

Indian River Kontrol Society Bylaws
Revision 22.7 January 17, 2024

ARTICLE 1

Name: The name of this organization shall be "Indian River Kontrol Society". The guiding principles of the club shall be as follows:

- 1) The purpose of the club is to promote and encourage the enjoyment of all types of model aviation.
- 2) Money will never be the driving force behind any club activity unless it is a specific, non-flying, money-raising event (50/50 contest, club merchandise, car wash, bake sale, etc.).
- 3) Events are to be held with Pilot Satisfaction and Safety as the primary goals. All other considerations are secondary.
- 4) The collective resources of the club allow small groups of people to do things that they couldn't do by themselves. We will treat small-group desires as significant to the club.
- 5) We shall promote Model Aviation through member involvement by encouraging club member participation by volunteering to work at events, participation in events, attending club meetings and other functions.
- 6) All club members are considered equal. No club member shall have special privileges such as personal parking spots, tables, etc. Use of club facilities is on a first come first served basis.

ARTICLE 2

Meetings: All meetings are open to all active club members and guests. All members are welcome and encouraged to attend.

General Membership: The general membership will meet on the third (3rd) Wednesday of each month at 7:30 p.m. If canceled due to some unforeseeable reason it will not be rescheduled.

In addition to club business, the general meeting will be informative and fun, and include additional activities such as Model of the Month, Show & Tell, raffles, event reports, etc.

Special Club Meeting Activities:

- 1) The club's annual event calendar will be voted on at the July meeting.
- 2) New Officers for the Executive Board for the coming year will be nominated at the October meeting.
- 3) Executive Board elections are held at the November general meeting. Installation of the new board members will be at the close of the December meeting.
- 4) The club's annual budget will be voted on at the November meeting.
- 5) The club's annual Holiday Party is held at the December meeting. This meeting will consist of officer reports and awards only. (No old or new business)

To insure the expediency of the meetings, all members will be allowed three minutes for all presentations, demonstrations, motions or comments from the floor. Common courtesies will be shown to the person who has the floor.

Executive Board: The Executive Board will meet on the first (1st) Wednesday of each month at 7:30 p.m.

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- 1) Each month's meeting will be hosted by a different Board member, and it will be their responsibility for choosing the location of the meeting.
- 2) An annual schedule of each month's meeting host will be posted on the club's website.
- 3) The date and time of a meeting may be subject to change to accommodate last minute conflicts with Board members schedules to ensure maximum attendance at the meeting.
- 4) A Board meeting may be rescheduled or cancelled, (due to absentees, sickness, lack of business, etc.) with a majority vote of the Board members.
- 5) A Board member's attendance is not mandatory at the meetings but is highly requested to facilitate more input on items discussed.
- 6) If a Board member cannot attend a meeting, they may still participate by phone/video call or just email/text their report to another board member.
- 7) Any club member wishing to attend a Board meeting should contact the host to confirm the meeting location and date.

ARTICLE 3 **Membership:** Membership is open to candidates upon filing an application or by open declaration at a regular meeting. Academy of Model Aeronautics (AMA) membership is required. Dues are payable immediately.

ARTICLE 4 **Logo:** The official Club logo shall be:



ARTICLE 5 **Dues and Initiation Fees:** All club members shall pay dues for the coming year by the end of December and shall present proof of coming year AMA membership with payment. Annual dues are as follows:

Introductory Memberships: Annual rates for all first time members:

- Open Membership: \$48.00
- Family Membership: \$60.00¹
- Youth Membership: FREE²
- Active Military: \$24.00
- Snow Bird: \$24.00³

First time member's dues will be prorated using the following formula:

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Members rate /12 times the number of months remaining until their AMA membership expires, not to exceed 12 months (e.g., if a new IRKS member has 18 months left on a 2-year AMA membership card, the introductory rate applies to the first 12 months).

Members are only eligible for Introductory Membership once.

Guest Memberships: Guest member's dues will be \$7.00. This is for a one time guest visit for less than 30 days but exceeding our normal guest policy of three single day visits for free.

