

BRETTL-HUPFERS' SKI CLUB, INC.

GENERAL INFORMATION

The Brett-Hupfers' Ski Club was founded in 1956 by George Russo and seven of his friends from the Boston area. He later purchased our present lodge in Bartlett, New Hampshire, which can accommodate 60 people comfortably. We have a well-equipped kitchen, living room, a bar complete with fireplace and sound system, a downstairs bar, a dance floor which converts into a dining room, nine bathrooms, a ski storage room and tuning area, and eleven dormitory-style bedrooms.

We are a year-round club. Summer affords excellent tennis, golf, tubing, hiking, bicycling, swimming and special events on holiday weekends. Fall and Spring are Work Weekends at the Lodge and are often more fun than work with an excellent opportunity to get to know each other. Our Lodge is close to several major ski areas: Attitash, Attitash Bear Peak, Black, Cranmore, Wildcat, Bretton Woods, Cannon and Sunday River as well as cross-country skiing, snowshoeing and backcountry skiing. A fun, competitive racing program is organized for Members of all abilities.

We do love to have a good time. Our party schedule is full with our own Club functions and those of other clubs in the Eastern Inter-Club Ski League (EICSL).

Our Club is governed by a set of Bylaws and Lodge Rules enforced by the Executive Board, which consists of elected Officers and Directors.

LODGE FEES

Guest Fees	\$30/night
Associate Member	\$20/night
EICSL Member	\$20/night
Race Member	\$20/night – Race Weekends ONLY

MEMBERSHIP BENEFITS

FULL LODGE MEMBERSHIP is for an individual who wants to be an active participant in any or all phases of Club activity and wants to enjoy complete benefits such as: a right to voice opinions; propose motions to be voted upon, vote on matters introduced at General Meetings; privilege to be nominated for a Club Office; serve as Committee Chairperson; receive club mailings, including the EICSL “Big E”; and automatic membership in EICSL with related benefits. Full Lodge Members also receive a door code key to the Lodge with the right to use the facilities as often as desired (though never more than 14 consecutive nights) and other rights and privileges as dictated by the Club Bylaws, Rules, policies or traditions.

ASSOCIATE MEMBERSHIP is open to an individual who has been a Full Lodge Member for two or more years and who is no longer able to be fully active but wants to maintain some contact with the Club and the membership. This membership status offers fewer benefits. Here, the individual can expect to receive preferential guest treatment at the Lodge with reasonable rates for lodging, all club mailings, an invitation to participate in discussions at General Meetings, but no voting privileges. An Associate Member will not be permitted to have a door code.

RACE MEMBERSHIP is open to individuals who agree to race a minimum of 2 EICSL qualifier races. This member is entitled to preferential treatment (see Order of Reservations) at the Lodge on Race Weekends only (guest status on non-race weekends), all Club mailings, and an invitation to participate at General Meetings but no voting privileges. A Race Member will not be permitted to have a door code.

EASTERN INTER-CLUB SKI LEAGUE (EICSL)

I The League is designed for the mutual benefit of the recreational skier through:

- A. Servicing, common interests of recreational skiers
- B. Promotion of closer coordination between club members
- C. Activities which strengthen individual clubs
- D. Promotion of skiing programs for individual members
- E. Planned social activities
- F. Encourages competitive skiing
- G. Offers a stepping stone to higher ratings

BRETTL-HUPFERS' SKI CLUB

LODGE RULES

These rules are established for the safety and mutual comfort of all. The Lodge Chairperson has the designated authority to see that these guidelines are adhered to. All Members share in the responsibility to maintain smooth functioning of the Lodge.

NO SMOKING, DRINKING/ALCOHOL OR FOOD IN BEDROOMS OR BATHROOMS IN THE SLEEPING AREAS.

