2018	<p>BOD Meeting Minutes</p> <ol style="list-style-type: none"> 1. SMSA Secretary shall email the draft minutes to Officers, Directors, and Committee Chairs. BOD Members will edit their section of the minutes and email corrections/inputs to the Secretary using "reply all" so all BOD Members are kept apprised of changes. The Secretary edits the final draft and emails to the BOD for approval. 2. All BOD Members must approve the minutes. 3. The ulFull Minutes of Record will be made available to club members upon request to the Secretary. 4. Upload a .pdf copy of the approved minutes to the electronic storage area.
5 Mar 2018	<p>Small Boat Dry Storage Small boat dry storage at the SMSA facility is for privately owned small sailboats (typically "Thursday Night" boats) who will have an opportunity, on a priority basis, to store their boat at the SMSA facility pursuant to the following guidelines:</p> <ol style="list-style-type: none"> 1. All boats must be 20' or less per manufacturer's measurement. Boats must be personally owned (or leased) by the individual renting the storage space. Empty trailers are not permitted and personal items may not be stored on the ground. 2. Storage fees are per boat and are divided into 3 categories: Small, Medium & Large based on a boat's Total Area (Length x Beam per the Manufacturer's Measurement). Small = an area of 28 to 66.59 SF, Medium = 66.6 to 104.69 SF, Large = 104.7 up to approx 143 SF. All small boats (heretofore known as 'dinghies'), will be stored in marked spaces beside and behind the clubhouse with one boat permitted per space. 3. Notice of space availability will be made by Facilities/Dock Master to anyone who has expressed an interest in rental. Spaces will be assigned in the following order of priority: <ol style="list-style-type: none"> a. SMSA members that have paid the Annual Small boat Race fee for the previous racing season <u>and</u> leased a space during the previous rental period. b. SMSA members that have paid the Annual Small boat Race fee for the previous racing season. c. All other SMSA members not meeting the first two criteria. d. Additional spaces requested by SMSA members (see para. 5 below). 4. In the event that demand exceeds the available spaces for any season, the available spaces will be assigned by a lottery of boats of like priority (categories 3a. through 3d. above). 5. If any storage spaces are available after every SMSA member has had the opportunity to lease one, they shall be made available to SMSA members who request an additional spot for a personally owned or leased boat, on a first-come, first-served basis (category 3d above). This request for an additional space should be made during the initial application. 6. Storage spaces may not be sub-leased. 7. Facilities may assign individual spaces with a goal of grouping like-boats together. Space assignments may be reassigned year-to-year, or sooner if a boat's assigned space impedes usability of the storage yard by others or a request is made by a boat owner for a space that has become vacant. (priority will be given to those who paid their storage fees most promptly.)

Date Approved	Policy								
	<p>8. All stored boats and their trailers/dolly must be maintained in seaworthy/proper working condition with tires properly inflated. SMSA retains the right to request a boat be removed from the premises if it is not adequately maintained.</p> <p>9. During certain specific events, SMSA retains the right to require small boats be temporarily removed from the premises by their owner. This right is reserved to allow SMSA to maximize facility use for events/actions that are beneficial to SMSA (hosting one-design or local regattas, necessary construction or improvements, etc.). Failure of the owner to remove their boat from the premises will result in a fee of \$50 per occurrence per boat. SMSA reserves the right to remove the boat(s) from the premises in order to meet club needs and is not responsible for damages that may be incurred. Member is in arrears until the fee is paid.</p> <p>10. Yearly storage fees will be \$190 for Small, \$345 for Medium and \$500 for Large boats. The annual storage period (1 Jan – 31 Dec). The entire rental fee for each slip is to be paid in no more than two payments. At least 1/2 of the yearly fee must be paid on or before February 28th. The remaining balance of the entire yearly fee must be paid on or before June 1st. Proration will only be allowed for boats new to the storage yard.</p>								
8 Jan 2018	<p>Transient Dockage</p> <p>The Dock Master will be responsible for coordinating with members for the over-night transient use of the SMSA dock by both members and members' guests. The Dock Master must be accessible by phone or email to accept reservations and coordinate transient activity at SMSA in advance.</p> <p>SMSA members and their guests will be afforded the opportunity for transient dockage along the T-Head of the existing pier as follows:</p> <ol style="list-style-type: none"> 1. SMSA members may dock overnight (4 p.m. to 10 a.m.) for up to 7 consecutive nights at no charge. SMSA members who remain beyond 7 consecutive nights shall be charged \$0.50 per foot per night. Such stays shall be coordinated through the Dock Master. 2. Guests of SMSA members may dock overnight (4 p.m. to 10 a.m.), for a charge of \$0.50 per foot per night, for up to 7 consecutive nights. All such stays shall be coordinated through the Dock Master by the SMSA member. <p>The T-Head shall be clearly marked with signs stating that the pier is for exclusive use by SMSA members and their guests.</p> <p>Members will be responsible for prompt payment to the Treasurer of any transient docking fees owed, whether for their own personal transient use of the SMSA pier or that of their guests.</p>								
8 Jan 2018	<p>Annual Dues and Initiation Fee</p> <p>For 2018, Regular Membership Dues are set at \$395 and Junior Membership is set at \$60; therefore, in accordance with the By-Laws index, annual dues for 2018 are as follows:</p> <table data-bbox="446 1638 901 1816" style="margin-left: auto; margin-right: auto;"> <tr> <td>Regular Membership</td> <td>\$395.</td> </tr> <tr> <td>Young Adult Membership</td> <td>\$198.</td> </tr> <tr> <td>Emeritus Membership</td> <td>\$198.</td> </tr> <tr> <td>Junior Membership</td> <td>\$60.</td> </tr> </table> <p>2018 Initiation Fee for Regular and Young Adult Membership is \$150. 2018 Initiation Fee for Junior Membership is \$0.</p>	Regular Membership	\$395.	Young Adult Membership	\$198.	Emeritus Membership	\$198.	Junior Membership	\$60.
Regular Membership	\$395.								
Young Adult Membership	\$198.								
Emeritus Membership	\$198.								
Junior Membership	\$60.								