Normal Memberships: Normal members must pay for a whole year and will not be prorated. Returning members will pay the following rates.

Open Membership: \$80.00
Family Membership: \$110.00¹
Youth Membership: FREE²
Active Military: \$40.00
Snow Bird: \$40.00³

Annual membership renewals are due by the expiration date reflected on the IRKS membership card. Failure to renew dues by the expiration date reflected on the IRKS membership card will result in immediate forfeiture of all flying privileges and a \$20.00 penalty on renewal. Snowbird members are exempt from any late payment penalty. All monies from penalties will go into the Flying Site Fund.

Since AMA allows two year memberships, you may also pay for two years of IRKS dues with proof of a two year membership with AMA. In the case of a new member wanting to pay for up to two years, they shall pay the Introductory Membership rate for the first 12 months plus a prorated Normal Membership rate not to extend beyond their AMA membership expiration date.

A member may request a dues refund by petition to the Executive Board. The Board will evaluate the request and determine if the circumstances warrant a refund and, if warranted, what amount shall be refunded.

In January, of each year, the Treasurer shall transfer monies to the Flying Site Development Fund and the Equipment Fund. The amount transferred to the Flying Site Development Fund shall be 1/3 of the total dues paid by the normal members. The amount transferred to the Equipment Fund shall be 1/10 of the amount paid into the Flying Site Development Fund. Transfers from introductory memberships will be excluded.

Notes:

1. Intended for two or more adult members residing at the same address.
2. Must be under 19 on December 31.
3. For up to six months in a calendar year.

ARTICLE 6

Club Funds: All club's monies will be kept in a financial institution approved by the club.

The club's monies will be divided into two separate accounts, a General/Equipment Fund account and a Flying Site Development Fund account, to be controlled by separate board members as outlined in Article 8. For security reasons no one member shall have complete access to all the club's monies.

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Only the clubs President and/or Vice-President shall have authority to make changes to the clubs Flying Site Development Fund account.

Only the clubs Treasurer and/or Recording Secretary shall have authority to make changes to the clubs General/Equipment Fund account.

The executive board members (President, Vice President, Recording Secretary, Membership Secretary, Treasurer, Safety Officer, Field Manager and Event Coordinator) may have check signing authority.

A monthly report of each fund's status will be reported at both the Executive Board and General Membership meetings.

All requests for reimbursement must be accompanied by the appropriate reimbursement form, which is available from the club's website.

The check recipient cannot sign his/her own check.

Other than from 50/50 and sale of club merchandise and donations, all gross cash income and receipts for any and all event functions must be submitted in entirety to the Treasurer without any prior deduction by event coordinators for expenses.

An events coordinator may request cash up front for an event, as requested in the annual budget. After the event, the events coordinator will turn in all receipts and leftover cash to the club treasurer. If the event should go over budget, the event coordinator may submit a request for reimbursement of the additional funds.

General Fund: The General Fund will be used for the day to day operations of the club. This will include all recurring expenses for maintenance and upkeep of all club property, facilities and equipment.

The income to and expenditures from this account will be outlined in the club's annual budget. Expenditures from this account will be for budgeted/recurring expenditures.

Equipment Fund: The Equipment Fund will be a sub-account of the General Fund used for the purpose of purchasing new equipment to replace or supplement the current equipment used to maintain our flying sites. Examples would be lawn tractors, mowers, weed eaters, etc. This fund will not be used to maintain the equipment. That will be accomplished through the annual budget from the General Fund.

The income to this account will be from a portion of each club member's annual dues as outlined in Article 5.

Flying Site Development Fund: The Flying Site Development Fund will be a savings and checking account used for the purpose of future flying site development and for, as needed, improvements to the current flying site as voted on by the club.

The income to this account will be from donations, 50/50, sale of club merchandise and a portion of each club member's annual dues as outlined in Article 5. Expenditures from this account will be for non-recurring expenditures.