NO NON-PRESCRIBED, CONTROLLED SUBSTANCES ON LODGE PREMISES

NO WEAPONS OR AMMUNITION ON LODGE PREMISES

NO PETS

I WEEKEND RESERVATIONS

- A. Only Lodge Members, Associate Members, and Race Members may make weekend reservations for themselves and their guests.
- B. Bunks will not be guaranteed to any person who is without a reservation.
- C. Reservations must be made for each weekend that a Member plans to be at the Lodge year round.
- D. Reservations must be made online by Wednesday night at 9 pm and canceled by Thursday night at 9 pm. To cancel reservations, members must inform the Lodge Chairperson.
- E. Priorities for accepting reservations will be as follows:
 - 1. Full Lodge Member
 - 2. Associate Member
 - 3. Applicant
 - 4. Race Members (non-Race Weekends only; Race Weekends places 2nd)
 - 5. Guests
 - 6. Other EICSL Members

The number of guest reservations per member may be limited based on availability.

II SIGN-IN AND BUNK ASSIGNMENTS

- A. Every Member must sign in upon arrival and must provide the name of an emergency contact. Guests must sign in and pay upon arrival. This is required for safety considerations and applies for ANY overnight stay.
- B. After signing in, each Member and guest must check the bunk list for their assigned bunks.

III WEEKEND FEES

- A. All Lodge and meal fees must be paid either prior to your stay via approved online payment systems approved by the Board of Directors, or deposited in the cash box in the entrance way upon arrival at the Club.
- B. Associate, guest, and party fees will be charged for reservations that were reserved but not properly canceled. There will be NO cancellation of meals, and Members will be responsible for any meals ordered for themselves or their guests.

IV CONDUCT

- A. No unbecoming language or behavior will be tolerated. All members, guests, and visitors must comply with the BHSC Anti-Harassment & Anti-Discrimination Policy in Appendix A.
- B. Members are responsible for their guests at all times. Members are responsible for advising their guests of the Lodge rules, any fees not paid by their guests, and for the conduct of their guests.

V CURFEW

- A. No loud noise after 1:00 a.m.
- B. The sound system will be turned down at 1:00 a.m. so that it is not audible in other parts of the house.

VI BEDROOMS AND BATHROOMS

- A. **Absolutely NO SMOKING, FOOD or DRINKING/ALCOHOL in bedrooms or bathrooms. Offenses will be reviewed by the board as described in the by-laws.**
- B. Walkways and fire exits must be kept clear at all time. All personal articles must be kept on or under bunks or in appropriate storage areas. **No one is allowed to sleep on the floor.**
- C. No bright lights or loud noises in bedrooms from 1:00 a.m. to 7:00 a.m.
- D. Coed visitation in dormitory quarters will be allowed. However, the rights of

occupants shall not be violated nor will offensive behavior be tolerated. All coed visitations must be announced prior to entry.

- A. Each person is to clean the bathtub, sink, or shower stall immediately after use.
- B. Do not leave clothes, towels, toiletries, or washcloths in bathrooms.

VII PERSONAL EQUIPMENT

- A. No Member or guest may use the equipment (sleeping bags, skis, poles, boots, clothing, etc.) of another person without permission from that person.
- B. All skis and poles are to be kept in the ski room only. Ski boots are to be kept under bunks or in appropriate storage areas.
- C. Due to limited space, Members and guests are limited to two (2) pairs of skis and poles.
- D. All ski equipment must be removed from the Ski Room prior to Spring Work Weekends. Any ski equipment left in the Ski Room may be disposed of. **Ski equipment may be returned to the Ski Room after Fall Work Weekends.**

VIII KITCHEN

- A. All persons using club cooking utensils, tools, and equipment are responsible for clean up after use and returning them to their proper locations.
- B. Food and beverages left in the refrigerator must be **marked** with the **owner's name and dated**. Although unmarked items and those likely to spoil may be removed by any member, all members are responsible for removing their own food from the refrigerator.
- C. No member or guest shall eat another person's food without permission from that person.

