

Golden Spike Dog Obedience Club

Constitution & By Laws

Revised August 22nd, 2003

CONSTITUTION

ARTICLE I

Name and Purposes

SECTION 1. The club shall be known as the Golden Spike Dog Obedience Club.

SECTION 2. The purposes of this Club shall be to:

- A. promote the training of dogs,
- B. disseminate information regarding dog training,
- C. conduct classes for the training of dogs and their handlers,
- D. encourage the training of judges,
- E. hold and support obedience trials, agility trials, tracking tests and canine good citizen tests and sanctioned matches under the rules and regulations of the American Kennel Club,
- F. promotes cooperation and good sportsmanship among members in the training and exhibition of dogs,
- G. Provide trained Therapy Dogs (Service Dogs) as a community service.

SECTION 3. To fulfill the Club's purposes, the following organized activities will be held:

- A. weekly training classes for the Club and prospective members under the direction of qualified instructors,
- B. seminars and clinics pertaining to general dog training, agility training, obedience training, and showmanship,
- C. monthly Club newsletters containing educational information regarding dog obedience, training, and related educational matters.
- D. weekly therapy dog visits to schools, nursing homes, retirement homes, retention centers, etc. to provide cheer, smiles, love, and good will.

SECTION 4. This Club shall not be conducted or operated for profit, and no part of any profits or remainder or residue from dues or donations to the Club shall inure to the benefit of any member or individual.

SECTION 5. The Club shall adopt bylaws necessary to carry out these objectives. The Board may revise such bylaws as needed.

PREAMBLE

We, the members of the Golden Spike Dog Obedience Club, in order to enhance the Club's image and the community's understanding of our work for the betterment of dogs and their roles in the community, do hereby establish and ordain these bylaws.

BYLAWS
ARTICLE I
Membership

SECTION 1. There shall be three types of membership open to all persons 18 years of age and older who are in good standing with the American Kennel Club and who subscribe to the purposes of this Club.

A. **Individual Membership:** enjoys all privileges of the Club including voting and holding office.

B. **Family Membership:** enjoys all privileges of the Club including voting and holding office. All family members 18 years of age or older (immediate family or individuals living at the same address) are entitled to one vote each at any meeting of the Club at which they are present.

C. **Associate Membership:** entitled to all privileges except voting, holding office, and training. Applications should be filed with the Secretary.

SECTION 2. Applications for membership shall be accompanied by membership fees as listed by the months in the standing rules. When computing the amount to submit with the membership application, use \$35.00 for individual memberships and \$3.00 for each pro-rated month of an individual membership, and \$40.00 for family memberships, and \$3.50 for each pro-rated month of a family membership.

A. The Board of Directors will not consider the applicants application for membership until the applicant has attended one general meeting or has worked at a club sponsored event.

B. Once the applicant has submitted their membership application, they are required to attend two of the next three general meetings within 90 days from application submission. Working at a club sponsored event may, at the club's discretion, satisfy the requirement to attend the first meeting. The applicant's attendance at the second meeting is mandatory and cannot be waived. Their name will be presented to the general membership and voted upon for club membership.

C. Applicants are normally not authorized to participate in training sessions as club members until they become club members with the following exception:

Prospective members that complete their membership applications, fulfill the class requirements, and pay their dues on or before registration night shall be considered pending members and shall be allowed to enroll in one class at the price a member pays. In order to become a member with all privileges they then must complete the membership requirements of attending two meetings or a club sponsored event, and attend their second regular club meeting within the duration of that training session. In the event they do not fulfill the above membership requirements, the dues collected will be applied toward Club training costs and the prospective member must reapply for membership. No other member benefits will be afforded pending members.

SECTION 3. Election to Membership.

A. Each applicant for membership shall apply on a membership application approved by the Board of Directors and accompanied by the required dues. By applying for membership, the applicant agrees to abide by the Constitution and Bylaws of this Club and the rules of the American Kennel Club. The application shall state the name and address of the applicant and the date of enrollment in the puppy manners or basic obedience class. Applicants with prior experience in obedience training in other clubs may apply for membership without completing one of the above classes and be considered by the board on a case by case basis.