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With the club merchandise being part of the flying site fund, the fund custodian shall be responsible for the ordering, storage and selling of all club merchandise.

The flying site fund custodian shall also be responsible for the storage and selling of all property that is donated to the club to be sold to add money to the flying site fund.

Fund Transfers: At the end of the club year, any excess funds in the General Fund may be transferred, by majority vote of members present, to the Equipment Fund and/or Flying Site Development Fund. Likewise, if it should become necessary to supplement the General Fund or Equipment Fund for an unanticipated expenditure, a motion may be made to transfer funds to the appropriate fund from the Flying Site Development Fund.

Audits: The Executive board will be responsible for organizing an annual audit of all accounts each year in January. The Executive board will choose a club member(s) to preform the annual audit.

ARTICLE 7

Declaration of Membership: Membership shall continue during the existence of the club unless terminated by:

- 1) Upon non-renewal or revocation of AMA membership by proper authority.
- 2) Submission of written resignation.
- 3) Expulsion as described in Article 13 or Article 16.

ARTICLE 8

Executive Board: The officers of the club shall be known herein as the Executive Board or The Board. The Board shall be the governing body of the Club and shall be ultimately responsible for management of the affairs and business of the Club as defined by, but not limited to, the bylaws of the club.

- 1) The Board will consist of a minimum of six primary officers. The primary officers shall include: President, Vice President, Recording Secretary, Membership Secretary, Treasurer and Safety Officer.
- 2) Optional officers may include Field Manager and Event Coordinator. Optional officers may be elected or appointed depending on the number of candidates.
- 3) Officers will serve a two-year term of office.
- 4) The President, Recording Secretary, Membership Secretary and Field Manager terms will start in January of even years.
- 5) The Vice President, Treasurer, Safety Officer and Event Coordinator terms will start in January of odd years.
- 6) A secret ballot shall be used for elections, removal of a Club officer and expulsion of a member from the Club.
- 7) All board members' votes are equal. No one board members' vote shall be worth more than any other.

Executive Board Eligibility

To be eligible for club office the member must meet these requirements at the time of nomination:

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- 1) He or she must be a member in good standing with the club.
- 2) He or she must have been a member for at least 2 years.
- 3) He or she must have attended at least 7 meetings in the last 12 months.
- 4) Nominee must be nominated by a fellow club member at the October meeting.
- 5) Nominee must be present at the October meeting to accept the nomination.

General Responsibilities

The Board shall oversee the club's day to day business affairs between regular meetings. The Board shall meet monthly or as often as deemed necessary to transact the club's business affairs.

- 1) It shall oversee the club assets, bank accounts, investments, cash-on-hand, inventory, and any other assets the club may own. It shall oversee all club debts to ensure that they are paid in a timely manner.
- 2) It shall prepare the annual budgets for the general fund, equipment fund and flying site fund.
 - a) The budgets will cover all anticipated club expenses for the coming year.
 - b) It shall oversee the collection of data from the officers and various committee chairpersons used to prepare the annual budgets.
 - c) The annual budgets will be published in the club's November and December newsletters and will be voted on at the general membership meeting in December.
- 3) Expenditures
 - a) It shall be subject to a \$1000 emergency spending cap for non-budgeted items. Items exceeding the \$1000 cap shall require approval by the general membership.
 - b) It shall be subject to a \$100 non-emergency spending cap for non-budgeted items. Items exceeding the \$100 cap shall require approval by the general membership. The total non-emergency, non-budgeted, expenditures per month will not exceed \$200 without approval by the general membership.
 - 4) It shall be empowered to create emergency rules or procedures to safeguard club members and/or club property until the next general membership meeting is held so it may be approved by the general membership.
 - 5) The board meeting shall be the forum where its members coordinate their respective issues and actions as they execute their official duties.
 - 6) Any decision made by the board which is felt to be incorrect by the general membership, may be overturned with a majority vote of the members present at a general meeting.