Date Approved	Policy									
5 Mar 2018	<p>New Member Dues The first year's annual dues for new members who join during the course of the year are prorated. Dues are assessed starting the month after the month of application. The full amount of the initiation fee is due upon application.</p>									
8 Jan 2018	<p>2018 Member Race Fees SMSA Race Fees for the 2018 season are established in the following table. Season Race Fees are not available to non-SMSA members.</p> <table border="0" data-bbox="365 483 1421 693"> <thead> <tr> <th></th> <th style="text-align: center;">Keel Boat</th> <th style="text-align: center;">Small Boat</th> </tr> </thead> <tbody> <tr> <td>Season Race Fee (members only): Includes all Frostbite, Wednesday, Thursday, and weekend races. Does not include Screwpile and Small Boat 2 Day Invitational Regatta</td> <td style="text-align: center;">\$300</td> <td style="text-align: center;">\$90</td> </tr> <tr> <td>Individual Race Fee (Per Race):</td> <td style="text-align: center;">\$45</td> <td style="text-align: center;">\$10*</td> </tr> </tbody> </table> <p style="text-align: center;">* Max of 3. After 3 must join for season and pay difference to \$90</p>		Keel Boat	Small Boat	Season Race Fee (members only): Includes all Frostbite, Wednesday, Thursday, and weekend races. Does not include Screwpile and Small Boat 2 Day Invitational Regatta	\$300	\$90	Individual Race Fee (Per Race):	\$45	\$10*
	Keel Boat	Small Boat								
Season Race Fee (members only): Includes all Frostbite, Wednesday, Thursday, and weekend races. Does not include Screwpile and Small Boat 2 Day Invitational Regatta	\$300	\$90								
Individual Race Fee (Per Race):	\$45	\$10*								
11 May 09	<p>Workplace Policy The SMSA Board of Directors has adopted an Equal Employment Opportunity (EEO) Workplace Policy as described further in this SMSA Policy Manual. All employees of SMSA shall be provided a copy of this SMSA Workplace Policy by the appropriate supervisor, Program Chair, Officer, or Director. The signed acknowledgement of understanding shall be forwarded to the SMSA Secretary for recordkeeping purposes.</p>									
3 Feb 15	<p>SMSA Key Policy Key Holders- The following Board Members and Chairpersons will be given an opportunity to obtain a key to the Clubhouse: Commodore, Facilities, Social, Bar, Small Boat and Training. All other Board Members and Chairpersons will be offered the Clubhouse key box combinations which will allow entry to the Front room/Bar areas. Acquiring a key or combination will not be mandatory.</p> <p>Keys must be returned to Facilities <u>or</u> Facilities must be notified when a key is passed to a successor of a Board Member or Chairperson. Facilities will maintain a Key Log and a copy of said Log will be given to the Rear Commodore annually or whenever changes take place.</p> <p>Key Boxes- Key boxes will each hold one (1) key to the Front room/Bar area. One box will be mounted on the front of the building and the second box on the outside of the Bar door. The combination to the key boxes should be guarded and should not be made available to Non-Members. The combination to these boxes will be identical and changes will only be made annually if Facilities, with Board approval, deems it necessary.</p> <p>Key Pads- The numbered key pad which controls entry to the rear portion of the clubhouse via the overhead and rear door to the left of the building will be made available to any Club Member who requests it from Facilities or other Chairpersons. Changes to the combination will only be made annually if Facilities, with Board approval, deems it necessary.</p> <p>Note- Entry to the building via any method described above will not be tracked. Board Members, Chairpersons and the General Membership are trusted to act appropriately and secure the building upon leaving.</p>									

Date Approved	Policy
9 Jan 12	<p>Members Only Participation in Racing Programs In order for a boat to participate in the SMSA racing program, the boat owner must be a current member of SMSA, except for CBYRA Sanctioned races and invitational races in accordance with the annual SMSA Race Circular. The Race Chairman, Vice Commodore, or Commodore may consider other exceptions on a case-by-case basis for an out of area visitor who asks to participate in a club race.</p>
5 Mar 2018	<p>Active Duty Military Orders Active Duty members who receive orders to transfer out of the local area (>100 miles from Solomons, MD) will receive a refund of membership dues based on the PCS date. Membership fee refund will be prorated based on months remaining in the year.</p> <p>Race fees, storage, etc. are not prorated. Membership fee to be refunded will first be applied to outstanding club debts prior to refund.</p>
5 Jun 17	<p>Dog Policy Dogs must be leashed and under the control of a person. Dogs are not allowed behind the bar or in food preparation areas. As required by Maryland State regulations, no dogs are allowed on the club premises during summer camp hours.</p>
5 Mar 2018	<p>Small Boat Checkout Policy SMSA members may checkout the club boats in accordance with the Checkout List found in Appendix B of this Policy Manual.</p>
5 Mar 2018	<p>Arrears Policy In accordance with the By-Laws Article IV - Financial Management, Section 1. Dues, Fees and Assessments and Article II: Membership, Voting Rights and Conduct, Section 3. Election of Members, the following are the requirements governing the arrears process:</p> <p><u>Indebtedness:</u> If a member's dues or other indebtedness is not paid in full thirty (30) days past the due date, the member is in arrears and notification shall be sent to the member and the member's name shall be posted at Clubhouse. If the bills have not been paid within 60 days after due date, the member will be declared 'not in good standing' by a majority vote of the BOD unless adequate reason is provided.</p> <p><u>Forfeiture:</u> If a member's indebtedness, including dues, is not paid in full 75 days past the due date, the member's membership shall be forfeited without further action of the BOD, subject to forbearance at the discretion of the BOD.</p> <p><u>Reinstatement:</u> One whose membership has been forfeited [IAW the above] shall have the right to reapply to the BOD for reinstatement within thirty (30) days following forfeiture. Such application shall be accompanied by payment of all indebtedness due the Club. The decision of the BOD shall be final. If no application is received within the thirty-day period or if the BOD denies the application for reinstatement, the member's name shall be removed from the Membership Roster and the Member must reapply for membership.</p> <p><u>Leave of Absence:</u> Members in good standing may petition the BOD to grant a Leave of Absence for up to one (1) year based on personal hardship (illness, loss of job, etc.). A request for Leave of Absence shall include an explanation of the underlying circumstances sufficient to allow the Board to understand and consider the personal hardship that forms the basis for the request: as a general matter, anticipated non-use of the Club alone will not be deemed sufficient to establish grounds for a Leave of Absence. During this period, the Member is exempt from dues payments but is no longer entitled to any of the privileges of Membership. Such a Member will be subject to payment, on return, of any assessments, special or otherwise, paid by Members during the duration of the leave.</p>