B. All membership applications are to be filed with the Membership Chairman. Each application is to be read at the first meeting the applicant attends or in the case where a club member attests to the applicants working at a club sponsored event prior to the meeting, this may serve as their second meeting and a vote of acceptance will be taken. The Board will review the applications, and recommend approval or non-approval. Those applications recommended for approval will be presented at the next general club meeting that the applicant attends. The application will be voted upon and an affirmative vote of 3/4 of the members present and voting shall be required for the applicant's acceptance into the Club.

C. In the event the Board recommends non-approval, a representative will meet with the applicant and explain the action and recommend withdrawal of the application prior to presenting the non-approval to the membership. Applicants for membership who have been refused membership may not re-apply within six months of the refusal.

SECTION 4. Memberships may be terminated:

A. by resignation. Any member in good standing may resign from the Club upon written notice to the Secretary and upon acceptance by the Board. All interest in property or activities of the Club shall cease from the date of such resignation.

B. by lapsing. A membership will be considered lapsed and automatically terminated upon written notification if such member's dues remain unpaid 30 days after the annual renewal date each year. However, the Board may grant an additional 30 days of grace to such delinquent members in meritorious cases. In no case may a person whose dues are unpaid be entitled to vote at any Club meeting.

C. by expulsion. Membership may be terminated by expulsion as provided in Article VI.

SECTION 5. Types of Membership Fees are Individual, Family, and Associate. Dues are payable annually on the first day of June. The Secretary will mail members a statement of his/her dues and a copy of their membership records 30 days prior to date due.

A. Members are requested to review and correct any errors to the records. Accuracy of the Club files is necessary to satisfy AKC reporting requirements when applying for obedience trials, shows, and special reports. Members should return up-dated membership records and dues to the Secretary who will maintain the accuracy of Club records and record payment of dues.

B. A delinquent dues notice requesting payment and advising that membership will be terminated if dues are not received within 30 days will be mailed to members whose payments are not received by the due date. Members may contact the Secretary and request Board consideration of an additional extension for special circumstances. If response is not received by the date shown on the delinquent notice, Club membership will be canceled. A waiting period of six months is required before new application for membership will be accepted. No cancellation or refund of dues will be made.

ARTICLE II

Meetings and Voting

SECTION 1. Club Meeting. Meetings of the Club shall be held a minimum of 10 times per year at such hour and place as designated by the Board of Directors. Written notice of each meeting shall be mailed at least 10 days prior to the date of meeting. The Club's monthly newsletter can be used for this purpose. The quorum for such meetings shall be 10% of members in good standing.

SECTION 2. Special Club Meetings. Special Club meetings may be called by the President or by a majority vote of the members of the Board who are present and voting at any regular or special meeting of the Board and shall be called by the Secretary upon request of a petition signed by five Club members in good standing. Such special meetings shall be held at such place, date, and hour as may be designated by the person(s) authorized herein to call such meetings. Written notice of such a meeting shall be mailed by the Secretary at least 5 days and not more than 15 days prior to the date of the meeting, and said notice shall state the purpose of the meeting; no other Club business may be transacted at this meeting. The quorum for such a meeting shall be 20% of members in good standing.

SECTION 3. Board Meetings. The Board of Directors will meet a minimum of 10 times per year on such day and time as agreed upon by each new Board. Meetings of the Board of Directors shall be held two weeks prior to the Club meeting at such hour and place designated by the Board. Written or telephone notice of such meetings shall be given at least 5 days prior to the date of the meeting. The quorum for such a meeting shall be a majority of the Board. The meeting shall be open to any member of the Club in good standing provided he or she gives written notification to the Secretary and/or host prior to the meeting.

SECTION 4. Special Board Meetings. Special meetings of the Board may be called by the President or by the Secretary upon receipt of a written request signed by at least three members of the Board. Such special meetings shall be held at such place, date, and hour designated by the person authorized herein to call such meeting. Written notice of such meeting shall be mailed by the Secretary at least 5 days and not more than 10 days prior to the date of the meeting. Any such notice shall state the purpose of the meeting and no other business shall be transacted at this meeting. A quorum for such a meeting shall be a majority of the Board.

SECTION 5. Voting. The power to vote on matters relating to the Club is vested exclusively in active members 18 years of age or older except when otherwise stated in

these bylaws. All voting power must be exercised in person. There shall be no use of proxy.