IX LODGE DUTIES

- A. All Members and guests are responsible for checking the DUTY BOARD and performing their assigned duties before leaving for home. Failure to comply may result in a monetary fine imposed by the Board.
- B. Trading of a duty is allowed, HOWEVER, the individual assigned the duty will be held responsible for its completion.
- C. In addition to assigned duties, the general upkeep of the Lodge is the responsibility of **ALL**.
- D. Common areas shall be kept clean at all times.

X. SAFETY

- A. **Smoking is NOT allowed in the Lodge.**
- B. Smoking is allowed outside as long as smoking material is properly disposed. Do not litter.
- C. Always open the flue and use a reasonable amount of wood. If misuse of the fireplace results in a visit from the fire department, penalties up to loss of membership may be determined at the discretion of the Board of Directors.
- D. Guests are not permitted to start or attend to fires.
- E. Do not leave the fire in the fireplace unattended. The last person to leave that room will be responsible for seeing that the fire is extinguished. All fires must be extinguished prior to leaving the lodge and the flue closed.
- F. No fire will be started on Sunday unless a Member is to remain at the Lodge overnight.
- G. A snow shovel will be kept at the main entrance to the Club. The first group to arrive for the weekend has the responsibility to shovel the stairs and walkway. The first Board Member (or person in charge) to arrive will assign people to shovel the front, back, side entrances, the Fire Escapes and bulkheads.

XI GENERAL

- A. Use or possession of any non-prescribed, controlled substance by any person within the Lodge or on Lodge premises **IS ABSOLUTELY FORBIDDEN**. (Note: New Hampshire has Implied Consent Law, which makes ALL persons present on the premises subject to arrest.) ANY incident should be reported to an Executive Board Member, whereupon the violator will be automatically removed from the premises.
- B. No weapons or ammunition shall be allowed in the Lodge or on the premises.
- C. The first person(s) arriving at the Lodge on Friday night will be responsible for completing the CHECK-IN list posted at the main door.
- D. The last person(s) leaving the Lodge for home will be responsible for shutting down and securing the building by completing the CHECKOUT list posted at the main door.
- E. No unauthorized person is allowed to tamper with thermostats, oil burner, water controls, or electric service.
- F. No person under 21 years of age will be allowed in the Lodge.

G. No ski boots are to be worn in the Lodge.

H. Do not use alcoholic beverages marked as belonging to another person unless given permission. Mark your own beverage with your name and store it in the Liquor Cabinet in the Kitchen or in the Gaslight room. Unmarked beverages left in the Lodge will be considered as open property. Liquor may be kept in bedrooms when stored in proper and protected receptacles, such as a box or footlocker.

I. No pets will be allowed in the Lodge.

J. Visitors at parties may use only those bathrooms authorized by the Executive Board.

K. Thefts within the Lodge by Members, guests, or visitors will be reported to the Executive Board for disciplinary action.

L. Lodge Rules and Bylaws will be reviewed by the Board at each Fall Work Weekend. The purpose of this review is to stimulate discussions on how the Club should be run and what is expected of each Member. The Board will respond back to the membership at the following General Meeting.

M. No one shall be permitted to reside at the Lodge for more than two (2) weeks at a time.

COMPLAINTS

All Members are responsible for correcting occurrences of offensive behavior by other members, guests, or visitors, including, but not limited to offenses detail in the Brett-Hupfers Anti-Harassment & Anti-Discrimination Policy. If the situation is not corrected, a complaint must be registered to a Board Member. The neutral Board Member will make a second attempt to correct the problem. If it is a Board Member who initiates the complaint, a second Board Member must make an attempt to correct the problem. If the situation persists, the Board Member will register a written complaint at the next Board Meeting. The situation will be discussed and, if necessary, disciplinary action will be taken. The Board's action will be a written reprimand, suspension or termination. See Article 15 of the Bylaws.