Date Approved	Policy
	<p><u>Resignation</u>: A member wishing to resign from SMSA shall send a letter to the BOD with a check for any outstanding dues and other amounts owed. If a member is on a payment plan or paying fees via a recurring payment agreement, the balance of the amount owed is due at the time of resignation. If the amount owed is not included, the Member's resignation status is termed 'not in good standing'.</p> <p><u>Reapplication</u>: Should a former Member wish to apply for membership, a new membership application shall be submitted in the usual and customary manner. If the re-applicant is a former Member who resigned in good standing, the re-applicant shall be entitled to a dollar credit in the amount of any Initiation Fee previously paid toward the Initiation fee payable at the time of re-admission.</p> <p>If the Member resigned 'not in good standing', the application may be refused. The applicant may appeal to the BOD for its forbearance, pay the amounts owed plus any penalties the BOD wishes to apply, and submit the application according to the normal procedure.</p> <p>Members who resigned prior to adoption of the formal resignation/reapplication process (March 2018) are automatically placed into the 'resigned in good standing' status without receipt of a formal letter and shall not be required to pay any further initiation fee to re-join.</p>

ARTICLES OF INCORPORATION OF SOUTHERN MARYLAND SAILING ASSOCIATION, INC. A NON-PROFIT CORPORATION

I, the incorporator, George R. Sparling, P.O. Box 267, Leonardtown, Maryland, being of full legal age, do hereby form a corporation under the General Corporation Laws and Non-Stock Corporation provisions of the State of Maryland.

Article One: Name

The name of the Corporation (which is hereinafter referred to as the Corporation) is: Southern Maryland Sailing Association, Incorporated.

Article Two: Purpose and Powers

The purpose or purposes for which the Corporation is formed and the business and the objects to be carried on and promoted by it are as follows:

- A. To engage in the conduct of any lawful business.
- B. To organize and operate a corporation exclusively for educational, charitable, promotional, and propagational purposes in connection with sailing and all matters of sailing activities, including but not limited to, the organizing and conducting of racing and cruising events, to work for the better appreciation of sailing and the basic skills of seamanship that the sport of sailing fosters and the preservation of an environment conducive thereto, and the education of the public thereof.
- C. To promote and foster the activity of sailing; to cooperate with and assist other organizations and other persons having similar objectives and purposes; and to do any and all things and take all actions which may be necessary, convenient, or desirable in order to cooperate with all interested educational bodies.
- D. To maintain one or more offices, employ one or more persons and acquire, hold, use and transfer property of any and all kinds as may be necessary or desirable in the furtherance of its objects and purposes aforesaid.
- E. The corporation is organized exclusively for pleasure, recreation and other non-profitable purposes, substantially all of the activities of which are for such purposes and no part of the net earnings of which inures to the benefit of any member or other individual. Notwithstanding any other provision of these articles, the Corporation shall not carry on any other activity not permitted to be carried on by a corporation exempt from Federal income tax under Section 501(c)(7) of the Internal Revenue Code of United States Internal Revenue law.
- F. The foregoing enumeration of purpose, objects and business of the Corporation is made in furtherance, and not in limitation, of the powers conferred upon the Corporation by law, and is not intended, by the mention of any particular purpose, object or business, in any manner to limit or restrict the generality of any other purpose, object or business mentioned, or to limit or restrict any of the powers of the Corporation. The Corporation is formed upon the articles, conditions and provisions herein expressed, and subject to all particulars to the limitations relative to corporations which are contained in the general laws of this State.

Article Three: Principal Office & Resident Agent

The principal office of the Corporation in the State of Maryland will be maintained at the SMSA clubhouse, Calvert Marina, Dowell, Maryland. Its post office address is P.O. Box 262, Solomons, Maryland 20688.

The Resident Agent of the Corporation is George R. Sparling, whose address is 533 Washington Street, Leonardtown, Maryland 20650, and whose post office address is P.O. Box 267 Leonardtown, Maryland 20650. Said Resident Agent is a citizen of the State of Maryland and actually resides therein.

Article Four: Status of Corporation

The Corporation is not organized for profit; it shall have no capital stock and shall not be authorized to issue capital stock. The number of qualifications for and other matters relating to its members shall be set forth in the By-Laws of the Corporation.

Article Five: Directors

The number of Directors of the Corporation shall be three (3), which number may be increased or decreased pursuant to the By-Laws of the Corporation, but shall never be less than three (3).