ARTICLE III

Directors and Officers

SECTION 1. The Board of Directors shall be comprised of the President, Vice President, Secretary, Treasurer, Training Director, and 3 Directors, all of whom shall be members in good standing and all of whom shall be elected for one-year terms at the Clubs annual meeting as provided in Article IV and shall serve until their successors are elected. The Past President will serve as a voting member of the Board for one year. Unless waived by the Board, only one member in a family shall serve on the Board of Directors at any given time. Other family members may serve on standing committees. General management of the Club's affairs shall be entrusted to the Board of Directors.

SECTION 2. Officers. The legislative and policy-making body of the Club shall be the Board of Directors, consisting of the President, Vice President, Secretary, Training Director, Treasurer, Past President, and 3 Directors who shall serve in their respective capacities both with regard to the Club and its meetings and the Board and its meetings.

A. The President shall preside at all meetings of the Club and of the Board and shall have the duties and powers normally attributed to the office of the President in addition to those particularly specified in these bylaws. The President shall serve as the liaison with AKC and other clubs and negotiate show dates and all contracts with other clubs unless delegated to the appropriate show committee.

B. The Vice President shall have the duties and exercise the powers of the President in case of the President's absence, incapacity, or death. He/She will serve as the Special Events (Annual Banquet, Christmas Party, Dog Olympics/Picnic, Community events) coordinator for the Club and as the contact point for all community participation (Strut you're Mutt, Adaptations, etc.). The Vice President will make every attempt to arrange for an educational program at the general meetings. This duty may be delegated.

C. The Secretary shall keep a record of all meetings of the Club and of the Board and of all matters of which a record shall be ordered by the Club. He/She will post the minutes of the General Meetings on the website as soon as able following the meeting. The Secretary will serve as the Membership Chairman in their absence and update said chairman of all membership activities that occur at the general meetings. He/She shall have charge of the correspondence, notify members of meetings, notify new members of their election to membership, notify officers and directors of their election to office, keep a duplicate roll of the members of the Club with their addresses, and carry out such other duties as prescribed in these bylaws.

E. The Treasurer shall collect and receive all moneys due or belonging to the Club. He/She shall deposit the same in a bank designated by the Board in the name of the Club. The Club's books shall at all times be open to inspection by the Board and he/she shall report at every meeting the condition of the Club's finances and every item of receipt or payment not previously reported; at the

annual meeting he/she shall render an account of all moneys received and expended during the previous fiscal year. The Treasurer shall be bonded in such amount as the Board of Directors shall determine.

F. The Training Director shall manage and oversee the Club training program to include the development and implementation of the training syllabus. Serve as the Training Committee chairman, and on all show committees. Oversee the scheduling of classes as well as arrange for qualified instructors for those classes. The training director shall also be responsible for copy or writing training material as needed, provide graduation certificates for puppy and novice classes provide teachers with the club teaching coupons, assist with registration of new classes, place prospective students in their proper classes, and make class rolls for the teachers. The Training Director is solely responsible for assigning students to classes and providing qualified instructors for each class. He/She will coordinate with the President when it is necessary to change the location or dates of scheduled classes. He/She will be the point of contact for any revisions to training procedures and will present amendments from the training committee to the Board for consideration.

G. The Directors shall act upon matters of business of the Club and shall chair a committee upon request by the President. The directors as a body shall develop methods to keep an inventory and record of the Club's assets, including the trailers and their contents, storage cabinets, and any other club assets. At least annually, a majority of the Directors shall audit all club assets, and report all changes to the board. Included in their report shall be a statement of the condition of the equipment and their recommendation to update broken or obsolete equipment, and their recommendation to surplus equipment no longer needed. A copy of their inventory and recommendations will be provided to the Treasurer for financial accountability. They will be responsible for authorizing any renting or loaning of Club equipment to other clubs. They will maintain a historical list of new equipment acquired and equipment sold as surplus.

SECTION 3. Vacancies. Any vacancies occurring on the Board or among appointed offices during the year shall be filled until the next annual election by a majority vote of all the members of the Board at its first regular meeting following the creation of such vacancy or at a special Board meeting called for that purpose; however, a vacancy of the office of President shall be filled automatically by the Vice President and the resulting vacancy in the office of Vice President shall be filled by the Board.

ARTICLE IV

The Club Year, Annual Meeting, Elections

SECTION 1. Club Year. The Club's fiscal year and official operating year shall begin on the first day of June and end on the last day of May. New officers will take office immediately following the end of the meeting they were elected to office in, and hold office until the end of the annual election meeting in May.

