

**BYLAWS
OF
THE OREGON INTERSCHOLASTIC
SKI RACING ASSOCIATION**

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(date)

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NOTE: The Oregon Nonprofit Corporation Act (ORS Chapter 65) both establishes and limits the powers and procedures available to nonprofit corporations. Where any questions arise about the meaning of these bylaws, or where these bylaws are silent on an issue, the Oregon Nonprofit Corporation Act should be consulted. For assistance in updating, amending or interpreting these bylaws please contact Nonprofit Support Services.

BYLAWS **OF** **THE OREGON INTERSCHOLASTIC SKI RACING ASSOCIATION**

ARTICLE I. PURPOSE

Section 1. Purpose. The purposes of The Oregon Interscholastic Ski Racing Association are exclusively those allowed for organizations defined under §501(c)(3) of the Internal Revenue Code. Within these limits, the purposes of The Oregon Interscholastic Ski Racing Association include the following:

To provide a team and individual ski race format of interscholastic competition among high school students in the state of Oregon.

To promote a spirit of sportsmanship and provide equitable participation opportunities for high school students.

ARTICLE II. DIVISIONS

Section 1. Definition. Each sport sponsored by OISRA is categorized within its own division. At the time of adoption of the Bylaws, the OISRA Divisions included the Alpine Division and the Nordic Division.

Section 2. Adding New Sports. New sport divisions may be approved and new divisions created by the Board of Directors.

Section 3. Division Steering Committees. There shall be a Steering Committee for each division of OISRA which shall operate in accordance with Article VII of these Bylaws, applicable laws and the policies of OISRA.

ARTICLE III. ASSOCIATE MEMBERS

Section 1. Associate Members. The Oregon Interscholastic Ski Racing Association may have NONVOTING MEMBERS, also known as associate members. Associate members shall be comprised of coaches that coach only teams of two or less racers of either gender enrolled at the same school.

Section 2. Rights and Obligations of Associate Members. The Board of Directors may by resolution establish categories of associate membership and determine any dues, obligations and

privileges of members in those categories. The associate members will not have the power to vote on the election of Directors, or to participate in a binding vote on any corporate matters.

ARTICLE IV. VOTING MEMBERS

Section 1. Powers of Voting Members. Voting members have the power to elect and also to remove the members of the Board of Directors of The Oregon Interscholastic Ski Racing Association and to vote on any amendments to the bylaws or articles which would alter the qualification, selection, removal, obligations, rights or powers of the voting members, and to vote on any other matters properly put before them by the Board of Directors.

Section 2. Records of Members. The secretary shall ensure that the organization maintains a current, formal, alphabetical record of the names, addresses, dues payments and status of voting members and non-voting members.

Section 3. Dues. There shall be annual dues required for voting membership. The Board of Directors may by resolution set or alter the amount of membership dues for voting members.

Section 4. Selection and Tenure of Voting Members. Full membership shall be conferred automatically on any coach that satisfies the qualifications below and pays any required dues.

Section 5. Qualifications of Voting Members. **A full member coach shall be the designated head coach for at least one full team comprised of a minimum of three members of the same gender who are enrolled at the same school. The head coach may be designated by a school, a parent group, or a community club with OISRA's approval; all students enrolled at the same high school must have the same designated head coach. Each full member coach in each division shall have one vote for every school where the students he or she coaches on a full team are enrolled. A member coach cannot have membership in more than one division.**

Section 6. Suspension or Removal of Voting Members. A voting member's voting privileges will be suspended if their dues are delinquent and may be reinstated if payment of the overdue dues is received. A voting member may be expelled by the voting members for serious misconduct which adversely affects the interests or reputation of the corporation.

Before the voting members can suspend or remove a voting member there must be not less than fifteen (15) days prior written notice of the suspension or expulsion, to the voting members, giving the reasons therefore. Further, there must be an opportunity for the member to be heard, orally or in writing, not less than five (5) days before the effective date of the suspension or removal by the voting members, or by a person or persons authorized to decide that the suspension or removal not take place.

Section 7. Resignation of Voting Members. Any voting member may resign at any time by sending or delivering a written resignation to the Secretary of the Corporation.

Section 8. Quorum for Voting Membership Meetings. A quorum will consist of the presence or participation by conference call or return of ballot vote of at least fifty percent (50%) of the votes allowed to voting members for each division, plus one vote.