**THE RULES AS STATED HEREIN SHALL REMAIN IN EFFECT
UNLESS CHANGED BY THE ACTION OF THE EXECUTIVE BOARD.**

Revised: 10/1/1997 Christine Conte, Corresponding, Secretary
Revised: 11/01/2000 Lori Erickson, Corresponding Secretary
Revised: 06/26/2004 Jeffrey Shepard, Corresponding Secretary
Revised 02/11/2011 Dan Hunt, Corresponding Secretary

Revised 11/11/2015 John Raeder, Acting Corresponding Secretary
Revised 04/27/2018 Vicki Santarcangelo, Corresponding Secretary
Revised 12/21/2021 Nancy Murphy, Recording Secretary

BYLAWS

BRETTL-HUPFERS' SKI CLUB, INC.

ARTICLE I NAME

This Corporation shall be known as the Brettl-Hupfers' Ski Club, Inc.

ARTICLE II PURPOSE

SECTION I

The purpose of this Corporation is to promote and encourage social, civic, educational and athletic activities and in particular, to promote recreational and competitive snow sports; to develop and improve the snow sports techniques of its members and to promote other outdoor activities.

SECTION 2

This Corporation shall acquire and own such real and personal property as may be necessary or convenient for the purposes specified herein.

SECTION 3

This Corporation shall have and exercise all of the rights, powers and privileges which may now or hereafter be conferred by the Laws of Massachusetts upon corporations found under Chapter 180 of the General Laws, but these purposes shall not include the right to apply for a license to sell alcoholic beverages.

SECTION 4

The Corporation is a member of EICSL and all of its members and guests will follow the rules and regulations set by EICSL.

ARTICLE III MEMBERSHIP AND DUES

SECTION 1 CLASSES

A. **Lodge Member:** A Lodge Member is entitled to one vote at General Meetings, is eligible to be elected to an Officer or Director's position and has full rights, privileges and duties of Lodge Membership as determined by the Executive Board. Lodge Members are required to volunteer on at least one committee.

 A Lodge Member that is called to duty by the U.S. Armed Services is entitled to any portion of the dues for the season that the individual will not be able to participate in. Upon return, that individual will return to the same status as when they left, including the right to have the same bunk in which that individual held upon leaving regardless of the number of current Lodge Members. A Lodge Member that is called to duty by the U.S. Armed Services is not responsible for work weekends.

B. **Associate Member:** An Associate Member shall have limited rights, privileges and duties as determined by the Executive Board. An Associate Member shall not be entitled to vote at General Meetings.

C. **Married Couples** may be either Lodge Members or Associate Members except as otherwise specified in Article III Section 7, but the spouse of a Lodge or Associate Member is not required to become a member of the Corporation. The spouse of a Lodge Member may become either a Lodge Member or an Associate Member.

D. **Race Member** is open to an individual who agrees to race a minimum of 2 EICSL qualifier races. This member is entitled to preferential treatment at the Lodge on Race Weekends only, all Club mailings, and an invitation to participate at General Meetings but no voting privileges. A Race Member will not be permitted to have a door code.

SECTION 2 QUALIFICATIONS

A. An applicant for Lodge Membership must be of good character and at least 21 years of age.

B. To become an Associate Member, a person must have been either a Lodge Member for two (2), full consecutive years or an Associate Member's spouse, must apply for Associate Membership to the Executive Board, and must be elected to Associate Membership by a majority of the Executive Board.

SECTION 3 APPLICATION

A. An applicant must agree to abide by the Bylaws and standing Rules and Regulations of the Corporation.

B. An applicant must submit the official application to the Executive Board which

shall approve or reject the application by a secret ballot vote.

C. Deliberate falsification of an application shall be grounds for refusal or expulsion.

SECTION 4 DUES AND ASSESSMENTS

- a. The annual dues for each member shall be fixed for the ensuing year by the Executive Board and shall be approved by the Lodge Members of the Corporation present and voting at the corresponding General Meeting.
- b. The membership year shall be from July 1 through June 30. The ski season shall be from December 1 through April 30.
- c. All fines and assessments shall be levied at the discretion of the Executive Board and are payable by the due dates specified by the Executive Board.
- d. The Executive Board shall inform members of any delinquency in payments or reprimands.