SECTION 2. Annual Meeting. The annual meeting shall be held in May. At this meeting, officers and directors for the ensuing year shall be elected by secret written ballot from among those nominated in accordance with Article 4, Section 4.

SECTION 3. Elections. The nominated candidate receiving the greatest number of votes for each office shall be declared elected. The 3 candidates nominated for the directors' positions receiving the greatest number of votes shall be declared elected.

SECTION 4. Nominations. No person may be a candidate in a Club election who has not been nominated. During February the Board shall select a Nominating Committee consisting of two members and one alternate, only one of whom shall be a member of the Board. The Secretary shall immediately notify the committee and alternates of their selection. The Board shall name a chairman for the committee; it shall be his/her duty to call a committee meeting which shall be held on or before March 1.

A. Candidates must have paid their membership dues, have no disciplinary action (see Article VI) that has occurred or that is pending during the past 12 months, and must have been a member of the Club for a minimum of 18 months before the date they are nominated for office. Candidates should actively work for the best interests of GSDOC, understand Club objectives and goals, and work for their attainment.

B. Candidates must have attended at least 4 of the last 12 general Club meetings.

C. Candidates must have participated in 3 or more club sponsored activities during the past 12 months such as: training a dog at club training classes, instructing club training classes, helping at club matches or trials, is a member of Therapy Dogs with 10 or more visits, assists in setting up and operating agility courses at scheduled events, judges, operates, or participates in games for the Dog Olympics, helps administer the Canine Good Citizen Tests, represents the Club at civic and business functions including staffing Club display booths, publishes monthly newsletter, helps at club sponsored civic activity, chairs club committee, or serves as member of special projects such as AKC licensing or as Historian for the Club.

D. The committee shall nominate at least 1 candidate for each office and at least 1 candidate for each of the 3 other positions on the Board; after securing the consent of each person so nominated, the committee shall immediately make a written report of their nominations to the Secretary.

E. Upon receipt of the Nominating Committee's reports, the Secretary shall on or before April 5 notify each member in writing of the candidates so nominated.

F. Additional nominations may be made at the April meeting by any member in attendance provided the nominated person has given permission for his/her nomination. If the nominated candidate is not in attendance, his/her nomination must be accompanied by the candidate's written statement signifying his/her willingness to be a candidate. The person making the nomination must present the statement to the Secretary.

G. No person may be a candidate for more than one position.

H. Nominations cannot be made at the annual election meeting or in any manner other than designated in this section.

ARTICLE V

Committees

SECTION 1. Each year the Board may appoint standing committees to advance the work of the Club in such matters as specialty shows, agility trials, obedience trials, field trials, trophies, annual prizes, membership, and other areas which may be well served by committees. Such committees shall always be subject to the final authority of the Board. The chairs of the standing committees will report at regular Board meetings.

SECTION 2. Any appointed committee may be terminated by a majority vote of the full membership of the Board upon written notice to the appointee; the Board may appoint successors to those persons whose services have been terminated.

ARTICLE VI

Discipline

SECTION 1. American Kennel Club Suspension. Any member who is suspended from the privileges of the American Kennel Club shall automatically be suspended from the privileges of this Club for a like period.

SECTION 2. Charges. Any member may prefer charges against another member for alleged misconduct prejudicial to the best interests of the Club or to the training, showing, and care of dogs. Written specific charges must be filed in duplicate with the Secretary together with a deposit of \$10 which shall be forfeited if such charges are not sustained by the Board following a hearing. The Secretary shall promptly send a copy of the charges to each member of the Board or present them at a Board meeting. The Board shall first consider whether the actions alleged in the charges, if proven, might constitute conduct prejudicial to the best interests of the Club. If the Board considers that the charges do not allege conduct which would be prejudicial to the best interests of the Club, it may refuse to entertain jurisdiction. If the Board entertains jurisdiction of the charges, it shall fix a date of a hearing by the Board not less than 3 weeks or more than 6 weeks thereafter. The Secretary shall promptly send a copy of the charges to the accused member by registered mail together with a notice of the hearing and an assurance that the defendant may personally appear in his/her own defense and bring witnesses if desired.

ARTICLE VII

Amendments

SECTION 1. Amendments to these bylaws may be proposed by the Board of Directors or by written petition addressed to the Secretary signed by 20 percent of the membership in good standing. Amendments proposed by such petition shall be promptly considered by the Board of Directors and must be submitted to the members by the Secretary with recommendations of the Board for a vote within 3 months of the date when the petition was received by the Secretary.