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The individual duties of club officers are as follows:

President

The President shall preside over all regular meetings of the Club and shall act as spokesman for the Club in all matters pertaining unless specifically designated otherwise by the bylaws. He shall further appoint committees as may be required in the conduct of Club affairs. The president shall not vote at the general meeting except in the case of a tie and elections. The club President shall be the primary custodian for the Flying Site Fund account, and the secondary custodian shall be the club Vice-President.

Vice President

The Vice President shall act for and as the President whenever the President is unable to serve. The Vice President shall be a part of all phases of Club business including any negotiations with outside agencies.

Secretaries

Recording Secretary: The Recording Secretary shall keep the meeting minutes and all records of the club, conduct all club correspondence and be the club's official contact with outside organizations such as AMA with respect to questions, problems, information and other occurrences.

Membership Secretary: The Membership Secretary shall keep the club membership list, verify renewals and new applications, collect all dues, periodically collect mail from the club's post office box and maintain and promulgate the club roster. Membership monies will be submitted to the Treasurer for accounting and deposit.

Treasurer

The Treasurer shall be the primary custodian of the club's General/Equipment Fund account. He/she will collect and have custody of said fund, receive and dispense all monies of the club within his/her authority and inform the membership, at each monthly meeting, of the status of the treasury. The secondary custodian for this account will be the club Recording Secretary.

The E-board may establish special accounts for special events or funds. The treasurer shall be the primary custodian on all special accounts. The Recording Secretary shall be the secondary custodian on all special accounts.

Safety Officer

The Safety Officer shall be responsible for the development and enforcement of all IRKS field safety regulations. Specific responsibilities are as follows:

- 1) Enforcement of the AMA Safety Code.
- 2) Annually discuss AMA safety code changes at a regular club meeting.
- 3) Participate in the generation/maintenance of all safety regulations.

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- 4) Analyze the causes of all major or suspicious crashes, to determine if caused by equipment failure or pilot error/qualifications.
- 5) The right to prevent individual fliers from flying if their conduct or aircraft is not suitable until corrected.
- 6) Conduct safety classes, as required, as part of regular club meeting.

Event Coordinator

The club's Event Coordinator (EC) will act as the club's morale officer and shall have the following responsibilities:

- 1) Will recruit volunteers to act as Contest Directors (CD) to run competitive club events (contests).
- 2) Will recruit volunteers to act as Event Directors (ED) to run non-competitive club events such as a fly-in, open house, etc...
- 3) The EC may volunteer to run any club event as CD or ED.
- 4) Will work with said CD's and ED's to produce an annual events calendar so that there is a club activity scheduled each month, if possible.
- 5) Will submit the proposed annual events calendar at the July meeting for club approval.
- 6) Will insure that the club's approved annual event calendar gets published on the club's newsletter and website.
- 7) Will insure that each month's upcoming event is published in the club's monthly newsletter.
- 8) Will insure that each event's results get posted in the club's newsletter and on the website.
- 9) Will insure members are notified of any last-minute changes or cancelations of an event.
- 10) It is recommended that the EC become an AMA certified Contest Director in order to assist and/or direct AMA Sanctioned Events.
- 11) Will insure the CD or ED running an event understands that they are responsible for the planning, application for sanction, event staffing, running the event, the safety of the event and will report event results to the EC.

Field Manager

The Field Manager is an optional elected or appointed position. The Field Manager shall be responsible for the up keep of the field and facilities/equipment. He will be responsible for choosing the members and the number of members who help maintain the field and equipment. The Field Manager will coordinate with the Mowing Lead to ensure that the runway, pits, and parking areas are mowed on an established schedule or on an as needed basis. The Field Manager will coordinate with the Facilities/Equipment Lead to ensure that all facilities/equipment are properly maintained. The Field Manager shall be responsible for all expenditures required for the up keep of the field and facilities/equipment as allotted by our annual budget. The Field Manager will provide a monthly status report to the e-board/membership. The Field Manager will schedule

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club workdays as necessary to accomplish multiple maintenance jobs/projects that need to be completed at the field. The Field Manager has the responsibility to close the field and notifying a member of the e-board, if weather makes the field unusable. The Field Manager may fill the Mowing Lead and/or Facilities/Equipment Lead positions if he/she desires.