Article Six: Dissolution

Upon the dissolution of the Corporation's affairs, or upon the abandonment of the Corporation's activities due to its impracticable or inexpedient nature, the assets of the Corporation then remaining in the hands of the Corporation shall be distributed, transferred, conveyed, delivered and paid over in a manner and to such persons as are designated in the By-Laws of the Corporation, provided no such By-Law provision violates Section 5-208 of the Maryland Corporation Code.

Article Seven: Applicability of By-Laws

The Corporation may by its By-Laws make any other provisions or requirements for the arrangement or conduct of the business of the Corporation provided said By-Laws are not inconsistent with these Articles of Incorporation or contrary to the laws of the State of Maryland or the United States.

Article Eight: Duration

The duration of the Corporation shall be perpetual.

IN WITNESS WHEREOF, I have signed these Articles of Incorporation this 17th day of April, 1985.

_____(S)_____
George R. Sparling

By-Laws of Southern Maryland Sailing Association, Inc.

Revision History

Approval Date	Description	Updated By
7 Oct 04	By-Laws Revision: Article III, Section 6 <u>Voting, Quorums and Procedures</u> Membership Approved change, September 2003 Annual Meeting.	L. Stanley
6 Jun 06	By-Laws Revision: Major amendment for annual schedule, Directors, Committees, and shift operating rules to Policy Manual.	M. Munger
27 Jan 07	By-Laws Revision: Removed dues index for Junior Membership. BOD will establish dues rate each year in the Policy Manual.	R. Schroeder
10 Apr 07	Administrative Correction: Renumbered By-Laws Articles V, VI, and VII to correct typo in numbering sequence.	R. Schroeder
1 Nov 08	By-Laws Revision: Redefined SMSA membership categories. Established "Regular" and "Young Adult" categories.	R. Schroeder
6 Nov 10	By-Laws Revision: Modified Article I, Section 3 to change eligibility requirements for the Commodore position.	R. Schroeder
7 May 12	By-Laws Revision: Revised Article I, Section 1 to clarify the composition of the Board of Directors (BOD). Revised Article I, Section 4 to change procedures for filling BOD positions that become vacated prior to the normal end of term.	R. Schroeder
7 Nov 15	By-Laws Revision: Revised Article II, Section 2 to change the eligibility requirements to qualify for Emeritus status. Revised Article IV, Section 1 to establish the billing date for dues, fees and assessments as Jan 31 st .	R. Schroeder
4 Nov 17	By-Laws Revision: Deleted first sentence in second paragraph of Article IV, Section 1 -- "Dues, fees and assessments will be billed by Jan 31st."	R. Witte

By-Laws of Southern Maryland Sailing Association, Inc

Article I: Board of Directors and Committees

Section 1. General Powers. The Board of Directors (BOD) shall consist of five Officers, as identified in Section 3, and six (6) Directors. The BOD shall be the highest decision-making body of the Corporation. As such, it is empowered with all necessary and usual functions of a board of directors, to enable it to pursue functions that include but are not limited to:

- (a) Insuring adequate planning, organizing, funding, budgeting and controlling of Corporation activities;
- (b) Developing guidelines and instructions as may be necessary for use by the membership;
- (c) Setting the short and long-term goals and strategic plans for the corporation; and
- (d) Successfully pursuing the aims and objectives as set forth in the Articles of Incorporation with the exception of those actions for which authority is expressly reserved, in the By-Laws, to the Commodore, or the General Membership.

The Officers and Committee Chairs have full authority to implement those directions and policies and to run the day-to-day activities of the club without recourse to or undue interference from the Directors or membership. The BOD shall not take any action or approve policies that are inconsistent with the Articles of Incorporation and the By-Laws.

Section 2. BOD Adopts Policy Manual. The BOD, being a continuous governing body, accepts that all actions by the membership and the previous BOD remain in effect until they expire (if such expiration is explicitly included in the action) or are subsequently modified by the membership or the BOD. BOD policy and decision-making criteria will be recorded in the Policy Manual. BOD approved operating procedures such as: tasks, responsibilities, expanded job descriptions of the Officers, Directors and standing committees are to be included in the BOD Policy Manual.

Section 3. Eligibility, Number and Terms of Office. The Officers and Directors of the Corporation must be members in good standing. All adult members of Regular, Young Adult, and Emeritus membership classes are eligible to serve as Officers and Directors. Candidates for Commodore must previously have served two (2) terms as an Officer, Board Member, or Program Chair.

- (a) There will be five (5) annually elected "Officers": the Commodore, the Vice Commodore, the Rear Commodore, the Treasurer and the Secretary;
- (b) The Commodore, the Vice Commodore, and the Rear Commodore shall each serve not more than two (2) consecutive terms in any one office;
- (c) The Treasurer and the Secretary shall have no limits on number of terms served;
- (d) There will be six (6) "Directors" (in 3 equal classes), two (2) elected each year for three (3) year terms, with no term limits.

Section 4. Vacancies and Succession. The BOD shall fill vacancies that occur in its membership, either Officers or Directors, and the persons so appointed shall hold office during the unexpired term of the person whose place is to be filled. Members of the BOD (Officers and Directors) who vacate their office for any reason, unless approved by the BOD, shall not be eligible to again hold office on the BOD for a period of time equal to the unexpired term for which they were elected or appointed, plus two years. In the event of vacancies occurring among the classes of Directors, the BOD will appoint a successor until the next scheduled election, at which time any candidates will run for the unexpired terms.

Section 5. Election and Installation and Interim Powers. There will be a slate of individual candidates for the Officer positions. There will be a separate pool of candidates for the

Directors positions. Expired or vacant Director positions will be filled in the order of longest terms first and by the most votes received. The Officers and Directors shall be elected by the membership at the Annual meeting in November and take office at the Inaugural BOD Meeting in January of the New Year. In the post-election interim, the BOD elect is empowered to work with the outgoing BOD and make plans, decisions and preparations, including a proposed budget to become effective during the new term of office. The previous BOD remains responsible for execution of elements of its annual programs remaining after election of the new BOD, including the banquet and presentation of annual awards.