SECTION 2. These bylaws may be amended by a 2/3 vote of the members present and voting at any regular or special meeting called for that purpose, provided the proposed

amendments have been included in the notice of the meeting and have been mailed to each member for their consideration at least one week prior to the date of the meeting.

ARTICLE VIII

Dissolution

SECTION 1. The Club may be dissolved at any time by the written consent of not less than 2/3 of the members. In the event of the dissolution of the Club for purposes other than for voluntary or involuntary reorganization or by operation of law, none of the property, proceeds, or assets of the Club shall be distributed to any members of the Club.

After payment of the debts of the Club, any property and assets shall be given to a charitable organization for the benefit of dogs selected by the Board of Directors.

ARTICLE IX

Order of Business

SECTION 1. At meetings of the Club, the order of business, as the nature of the meeting may permit, shall be as follows:

- Roll Call
- Approval of Minutes of last meeting
- Report of President
- Report of Vice President
- Report of Secretary
- Report of Treasurer
- Reports of Committees
- Election of Officers and Board (at annual meeting)
- Election of New Members
- Unfinished Business
- New Business
- Program
- Adjournment

SECTION 2. At meetings of the Board of Directors, the order of business, unless otherwise directed by majority vote of those present, shall be as follows:

- Reading of Minutes of last meeting
- Report of the President
- Report of the Vice President
- Report of the Secretary
- Report of Treasurer
- Reports of Committees

Unfinished Business

New Business

Adjournment

SECTION 3. Standing Rules are the policies adopted by the Board of Directors and approved by the membership for the governing of the Club. Standing rules are attached as an addendum to this document.

SECTION 4. Parliamentary Authority. Roberts Rules of Order, Revised, shall be the parliamentary authority for the Club on all questions not governed by the Constitution or Bylaws and such questions not covered by the Standing Rules which the Board of Directors shall from time to time adopt.

STANDING RULES

SECTION 1. Training Statement of Purpose. The Golden Spike Dog Obedience Club seeks to promote responsible dog ownership and proper dog training. Obedience training generates a line of communication between owner and dog. We believe that a trained dog is a happy dog. Whether our members' goals are an obedient family companion, a competition dog, or a therapy dog, the Club's training programs support these goals. The training methods taught by the Club's instructors are humane and intended to result in a happily working companion. The Club's message of responsible dog ownership is carried into the community through therapy dog visits to schools and rest homes and through the Club's training classes open to the public. GSDOC maintains an open attitude toward new ideas and training methods to improve the Club's service. All classes are taught by volunteering members of the Club.

SECTION 2. Policy regarding children at GSDOC functions. Children will not be permitted at GSDOC training classes except in the following cases:

- A. They are training a dog (both child and dog will be evaluated and approved for the class by the instructor.)
- B. They are participating in the puppy class and are accompanied by an adult.
- C. They are accompanied and supervised by an adult who is not training and is with the children at all times.
- D. The children will not be allowed in the training area or in the storage and utility rooms or on the stages. The support of all members is greatly appreciated.

SECTION 3. The Club will regularly sponsor and encourage participation in events that help the community, the environment, and may also demonstrate the value of well trained Canine companions.

SECTION 4. The Membership will meet one evening a month. The Membership has currently voted to meet the second Monday of each month.

SECTION 5. The Club will take a neutral position regarding the Utah Alliance of People For Animals.

SECTION 6. Club equipment for agility, obedience, and other will be managed in accordance with the following guidelines:

- A. an up-to-date inventory of Club equipment will be maintained and will contain item description, quantity, dollar value, and date purchased,
- B. equipment will be used for Club functions and will not be rented or lent to members for personal use. Equipment may be rented to other clubs for special events with the written understanding that they will replace or repair any damaged or broken equipment.
- C. obsolete or equipment no longer needed by the Club will be reviewed and declared excess by the Board of Directors. A list of excess equipment will be advertised in the monthly newsletter. Members will have an opportunity to purchase excess equipment. When possible, this equipment will be part of the Christmas auction with proceeds going to animal shelters in the area.

SECTION 7. Officers are expected to attend scheduled Board meetings. If they miss more than three unexcused meetings they are expected (may be asked) to resign their position.