Mowing Lead

The Mowing Lead position is a non-elected position. The Mowing Lead will insure that the runways, pits and parking areas are mowed on an established schedule or on an as needed basis. The Mowing Lead will insure that the runways and pit areas are properly fertilized, rolled, and repaired as necessary from damaged caused by aircraft, people or wildlife. Expenditures by the Mowing Lead are limited to \$100.00 without prior approval from the Field Manager or an e-board member. The Mowing Lead will provide a monthly status report to the e-board/membership. In the absences of the Field Manager, the Mowing Lead has the responsibility to close the field and notifying a member of the e-board, if weather makes the field unusable.

Facilities/Equipment Lead

The Facilities/Equipment Lead position is a non-elected position. The Facilities/Equipment Lead will insure that all mowing equipment will be serviced/repared on an established schedule or on an as needed basis. The Facilities/Equipment Lead will insure that the sprinkler system and all structures above ground are properly maintained. Expenditures by the Facilities/Equipment Lead are limited to \$100.00 without prior approval from the Field Manager or an e-board member. The Facilities/Equipment Lead will provide a monthly status report to the e-board/membership. In the absences of the Field Manager and Mowing Lead, the Facilities/Equipment Lead has the responsibility to close the field and notifying a member of the e-board, if weather makes the field unusable.

ARTICLE 9 **Officer Vacancies:** Vacancies in any executive board office shall be filled by appointment by the remaining officers.

Appointees shall serve until the end of the term for which the predecessor was elected.

ARTICLE 10 **Incorporation:** A minimum of four (4) of the elected officers is required for the annual Incorporation of this membership, with the State of Florida.

ARTICLE 11 **Bylaws, Motions and Voting:** This club shall adopt bylaws consistent with the constitution for procedures and events as necessary. Bylaws and motions can be adopted, amended, or deleted as the need arises, by a majority vote of the Executive Board and members present at a scheduled and published meeting.

“A majority is defined as more than half of the total votes of votes on a motion”.

Any motion, made at a general meeting, which deals with club By-Laws, policies, flying site rules/regulations or purchases over \$1000.00 shall be tabled until the next general meeting. This will allow the board time to evaluate the motion and publish the motion in the club newsletter. This will provide more members the opportunity to comment and vote on the motion.

The executive board may notify the membership of a new motion, by email or newsletter, or if an issue arises between meetings which requires a motion and needs immediate attention. A notice to the membership, by email or newsletter, at least 48 hours before the next general membership meeting will be considered acceptable notification.

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The membership may make a motion to give the executive board a discretionary spending limit for special projects like flying site development, etc., without having to return to the membership for approval of each expenditure.

Only paid members of the IRKS general membership shall be allowed to vote on any club action.

Only Board members may vote at an Executive Board meeting.

ARTICLE 12 **Mishaps:** When an accident, resulting in personal injury or property damage, occurs at a club field, the executive board shall be notified by the responsible party, within 24 hours of the incident. The pilot responsible for the accident is accountable for all damages incurred.

Failure of the pilot responsible for the accident to report the incident within said 24 hours may subject that pilot to disciplinary action.

The Executive Board shall investigate all mishaps/accidents involving third party damage or personal injury and provide a report to the club. The board will take the appropriate actions to report the incident to the necessary higher authorities. If possible, the board will take the necessary actions to prevent further occurrences.

ARTICLE 13 **Dissolution:**

1) The Corporation may be dissolved with the approval of a two-thirds (2/3)-majority vote of the total membership. This will be accomplished by mail-in ballot. Only 'NO' votes need be mailed in. All ballots not received will be considered 'YES' votes.