Section 6. Meetings of the BOD and Quorum. The BOD will meet in a formal recorded session not less than once every calendar quarter. Additional meetings may be called at the discretion of the Commodore. The Inaugural Meeting of the BOD will be held in the second week of January. The order of business shall be:

- Call to order;
- Installation of Elected Officers and Directors;
- Installation of Committee Chairpersons;
- Formal adoption of the previous year's Policy Manual;
- Finalize the planned programs and operational schedule;
- Commodore will present and the BOD will approve the proposed annual budget;
- Other business;
- New Business

Section 7. Duties of Officers. The duties and order of succession of the officers shall be as follows. In the case of a vacancy in any office, the next lower ordered Officer would assume those duties until such vacancy is filled in the next election.

- **Commodore.** The Commodore shall serve as Chairperson of the Corporation and will preside at all meetings of the General Membership and the BOD. The Commodore shall nominate all committee chairpersons for BOD approval, and will be, ex officio, a member of such committees with the exception of the Nominating Committee. The Commodore will establish and promulgate sound and commonly accepted operating procedures and will provide for the maintenance of the BOD Policy Manual.
- **Vice Commodore.** It will be the duty of the Vice Commodore to assist the Commodore in the discharge of his or her duties, and in the case of absence in the office of Commodore, to act as Commodore. Vice Commodore responsibilities will include nominating chairpersons for and overseeing of on-the-water program committee activities such as races, procurement of trophies, cruises, regattas, small boat programs, education and training, and corporate insurance.
- **Rear Commodore.** It will be the duty of the Rear Commodore to assist the Commodore in the discharge of his or her duties. Rear Commodore duties will include nominating chairpersons for and overseeing of on-the-shore committee activities such as facilities, public relations, membership, internal communications, social function arrangements and the Yearbook and Clew.
- **Treasurer.** The Treasurer will collect and disburse and have custody of all Corporation funds, account for and file all required taxes, and advise the BOD on corporation tax status. The treasurer will keep a complete and accurate record of all transactions and submit a current report on the financial condition of the Corporation at all meetings. On request, the Treasurer will make such records available for inspection by any member or official of the Corporation.
- **Secretary.** The Secretary shall prepare and maintain a true and complete copy of all Corporation proceedings, membership matters and archive all official records. The Secretary shall maintain a current list of all members; their addresses, phone numbers and other contact information and maintain the list of all eligible voters. The Secretary will notify members of agendas, meetings

and other Corporation events and prepare and distribute all ballots. The Secretary will have charge of historical and business records of the Corporation, trophies, and other articles, and will make such records available for inspection by any member or official of the Corporation.

Section 8. Duties of Directors. The Directors will continually provide a diverse representation of membership views, opinions, comments and proposals. They will evaluate short and long-term goal proposals, initiate programs to achieve such goals and provide the strategic planning for the association.

Section 9. Removal from Board of Directors. An Officer or Director may be removed from office for non-payment of dues, fees or assessments that are delinquent or for unexcused absence from three consecutive meetings of the BOD. An Officer or Director may be removed from office for cause, provided that:

- (a) The complaint shall be presented in writing to the BOD and is signed by 5% of the membership;
- (b) An agenda, scheduled for the next meeting, specifically cites the removal action;
- (c) The subject shall have a right of response at such scheduled meeting;
- (d) A majority of members at the meeting vote to submit the removal action to a mail ballot; and
- (e) The majority of those votes cast by mail ballot are in favor of the removal action.

Section 10. Standing Committees. The BOD will establish the standing committees each year. Subject to approval by the BOD, the Commodore will nominate the chairperson of each of the committees to be established. Chairpersons will select and appoint adequate committee members to assist them. It is an incumbent obligation of members of the Corporation to accept appointment to committees and pursue assigned duties willingly and diligently. All committees will be composed of members in good standing. There will be no term limit on the committee chairs or members.

Committee chairs are authorized to expend funds as identified and for those purposes specified in the annual budget. It will be the responsibility of the chairpersons of the standing committees to have proposed budgets and activities presented for consideration and action by the BOD in sufficient time to permit annual budgeting and advance preparation and publication of all programs. Chairpersons will closely monitor expenditures for adherence to approved budgets.

Standing Committees are identified in the Policy Manual.

Section 11. Other Committees. Additional committees such as emblem, historical, special events, and others as may be appropriate, may be established and a chairperson thereof appointed by the Commodore.

Article II: Membership, Voting Rights and Conduct

Section 1. Eligibility. No person shall be refused any class of membership by reason of race, color, sex or religious affiliation. Boat ownership is not required for membership. Membership in the Corporation is open to persons who;

- Participate in the leadership or programs of the club;
- Support the goals of the Corporation;
- Adhere to rules of good sportsmanship on the water, and
- Are congenial in a family club atmosphere.