SECTION 5 RENEWAL

Notification of membership renewal must be received by June 30 or renewal will not be accepted. All renewals are subject to review by the Executive Board and subject to rejection for good and reasonable cause. Any rejection is subject to appeal as described in Article XV Section 4.

SECTION 6 PROBATION

First year Lodge Members are under probation and subject to review before the renewal of their membership.

SECTION 7 HONORARY MEMBERSHIP

A. In recognition of his influence in founding and maintaining the Brett-Hupfers' Ski Club, George Russo is granted Honorary Lifetime Lodge Membership. This entitles him to all the privileges of Lodge Membership without paying dues. His spouse, Denise Russo, is granted Associate Membership.

B. In recognition of her long term dedication and contributions to the Brett-Hupfers' Ski Club, Anne Morley is granted Honorary Lifetime Lodge Membership entitling her to all privileges of Lodge Membership without paying dues.

ARTICLE IV OFFICERS AND EXECUTIVE BOARD

SECTION 1

Officers of the Corporation shall consist of the President, First Vice-President, Second Vice-President, Treasurer, Assistant Treasurer, Recording Secretary, and Corresponding Secretary.

SECTION 2

The Executive Board shall consist of the seven (7) elected officers; four (4) elected members of the Board of Directors; the preceding year's President or, if the President is reelected, a fifth elected Board Member; and the Chairman of the Real Estate Board. An elected alternate shall vote in place of any Executive Board Member who is absent from the Executive Board Meeting.

SECTION 3

To be eligible to run for President, First Vice-President, Second Vice-President, or Treasurer, an individual must have been a Lodge Member for at least one (1) year prior to the date of the election.

SECTION 4

The Executive Board shall elect a meeting moderator from the members of the Board.

ARTICLE V DUTIES OF THE OFFICERS AND EXECUTIVE BOARD

SECTION 1

The President is the Ex-officio Chairperson of all committees and the Chief Officer of the Corporation. The President shall appoint Chairpersons for special committees and provide job descriptions for same.

SECTION 2

The First Vice-President shall assist the President and officiate in their absence. They shall become President if the President vacates their office. It shall be the responsibility of the First Vice-President to determine the adequateness of the Corporation's liability insurance and to maintain those insurance policies.

SECTION 3

- A. The Treasurer shall serve for a period of two (2) years. The Treasurer shall collect and receive all funds and pay all bills contracted by the Corporation or its authorized representatives when properly approved. All monies shall be deposited in a bank in the name of the Brett-Hupfers' Ski Club, Inc. The bank must be approved by the Executive Board.
- B. The Treasurer and President shall sign all notes and mortgages as directed by the Corporation.

- C. The Treasurer and all other members of the Executive Board shall see that all tax forms are filed in a timely and proper manner.

SECTION 4

The Assistant Treasurer shall assist the Treasurer in the discharge of duties.

SECTION 5

The Clerk/Recording Secretary shall keep full and accurate records of all Executive Board and General Meetings and have these records available at these meetings. Also, it shall be their duty to see that the Corporation is in compliance with both Massachusetts and New Hampshire Laws by annually filing the required reports and forms with the appropriate State Agencies.

SECTION 6

The Corresponding Secretary shall conduct all Corporation correspondence and issue all notices to members, maintain social media accounts, and publish the club newsletter.

SECTION 7

The Executive Board shall have and may exercise all powers of the Corporation except those conferred upon members by Law and these Bylaws. It may fix the number of members of the Corporation and fix the amount of dues. It shall make the Rules and Regulations of the Corporation and annually review these Rules and Regulations.

The Executive Board shall also control all finances of this Corporation and shall have the power to borrow money consistent with the Laws of the Commonwealth of Massachusetts and the provisions of these Bylaws.