2) Upon the dissolution of the Corporation, the Board shall, after paying or making provision for the payment of all of the liabilities of the Corporation, dispose of all the assets of the Corporation exclusively for the purposes of the Corporation in such manner, to the Academy of Model Aeronautics, Inc., or to such other organization or organizations organized and operated exclusively for charitable, educational, religious or scientific purposes as shall at the time qualify as an exempt organization or organizations under Section 501(c)(3) of the Internal Revenue Code of 1986, as amended, or to such other organization with purposes similar to the purposes of this Corporation, as the Board shall determine. Any of such assets not so disposed of shall be disposed of by the Court of Common Pleas (or similar court) of the county in which the principal office of this Corporation is then located, exclusively for such purposes and to such organization or organizations, as said court shall determine, which are organized and operated exclusively for such purposes.

ARTICLE 14 **Club Owned Equipment:**

- 1) All property purchased, for club use, shall be owned by the club and not by individuals.
- 2) All club property shall be purchased only after authorization by the Executive Board and, whenever possible, directly with club funds and not by individuals with subsequent reimbursement by the club.
- 3) All club property shall be stored on-site unless granted a waiver by the Executive Board.
- 4) No club property shall be used for personal use.
- 5) Individuals shall not store personal property on-site.

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- 6) No club member shall make modifications to club property without approval of the executive board or club. Once modifications have been made it will become property of the club and no longer personal property.
- 7) A club property inventory list shall be developed and maintained.
- 8) The Executive Board shall control the keys/combination for all equipment stored under lock.
- 9) Equipment shall not be disposed of without Executive Board approval.

Group Use of Club Property:

- 1) Club members, representing the club, who go as a group to a model aviation event, contest or demonstration such as Joe Nall, *Southeast Electric Flight Festival*, Top Gun, *Valkaria Airfest*, etc. may borrow club property to use at the event.
- 2) The equipment can only be borrowed under the following conditions:
 - a. The group must consist of 3 or more club members.
 - b. The club members borrowing the equipment must have permission from the executive board. If more than one group wishes to use the same piece of club property at the same time for different events, the executive board will have the final say on who uses the property.
 - c. The club members shall take full responsibility for the equipment and must return it in the same condition that they borrowed it.
 - d. An executive board member will check the condition of the equipment prior to issue and once it's returned.
 - e. The club members must also agree to pay for any damage, which was caused by misuse or neglect while in their possession, to include replacement if necessary.

ARTICLE 15 Resignation, Termination, Disciplinary Action, Expulsion and Reinstatement of Membership:

- 1) Any member in good standing may resign his/her membership by giving written notice to the Club.
- 2) If any member ceases to have the qualification necessary for membership in the AMA, his/her membership in the Club shall thereby terminate, subject to reinstatement upon restoration of eligibility. (i.e. Failure to renew his/her membership for the coming year by the expiration date indicated on his/her AMA membership card.)
- 3) This section provides for enforcement of the Safety Rules that are related to flying activities. Any other unacceptable behavior by an individual member or members, as defined by the Executive Board, becomes the responsibility of the Executive Board as stated in Article 8 of these Bylaws. Any individual may be recommended for expulsion, from the Club, by a two-thirds (2/3) majority vote of the Executive Board if, in the Executive Board's determination, such individual willfully commits any act or omission which is a violation of any of the terms of these Articles of Incorporation and Bylaws, or the Rules of the AMA, or which is detrimental to the Club, the AMA, or to model aviation. The Board's recommendation to expel will be presented to the general membership for a vote. The membership shall be notified 30 days prior to the actual vote and expulsion will require a 2/3 majority of all members present at that meeting.

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- 4) Any member who is expelled from membership may be reinstated to membership only by two-thirds (2/3) majority vote of the Executive Board.
- 5) The Executive Board shall have the discretionary authority to provide for and to impose disciplinary action for such acts or omissions, which do not justify expulsion from membership.
- 6) The vote for expulsion shall be by secret vote.

ARTICLE 16 Grievance Procedure (Flight and Ground Safety Rules)

1) Purpose:

The grievance procedure provides a mechanism to enforce existing safety rules by providing a progressive disciplinary system when needed. Although most complaints can be resolved informally, if a complaint is serious or cannot be resolved informally, the matter should be referred to the Executive Board for its consideration by means of a Grievance Form to be filled out and turned into any Board member. At least one witness is required to sign the Grievance Form.