Section 2. Classes and Voting Rights. Membership in the Corporation shall consist of four (4) classes. Age eligibility for membership classes is determined by age on 1 January each year. The composition and rights of each class are as follows:

- Regular Membership shall consist of one or two adults age 30 or older and their minor dependent children that permanently share a common household. Minor children of Regular Members shall be considered Junior Members of the Corporation. The adult(s) and minor dependent children shall be considered one (1) membership for initiation, dues, and voting purposes.
- Young Adult Membership shall consist of one or two adults age 18 through 29 and their minor dependent children that permanently share a common household. Minor children of Young Adult Members shall be considered Junior Members of the Corporation. The adult(s) and minor dependent children shall be considered one (1) membership for initiation, dues, and voting purposes.
- Junior Membership shall consist of minor children under the age of 18 who are affiliated by one of the other membership classes, or has joined as a dues paying Junior Member not affiliated in any other way. The Junior Members shall not have voting privileges.
- Emeritus Membership shall consist of adults age 65 or older that have been members of the Corporation for at least fifteen years, either consecutively or cumulatively, and have given long service to the Corporation. Emeritus membership status must be applied for by the member and thereafter authorized by the BOD. As a response to each application, the Membership Chairperson shall prepare a summary of service to the Corporation by the applicant for consideration by the BOD and for use in any presentation. The BOD has the final decision in determining if the applicant has met the requirements. Emeritus Members that permanently share a common household shall be considered one membership for dues and voting purposes.

Section 3. Election of Members. All classes of memberships are subject to election by the BOD. Election of the head of household applicant suffices for election of all other members of the household as defined by the appropriate membership class. A candidate for membership must be sponsored by and submit an application with the initiation fee, endorsed by a Corporation member in good standing, stating pertinent qualifications and other evidence supporting the eligibility of the candidate. Action on membership applications shall be taken not later than the first subsequent meeting of the BOD after the receipt of the application. An affirmative vote from three quarters (3/4) of the BOD is required to approve membership. Past members who resigned in good standing may rejoin without paying the initiation fee.

Section 4. Limitation of Membership. The BOD will annually determine the need for limitation or increase in the number of members to be consistent with the capabilities of the Corporation. Limitations of number of members will be practiced only when necessary to ensure that the purpose of the Corporation is not jeopardized for any reason.

Section 5. Conduct of Members. It will be the responsibility of the Commodore to notify a member whose conduct, or whose guests' conduct, is considered to be contrary to the interests and aims of the Corporation. Non-members may participate in Corporation activities only when invited by members.

Section 6. Member Removal. By majority vote, the BOD is empowered to suspend a member who, thirty (30) days after the formal notification, fails to exhibit or obtain agreeable conduct in harmony with the spirit of the Corporation. The BOD is similarly empowered to suspend or terminate membership of a member who willfully violates an established Corporation rule, Bylaw or Articles of Incorporation provision.

Article III: Conduct of Business, Voting

Section 1. Rules of Meetings. Roberts Rules of Order will be employed in the conduct of the business aspects of all meetings. Whenever possible, Membership Meetings will be conducted as the business portions of other Corporation activities or entertainment events.

Section 2. Annual Meeting. A Membership Meeting will be held during the first week of November during which ballots will be counted and Officers and Directors will be elected and other business will be covered. The order of business shall be:

- Call to order, without reference to quorum;
- Appoint Tally Committee;
- Reading of minutes of previous meeting;
- Reports of Committees;
- Reports of Officers;
- Report of Tally Committee;
- Determination of quorum present (15% of all eligible voters);
- Other business;
- New Business

Section 3. Special Meetings. Special meetings of the Membership may be authorized at other times by the BOD to address urgent matters affecting the Corporation, Amendments to the Articles of Incorporation or By-Laws. At least fifteen (15) days prior written notice is required.

Section 4. Petitions for Amendment of Articles of Incorporation or By-Laws. Proposals for changes to the Articles of Incorporation or By-Laws may be made by the BOD, or by petition to the BOD signed by not fewer than five percent (5%) of the eligible voters, or by proposal and approval by two-thirds (2/3) vote at a general or special meeting with a quorum present. Upon receipt of such petition or vote, the BOD is bound to schedule such proposals for vote at or before the next annual meeting.

Section 5. Voting, Quorums and Procedures. The Secretary shall maintain the official list of eligible voters. Elections, amendments of the Articles of Incorporation or By-Laws, all proposals for large expenditures exceeding these By-Laws limitations or the approved annual budget, and any other actions designated by the BOD as requiring membership approval shall be by a secret ballot. For duly called meetings of the membership, voting on any issues may require previous distribution of ballots, as declared by the BOD. Specific voting procedures are:

- (a) All secret ballots shall include the entire proposals or slates subject to the vote and must be provided to each eligible member at least fifteen (15) days in advance of the meeting or balloting deadline;
- (b) A simple majority of votes cast will elect a candidate. If the balloting results in a tie, the winner will be determined by a toss of a coin to be administered by the current Commodore;
- (c) For the Articles of Incorporation at least two-thirds (2/3) of the eligible voters must be in favor of amendment. Approved amendments to the Articles of Incorporation will be effective upon approval and acceptance by the State of Maryland;
- (d) For the By-Laws, at least two-thirds (2/3) of the ballots cast and fifteen percent (15%) of all eligible voters must be in favor. Approved amendments to the By-Laws will be effective immediately except that changes to the Officers and Directors of the Corporation will take effect in the subsequent General Election;

- (e) Other than as stated above, for all other issues, at least a majority of the ballots cast and fifteen percent (15%) of all eligible voters must be in favor

Article IV - Financial Management

Section 1. Dues, Fees and Assessments. The BOD shall determine and annually set the initiation fees, Regular Membership dues, Junior Membership dues, program and service fees, and member assessments of the Corporation. Current year dues for the Regular and Junior Membership classes, fees, and assessments will each be recorded in the Policy Book. Dues for the Young Adult and Emeritus Membership classes shall be indexed to equal 50% of the dues for the Regular Membership class. Once so indexed, all dues shall be rounded up to the next nearest dollar. Any payments made by members at Corporation functions on a "pay as you go" basis shall not constitute any of the dues, fees or assessments set forth in this Section.

Dues are payable at the time of billing and a member will be considered to be in arrears thirty (30) days after billing. Without adequate reason, a member in arrears for any indebtedness will be declared not in good standing by a majority vote of the BOD.