ARTICLE VI VACANCIES

SECTION 1 PRESIDENT

A vacancy in the Presidency shall be filled by the First Vice-President.

SECTION 2 BOARD OF DIRECTORS

A vacancy in the Board of Directors shall be filled by an alternate.

SECTION 3 TITLED OFFICE AND ALTERNATE POSITIONS

- A. A vacancy in a Titled Office or Alternate Position prior to January 1st shall be filled by a special election at a General Meeting.

- B. Vacancies after January 1 shall be filled by appointment by the Executive Board.

ARTICLE VII COMMITTEES

SECTION 1 NOMINATING COMMITTEE

A. At the January General Meeting, the President shall name three (3) Lodge Members, not on the Executive Board, who have been approved by the Board as the Nominating Committee. The President shall be present at the Committee's meetings.

B. It shall be the duty of this committee to solicit nominations for Corporation Officers Directors and Real Estate Board Member(s) prior to and at the Election Meeting in April and to conduct elections at the April meeting.

SECTION 2 AUDITING COMMITTEE

A. At the January General Meeting, the President shall name three (3) Lodge Members, not on the Executive Board, who have been approved by the Board as an Auditing Committee.

B. This Committee shall conduct an audit of the Corporation's financial records and corporation filings and make its report at the Annual Meeting.

SECTION 3 CHAIRMANSIPS

A. Lodge and Membership Committee Chairmen must be members of the Executive Board.

B. All other Chairmen shall be appointed by the President.

ARTICLE VIII ELECTIONS

SECTION 1

Elections shall be held at the Spring General Meeting. Persons nominated at this meeting must be present to accept or decline the nomination. Voting shall be accomplished by secret ballot.

SECTION 2

Nominating and voting shall be conducted for President, First Vice-President, Second vice-president, Recording Secretary, Corresponding Secretary, Treasurer (only in alternate years), Assistant Treasurer, Directors and Real Estate Board Member(s). Separate balloting shall be taken for each office in the aforementioned order. Ballots shall be counted and the result announced for one office before balloting shall begin for the next office. A person already elected to an office shall not be a candidate for another office or for a Director's position.

Balloting for Directors shall be taken on a single ballot. The first four (4) (or five [5], if necessitated by the President's reelection) candidates for the position of Director who receive a simple majority vote, shall be Directors. The two Alternates to the Board shall be elected by a simple majority vote in a separate balloting. A simple majority shall be understood to mean the largest number of votes regardless of quorum size.

SECTION 3

The newly elected Officers, Directors, and Real Estate Board Member(s) shall assume their duties at the close of the May Executive Board Meeting.

ARTICLE IX MEETINGS

SECTION 1

General Meetings shall be held every month from September through April on the second Tuesday of each month unless changed by the Executive Board.

Executive Board Meetings shall be held at a time determined by the Board but may be held directly preceding the general meetings.

SECTION 2

The Annual Meeting shall be held as specified by the Executive Board.

SECTION 3

Voting privileges shall be restricted to Full Lodge Members Only.

SECTION 4

- A. Twenty-five percent (25%) of Lodge Membership, shall constitute a quorum for the transaction of business at a General Meeting.
- B. Passage of motions made at all General Meetings shall be by a simple majority vote unless specified elsewhere in the Bylaws.

SECTION 5

Special General Meetings shall be called by the President upon written request of any ten (10) members. Written notice shall be given to both Lodge and Associate Members at least seven (7) days prior to said meeting and shall include the nature of the business to be acted upon.

SECTION 6

- A. Two-thirds (2/3) of the Executive Board members shall constitute an Executive

Board Meeting Quorum.

B. Passage of motions made at all Executive Board Meetings shall be by a simple majority vote unless specified elsewhere in the Bylaws.