2) Executive Board

The Executive Board shall use its judgment in carrying out action on the following:

- (a) A grievance form (see page 6) will be filled out and turned into the Executive Board. At least one witness is required.
- (b) FIRST DISCIPLINARY ACTION
 - a. Viewpoints of both the complainants and accused will be considered.
 - b. Complainant's name(s) will be withheld unless permission has been granted by the complainant. Although not necessary, a collaborating witness is desirable.
 - c. A verbal reprimand will be given to the accused, by the Executive Board, and this will be recorded in the Club files.
- (c) SECOND DISCIPLINARY ACTION
 - a. Viewpoints of both complainants and accused will be considered.
 - b. Complainant's name(s) shall be disclosed with written grievance form(s) or letter(s) for viewing. Although not necessary, a collaborating witness is desirable.
 - c. The accused has the right to a written rebuttal, to be reviewed by the Executive Board.
 - d. If the Board so decides, the flying privileges of the accused will be suspended for thirty (30) days. Written notice of this shall be issued and a copy published in the Club newsletter.
- (d) THIRD DISCIPLINARY ACTION
 - a. Immediate suspension of flying privileges until club vote can be held.

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- b. The Executive Board will notify the accused in writing and the Club members via the Club newsletter that the Club will vote on the expulsion of the accused at the next meeting.
 - c. Complainant's name(s) shall be disclosed with written grievance form(s) or letter(s) for viewing. Although not necessary, a collaborating witness is desirable.
 - d. Said expulsion will last for a one-year minimum. (Longer if deemed necessary by the Executive Board).
 - e. A member may be expelled from the Club only upon a two-thirds (2/3) majority vote of the membership present at the meeting.
 - f. Voting will be by secret ballot at a regular monthly meeting.
 - g. The expelled member may reapply for membership after the expiration of the expulsion time period.
 - h. When accused member is returned to flight status following either the vote for expulsion, suspension or the expulsion itself, he/she will be required to pass a Safety of Flight Competency Test as outlined in Article 16, Section 3.
- (e) The three actions will not be enforced unless they are accumulated within a one-year period of time.
- (f) Any member receiving a Grievance, who directs any retaliation action against the person(s) filing said Grievance(s), will be subject to immediate expulsion from the Club. This is to include threats, intimidation, physical harm, intentional equipment damage, or any other action deemed to be retaliatory by the Executive Board and appropriate authorities will be notified.
- (g) In event of serious or intentional infraction(s) of club rules, the Executive Board reserves the right to implement any of the three disciplinary actions as seen necessary to ensure the Club's safety.

3) In the event that a member is perceived to have diminished or unsafe flying abilities or the member is being returned to flight status after Article 16, Section 2, he/she will be required to undergo a Safety of Flight Competency Test. This shall be witnessed by two Executive Board members and one Certified Flight Instructor and will be a verbal and flight evaluation based on the Solo Pilot's Flight Test with emphasis of safety, field layout and "No-Fly" zones, and club rules.

- a) Member must pass with a unanimous vote of the Executive Board members and the Flight Instructor witnessing the test.
- b) If member request's addition training before testing, he shall be allowed to receive training by a Certified Flight Instructor only and not for a period of more than 30 days.
- c) Member must always fly in the close presence of the Flight Instructor or the member may be suspended for an indefinite period of time.

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Club Grievance Form

Date: _____

Time : _____

Nature of Violation:

Signature: _____

Witness: _____

Additional Witnesses (not required):

ARTICLE 17 **Indemnification:** The corporate shall indemnify and hold harmless the officers, directors and board members from any and all liability, including reasonable legal fees, arising from any action against them due to their activities on behalf of the corporation, as long as their actions were within the scope of their authority as an officer, director or board member.

Signed this _____ day of _____, 20_____.

X _____, President

X _____, Vice President