Section 2. Budgets. A comprehensive annual budget showing all available cash or other funds, assets, liabilities, set-asides, indebtedness, escrows, reserves and capital expenditures representing the net worth of SMSA must be presented by the Commodore and approved by the BOD at the beginning of each fiscal year. The BOD will also prepare a similar three-year planning budget and review/update it annually.

The Treasurer shall report to the BOD and to the Committee Chairs monthly (or otherwise as the BOD may provide) as to the income and expense for each program for the year to date. Program Chairs will take steps to correct any deficit in their programs that significantly exceeds their approved budget (as broken down into expected cumulative monthly projections). The Vice Commodore and Rear Commodore will participate in ensuring that programs under their jurisdictions stay reasonably close to their budgets.

The BOD is empowered:

- (a) To increase dues by an amount not exceeding twenty (20) percent of the existing level each year;
- (b) To set initiation fees and program fees to adequately fund operational budgets;
- (c) To levy one-time assessments on the membership, provided that the sum of all such assessments in any one year does not exceed the amount of the annual dues currently in force;
- (d) To incur long-term indebtedness up to an amount not to exceed ten (10) times the amount of the past year's annual dues income;
- (e) To authorize expenditures up to the net corporate assets

Above these limitations a ballot referendum of the membership will be required. Specifically, if the proposed annual budget exceeds any of the authorized limitations to dues, fees and assessments, the Commodore elect will submit a justification for such increases with a ballot for General Membership approval at least fifteen (15) days before the Inaugural Meeting.

Section 3. Financial Review. A financial review conducted by an accountant selected by the BOD shall be made at least once every two years or within 30 days of the installation of a new Treasurer.

Article V – Insurance and Indemnification

The Board, on behalf of the Corporation, shall procure and maintain adequate and appropriate Directors' and Officers' liability insurance; fire and extended coverage insurance on property and improvements thereon owned by the Corporation; and general liability coverage, public liability coverage, and worker's compensation insurance coverage.

The Corporation shall indemnify every Officer, Director, and duly appointed Chairperson or Committee member of the Corporation against any and all expenses, including counsel fees, reasonably incurred by or imposed upon an Officer, Director or duly appointed Chairperson or Committee member in connection with any action, suit or other proceeding to which he or she may be made a party by reason of being or having been an Officer, Director, or duly appointed Chairperson or Committee member of the Corporation. The Officers, Directors, and duly appointed Chairperson or Committee members shall not be liable to members of the Corporation for any mistake of judgment, negligence, or otherwise, except for their own individual willful misconduct or bad faith.

The Corporation shall defend Directors, Officers, and duly appointed Chairpersons or Committee members in connection with any action, suit, or other proceeding for such acts and omissions arising within the scope of the duties carried out by such Directors, Officers, and duly appointed Chairpersons or Committee members with regards to any mistake of judgment, negligence or otherwise, except for their own individual willful misconduct or bad faith, and shall indemnify them individually or collectively to the extent that such costs of defense, including reasonable attorneys fees, and/or damages are not covered by directors and officers liability insurance or other insurance maintained by the Corporation.

Article VI: Dissolution

In the event of dissolution of the Corporation, the BOD shall, after paying or making provision for the payment of the liabilities of the Corporation, dispose of all the assets of the Corporation exclusively for the purposes of the Corporation in such manner, or to such organizations as shall at the time qualify as exempt organizations under Section 501 (c) (7) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Revenue Law), as the BOD shall determine.

SOUTHERN MARYLAND SAILING ASSOCIATION, INC

WORKPLACE POLICY

Equal Employment Opportunities

Southern Maryland Sailing Association (SMSA) Incorporated strives for equal employment opportunities for all employees and is committed to providing a healthy and safe work environment free of discrimination.

Preventing discrimination begins with respect and adherence to the law. Therefore, discrimination against individuals on the basis of race, religion, color, sex, age, pregnancy, national origin, disability, veteran or family status, or any other status or condition protected by applicable state or federal laws, except where a bona fide occupational qualification applies, is strictly prohibited.

Verbal, physical, sexual or any other form of harassment that belittles or demeans any individual on the basis of race, religion, color, sex, age, pregnancy, national origin, disability, veteran or family status, or any other status or condition protected by applicable state or federal laws is also strictly prohibited. Prohibited harassment includes conduct that has the purpose or effect of unreasonably interfering with an employee's work performance or experience or creating an environment that is hostile, intimidating or offensive.

Sexual advances; physical conduct of a sexual nature; sexual or racial jokes; racial, ethnic, nation origin, or disability slurs; and other harassing language or conduct that is meant to intimidate or that negatively impacts an employee's work environment is considered harassment and is strictly prohibited.

To promote equality, SMSA will administer and conduct all personnel practices and procedures including employment, compensation, benefits, evaluation, promotion, demotion, assignments, transfer, recruitment, layoff, training, education, recreational and social activities, and safety and health programs, without regard to race, religion, color, sex, age, pregnancy, national origin, disability, veteran or family status, or any other status or condition protected by applicable state or federal laws, except where a bona fide occupational qualification applies.

This policy applies to every person in the workplace and at work-sponsored activities no matter his or her authority or position. Violators of this policy are subject to investigation and discipline including, but not limited to, termination.

When Discrimination is Experienced or Suspected

If you are discriminated against in the workplace, you are required to report it immediately to your supervisory Program Chair. If you know of or suspect discrimination to another person, including harassment, report it to the Rear Commodore. Employees and applicants are protected for filing a complaint of discrimination or assisting in an investigation of discrimination.

If these avenues of reporting are not satisfactory to you, then you can direct your questions, suggestions, problems, or complaints to the Commodore. If for any reason you do not want to discuss the matter with these individuals report to one of the elected SMSA Directors.