C. The Meeting Moderator shall only vote to break a tie.

ARTICLE X AMENDMENTS

SECTION 1

An amendment to these Bylaws must be proposed at a General Meeting. Written notice of the proposed amendment must be given to Lodge and Associate Members at least ten (10) days prior to the next General Meeting, at which time the proposed amendment may be voted upon. An amendment shall be adopted only by a two-thirds vote of the Lodge Membership present and voting,

ARTICLE XI REAL ESTATE BOARD

SECTION 1

The purpose of the Real Estate Board shall be to regulate any negotiations affecting ownership of the Corporation's Real Estate; to approve leases, purchases, sales and borrowings of or against the Real Estate, and to approve expenditures over \$2,000 made by the Executive Board.

SECTION 2

The Real Estate Board shall consist of five (5) elected Lodge Members plus any individuals who have signed an outstanding mortgage note against the Corporation's Real Estate holdings.

SECTION 3

To be eligible for election, a person must be a Lodge Member and must have maintained a Full Lodge or Associate Membership for three (3) consecutive years prior to the election. Elected Real Estate Board Members shall serve staggered five (5) year terms.

SECTION 4

Any vacancy on the Real Estate Board shall be filled for the remaining year by appointment of the Real Estate Board with the approval of the Executive Board. A person shall be elected at the next General Election to fill the position for the remainder of the term.

SECTION 5

The Real Estate Board shall meet annually after the April election and prior to the May Executive Board Meeting. A Meeting Moderator shall be selected at this meeting. The

Chairman will represent the Real Estate Board on the Executive Board.

ARTICLE XII SALE OF CORPORATION REAL ESTATE

SECTION 1

The sale of any Corporation Real Estate holdings shall require the approval by two-thirds vote of each of the following; Real Estate Board, Executive Board, and the total number of Lodge Members. Written notice of any proposed sale must be given to both Lodge and Associate Members ten (10) days before any of the aforementioned bodies can vote on the proposal.

SECTION 2

Upon the sale of Corporation Real Estate holdings, all income realized shall be retained by the Corporation or distributed for charitable purposes. There will be no distribution to individual members.

ARTICLE XIII BORROWING FUNDS

SECTION 1

Borrowing money, secured or unsecured, shall require approval by a majority vote of each of the following: Real Estate Board, Executive Board, and Lodge Membership present at a General Meeting, provided that the majority is not less than the quorum.

ARTICLE XIV MONIES

SECTION 1

No less than fifty percent (50%) of the total loan payments (principal and interest), insurance, and taxes for one (1) full year shall be frozen at the September Executive Board Meeting and the remainder on or before the March Executive Board Meeting.

SECTION 2

Any expenditure to exceed \$100 must have the approval of the Executive Board. An expenditure in excess of \$2,000 must be approved by the Real Estate Board.

SECTION 3

The fiscal year for financial accounting and committee reporting shall be May 1 through April 30.

SECTION 4

Books of the Corporation shall be audited annually by the Auditing Committee.

ARTICLE XV SUSPENSION, TERMINATION AND REINSTATEMENT

SECTION 1

Grounds: Any membership may be suspended or terminated for any reason that is found to be detrimental to the Corporation including infraction of rules and nonpayment of dues and assessments.

SECTION 2

Procedure: All charges to be brought before the full Executive Board must be specified in writing and signed. All statements to the Board will be held in strict confidence.

SECTION 3

Suspension or Termination: Will be made by a two-thirds vote of the Executive Board by secret ballot.

SECTION 4

A person whose membership has been suspended or terminated can appeal to the Executive Board for reinstatement. If still not satisfied, they can then appeal to the Lodge Membership. Final action will be by a two-thirds secret ballot vote of Lodge Members present at the General Meeting.

ARTICLE XVI REVERSAL OF EXECUTIVE BOARD DECISIONS

SECTION 1

Unless otherwise specified herein, any action of the Executive Board may be overruled by a two-thirds vote of the total number of Lodge Members.

ARTICLE XVII DISSOLUTION OF THE CORPORATION

SECTION 1

In the event of the dissolution of the Corporation, all assets shall be converted to cash and used first to satisfy all liabilities of the Corporation. The remainder thereof shall be donated to the Memorial Hospital, North Conway, New Hampshire or its successors.