SECTION 8. Dues (Membership Fees) are payable in one payment with a 30 day grace period. Dues are of the following type:

- A. Individual \$35.00, Family \$40.00, Associate (Non-Voting) \$10.00.
- B. Associate dues will be due in full each June 1st.
- C. Prorating of Dues.

Application submitted in January: Five months of pro-rated membership dues plus the next year's membership dues. This totals \$50.00 for an individual membership and \$57.50 for a family membership. Dues will not be collected until June of the following year.

Application submitted in February: Four months of pro-rated membership dues plus the next year's membership dues. This totals \$47.00 for an individual membership and \$54.00 for a family membership. Dues will not be collected until June of the following year.

Application submitted in March: Three months of pro-rated membership dues plus the next year's membership dues. This totals \$44.00 for an individual membership and \$50.50 for a family membership. Dues will not be collected until June of the following year.

Application submitted in April: Two months of pro-rated membership dues plus the next year's membership dues. This totals \$41.00 for an individual membership and \$47.00 for a family membership. Dues will not be collected until June of the following year.

Application submitted in May: One month of pro-rated membership dues plus the next year's membership dues. This totals \$38.00 for an individual membership and \$43.50 for a family membership. Dues will not be collected until June of the following year.

Application submitted in June: One year of membership dues in the amount of \$35.00 for an individual membership and \$40.00 for a family membership. Dues will not be collected until June of the following year.

Application submitted in July: Eleven Months of prorated dues in the amount of \$33.00 for an individual membership and \$38.50 for a family membership. Dues will not be collected until June of the following year.

Application submitted in August: Ten Months of prorated dues in the amount of \$30.00 for an individual membership and \$35.00 for a family membership. Dues will not be collected until June of the following year.

Application submitted in September: Nine Months of prorated dues in the amount of \$27.00 for an individual membership and \$31.50 for a family membership. Dues will not be collected until June of the following year.

Application submitted in October: Eight Months of prorated dues in the amount of \$24.00 for an individual membership and \$28.00 for a family membership. Dues will not be collected until June of the following year.

Application submitted in November: Seven Months of prorated dues in the amount of \$21.00 for an individual membership and \$24.50 for a family membership. Dues will not be collected until June of the following year.

Application submitted in December: Six Months of prorated dues in the amount of \$18.00 for an individual membership and \$21.00 for a family membership. Dues will not be collected until June of the following year.

SECTION 9. GSDOC. maintains a stock of training equipment which is available for sale to members and class participants. The Club has established an Equipment Sales Manager position responsible for ordering, selling, storing, and transporting equipment to training sessions and special events, and for maintaining an inventory.

Hours Equipment Manager will sell supplies:

- A. 15 minutes before the beginning of training classes (6:45 p.m. to 7:00 p.m.)
- B. 15 minutes following training classes
- C. from 7:00p.m. to 8:00p.m. on the second and third night of each public training session to assist new students and instructors in getting properly fitted equipment.
- D. Training equipment sales hours for special events will be coordinated and announced for each event.
- E. A small supply for critical training equipment will be available to instructors in the event the Equipment Sales Manager is unavailable.

SECTION 10. Training class prerequisites and instructor qualifications are being developed and published to establish clear lines of progression in training. Qualifications are experience and successfully completed classes with no regard for dog's breed or handler's intention of showing in agility or obedience trials. Obedience training provides a foundation for dog and handler to establish a working relationship which will carry over to future complex exercises including agility, freestyle, therapy, and competitive obedience. We will require ring tests for intermediate and advanced classes. Successful completion of a ring test will qualify members to progress to the next level class.

The following chart shows entrance requirements for members and nonmembers in each GSDOC class. It states instructor qualifications needed to teach the class and identifies tests for each class. This procedure applies to all GSDOC classes including agility and specialty classes.

A class evaluation form has been developed to be completed by students attending each class. Completed forms will go to Training Director (forms need not be signed) for review and to provide feedback to instructors. Completed forms will be filed and held for one year. The Training Director will brief the Board quarterly and recommend corrective actions as appropriate. A committee of five or six members has been established and will be chaired by the Club Training Director. They will be responsible for reviewing and

updating existing course outlines, developing new class outlines to help train instructors, and conducting seminars and evaluating training effectiveness. Membership on the committee will be reviewed at the first Board meeting of each new fiscal year. The Training Director will make recommendations for committee member changes at this time.