If warranted, SMSA will investigate credible allegations of discrimination, including harassment. SMSA may use third parties to assist in such investigations. All employees have a responsibility to cooperate fully in any investigation. Finally, any employee who makes a knowingly false claim of discrimination will be subject to discipline.

Acknowledgement of SMSA, Inc Workplace Policy

I have carefully and thoroughly read and understand the SMSA Workplace Policy.

Employee Signature date

Employee Signature (print) date

Supervisor/Program Chair date

APPENDIX A

CLUBHOUSE RULES

The SMSA Board of Directors (BOD) has set forth these rules for member and club program use and for rental of the clubhouse to members and sponsored guests. Such usage and rentals shall not conflict with other scheduled events in the SMSA annual operational calendar found on the SMSA website. Please confirm date availability and property access requirements with the Facilities Chairperson prior to submitting a formal application.

Junior Members may only have access to the front and middle rooms of the SMSA Clubhouse when a Regular Member, Young Adult Member, Emeritus Member or SMSA employee is present

For additional information regarding Clubhouse rental, please refer to the SMSA Clubhouse Rental/Bar Options Form which can be found on the SMSA Website

Specific rules while using the clubhouse:

1. Safe use of the clubhouse is of primary importance. Sponsors of each event at the club will familiarize themselves with the location of the emergency telephone in the office and the fire extinguisher locations. Applicable exit doors should remain unlocked during all functions.
2. All club programs, rentals, organizations and private parties' sponsors shall be responsible for cleaning the SMSA Clubhouse after their respective events. Cleaning shall include sweeping all floors, mopping the bar/food staging area, and any spills elsewhere in the clubhouse, cleaning the bar counters, tables, washing any dishes and silverware used and putting them away, cleaning the bathrooms, and taking all the trash out to the dumpster. Do not lean chairs or tables against the walls. (See the Facility and Bar Procedures for details.)
3. Under no circumstance shall anyone hammer nails or thumbtacks into walls or trim, or use scotch tape, or masking tape to hang any decorations in the Clubhouse. The ONLY approved hangers for decorating in the SMSA Clubhouse are "3M" Clips and Hangers that use the "Command" brand of adhesive. This adhesive will not damage the walls or wood trim when it is removed.
4. The propane gas grills may be used. After use, the grills shall be cleaned and placed back in the patio area.
5. The bar/food staging area may be used for the event to include food assembly, warming and cold storage in the refrigerator. The bar/food staging area may not be used for food preparation or cooking since SMSA has no license with Calvert County for this purpose. Food placed in the refrigerator must be removed at the end of the event.
6. When using the SMSA Clubhouse in cold weather, upon arrival set the thermostat at 68 degrees. Before leaving please remember to return the thermostat to 55 degrees following instructions posted on the thermostat.
7. Before leaving the Clubhouse, make sure that all doors and windows are locked, all lights are turned out, the thermostat is correctly set, and that the proper cleaning has been performed.
8. Junior Members may only have access to the front and middle rooms of the SMSA Clubhouse when a Regular Member, Young Adult Member, Emeritus Member or SMSA employee is present.

SMSA members age 18 or over may reserve the clubhouse in two ways: for themselves (*birthday parties, anniversaries, etc.*) for invited private social functions, or a member may sponsor clubhouse use by non-member individuals or organizations (*clubs, meetings, seminars, etc.*). This sponsoring member must be in attendance during the function requested and is responsible for opening and closing the facility.

Private reservations have a fee of \$100. Sponsored groups or organizations have a fee of \$200. All rentals have an additional deposit (separate check) of \$100 that will be refunded after verification by the Facilities Chairperson that the clubhouse rules (above) was followed.

For any event where use of alcohol or the SMSA Bar is desired the following criteria must be met:

1. At least one SMSA member with a valid TAMS certification must be in attendance at all times during the event.
2. Sponsor may provide for bartending or
3. SMSA will provide a list of available bartenders for the requested event period beginning one-half hour early and one-half hour late.
4. All alcoholic beverages to be consumed must be purchased and arranged through the club. Prices and products to be negotiated for each event.
5. Bar usage requests must be reviewed with the bar manager a minimum of two weeks prior to the event for beverage order requests.

APPENDIX B

SMALLBOAT CHECKOUT LIST

(Season use is May 1 to September 30)

****All Coast Guard, State and Local Regulations must be followed****

1. An SMSA member may sign out a Holder 20, Sunfish, 420, Opti or the small skiff (when available and only to accompany sailors) AFTER they have completed a "Check Out Assessment" to ensure proper rigging, launching and docking. *(See Smallboat Chair for Checkout).
2. When signing out a boat the member must indicate name, names of additional sailors, type of boat & its identifying name or number, departure time and expected time of return in the log book located in the Junior Room.
3. Members under the age of 16 may not sign out a Holder 20 or the small skiff. Opti use is limited to children ages 7-12.
4. A minor member must have a permission slip signed by their parent/guardian on file with SMSA before they can sign out a boat and an adult must be present for both launch and retrieval.
5. Boats **MUST** be returned to SMSA 30 minutes **BEFORE SUNSET**. (Unless participating in an approved SMSA event)
6. Member must provide PFD(s) for themselves plus anyone else onboard. All sailors are encouraged to wear a PFD at all times.
7. The member who signs out a boat is responsible for ensuring proper safety equipment is on board, safe operation and return, plus should be aware of abilities and weather conditions.
8. All boats must remain within the designated area for its type. (Unless participating in an approved SMSA event) The general area includes Drum Point to Point Patience and waterways in between.



9. Boats may be signed out for SMSA racing events at the discretion of the appropriate Race Chair(s). Sign out is limited to one event at a time (Seasonal racing use is not permitted). Refer to the Race Chair for applicable fees and any rules regarding scoring or participation.