ARTICLE XVIII PARLIAMENTARY AUTHORITY

SECTION 1

The rules contained in the current edition of ROBERTS RULES OF ORDER (newly released)

shall govern the Corporation in all cases to which they are applicable and in which they are not inconsistent with these Bylaws or any special Rules of Order which the Corporation may adopt.

Revised 12/21/2021 - Nancy Murphy, Recording Secretary

Changes determined at Executive Board Meeting November 9, 2021

Changes voted in During December 14, 2021 General Meeting

Revised 04/27/2018 – Vicki Santarcangelo, Corresponding Secretary

Changes determined at Executive Board Meeting December 12, 2017

Changes voted in During January 9, 2018 General Meeting

Revised 02/11/2011 – Dan Hunt, Corresponding Secretary

Changes determined at Executive Board Meeting January 12, 2010

Changes voted in During February 9, 2010 General Meeting

Revised 10/10/2005 – Tonya Jansen, Corresponding Secretary

Changes determined at Executive Board Retreat June 18, 2005

Changes voted in during September 2005 General Meeting

APPENDIX A

Brettl-Hupfers Ski & Sports Club (“BHSC”)

Anti-Harassment & Anti-Discrimination Policy

Bartlett, NH – November 2021

Brettl-Hupfers Ski & Sports Club (“BHSC”) is committed to an environment in which all full & associate members, guests & vendors (“individuals”) are treated with respect and dignity. All individuals have the right to recreate in an atmosphere that promotes equal opportunities and prohibits harassment & discriminatory practices. Therefore, BHSC expects that all individuals will be respectful and free of harassment & discrimination.

Harassment is generally defined as a course of conduct which annoys, threatens, intimidates, alarms, or puts a person in fear of their safety. Sexual harassment includes, but is not limited to making unwanted sexual advances and requests for sexual favors where either:

- Submission to such conduct is made explicit or implicit term or condition of membership;
- or

- Submission to or rejection of such conduct by an individual is used as the basis of ski club decisions affecting such individual; or
- Such conduct has the purpose or effect of substantially interfering with an individual's involvement in club activities or creating an intimidating, hostile, or offensive recreation environment.

Other harassment & discrimination is demonstrated by verbal or physical conduct that denigrates or shows hostility or aversion toward an individual because of his/her/they race, color, religion, gender, national origin, sexual orientation, veteran status, age, disability, or other characteristic protected by law, when the conduct has the purpose or effect of creating an intimidating, hostile or offensive environment or unreasonably interfering with an individual's participation in BHSC activities.

Some examples of what may constitute harassment include, but are not limited to: threatening to take adverse actions for participation in club activities if sexual favors are not granted; unwelcome and repeated flirtation, propositions or advances; using epithets, slurs, or explicit or offensive language directed at individuals of protected characteristics; threatening, intimidating or engaging in hostile acts that focus on a protected characteristic, including jokes or pranks; placing on walls, bulletins boards or elsewhere where BHSC activities are conducted, or viewing or circulating among full & associate members via e-mail or other means, written or graphic material that is sexually suggestive or denigrates or shows hostility or aversion toward a person or group because of a protected characteristic.

Individuals should feel free to raise their concerns and make reports without fear of reprisal. Individuals who feel they are a victim of harassment or discrimination and unable to resolve the problem with the person committing the harassment or discrimination should promptly notify a member of the BHSC board. BHSC board members who observe or become aware of any such harassment or discrimination shall report the matter to the BHSC board as a whole. The BHSC board will conduct a thorough investigation and implement appropriate action and disciplinary procedures.

Individuals who violate this policy are subject to discipline up to and including termination of membership or guest privileges. Individuals must exercise their own good judgement to avoid any conduct that may be perceived by others as harassment or discrimination. The alleged harasser's intent, or lack of intent to harass, is not the determining factor in deciding whether this policy has been violated.