Section 9. Decision-Making by Voting Members. The affirmative vote of at least a majority of the votes allowed to voting members present in person or by conference call at a properly called meeting, for which a quorum has been achieved, is necessary and sufficient to make decisions or pass resolutions by the voting members, unless a greater proportion is required by law, the Articles or Bylaws. All decisions require a clearly stated motion, a second, and a vote. All motions which are successfully adopted must be recorded in the written minutes

Section 10. Proxy Voting. Proxy voting will not be allowed at any meeting of the voting members or as part of reaching any decision by the voting members.

Section 11. Voting by Ballot via Mail, Fax or E-mail. Unless otherwise prohibited or limited by the Articles, Bylaws or laws, any action which may be taken at any annual, regular or special meeting of the voting members may be taken without a meeting if the corporation delivers a written ballot to every member entitled to vote on the matter, by mail, fax, e-mail, or other electronic process as allowed by law. The written ballot will: a) set forth each nominee or proposed action; and b) provide an opportunity to vote for each vacant board position, and for or against each proposed action. Approval by written ballot will be valid only when the number of votes cast by ballot equals or exceeds any quorum required to be present at a meeting authorizing the action and the number of approvals equals or exceeds the number of votes that would be required to approve the matter at a meeting at which the total number of votes cast was the same as the number of votes cast by ballot. Voting members may be provided the option to deliver their completed written ballot in person at an annual, regular, or special meeting and such delivery shall be considered a vote by written ballot governed by this Section 11. The vote is limited to the subject specified on the ballot. The deadline for voting by ballot shall be 15 days after the ballots are distributed.

Section 12. Annual Voting Membership Meeting. There must be an annual meeting of the voting members which will be held to elect members to the Board of Directors. It will be held during the spring at a time and location determined by resolution of the voting members, or by the Board of Directors, if the voting members do not do so, unless the meeting is set for a different period of the year.

Written notice of the Annual Meeting must be sent by first class mail, fax, email, or other electronic process as allowed by law, as directed by the individual member, to all voting members entitled to receive notice, at the address, e-mail, or fax number provided by the member or as it appears in the corporate records, at least 15 days in advance of the meeting. In addition, a notice must be posted on the organization's website at least one week in advance, of all meeting of the voting members.

At the annual meeting voting members will hear and consider reports from the Board of Directors, officers and staff concerning the activities, management and budget of the corporation. Voting members will then vote on any matter for which proper notice was given. Voting will be by secret ballot if any person so requests. If elections or any other matter normally conducted at the annual meeting is instead decided by ballot under these bylaws, the results of any such balloting may be announced at the annual meeting. The failure to hold an annual meeting does not affect the validity of any corporate action.

Section 13. Other Voting Membership Meetings.

A. Regular Meetings. The corporation may hold a series of regular meetings of the voting members at times and locations set by the Board of Directors or Officers. A single notice sent by first class mail, fax, e-mail, or other electronic process as allowed by law, as directed by the individual voting member, at least seven days in advance of the beginning of the series of regular meetings will be sufficient and no further notice is required so long as the meeting dates and times which were announced do not change.

B. Special Meetings. Special Meetings of the voting members may be called by the President, by the Board of Directors or by a quorum of the voting members. Notice for a special meeting must be mailed by first class mail, fax, e-mail, or other electronic process as allowed by law, as directed by the individual voting member, at least seven days in advance of the meeting and must

specify the purpose(s) for which the meeting is called. Only the business for which a Special meeting is called may be considered at the meeting.

C. Notice in Organization's Website. In addition, a notice must be posted on the organization's website at least one week in advance, of all meeting of the voting members.

Section 14. Content of Notice. The notice must contain the date, time, location and when required, the purpose of the meeting. Notices of Special meetings always require a statement of the purpose(s) for which the meeting is called. If amendments to the bylaws or the Articles of Incorporation will be considered, the notice must state this fact and either the exact wording or a summary of the amendments to be considered must be included with the notice.

Section 15. Waiver of Notice. Any voting member may waive the right to receive full advance notice of any meeting. Waivers of notice will be in writing, signed by the person entitled to notice, and will be given to the Secretary to be placed in the corporate records. Waivers may be signed before or after the meeting has taken place. The attendance of a voting member at any meeting without specific objection to improper notice will constitute a waiver of the full notice of that meeting.

Section 16. Record Date. The record date for determining the members entitled to receive notice of a meeting will be the day before the day on which the notice is mailed. The record date to determine the members entitled to vote at a member's meeting will be the date of the meeting.

ARTICLE V. BOARD OF DIRECTORS

Section 1. Duties of the Board. The Board of Directors will establish the corporation's policies and review and change them as necessary, oversee its programs and activities, supervise its staff director, authorize its expenditures, oversee its financial affairs, and ensure the proper management and use of its assets and property. The Board must also ensure that the corporation properly employs the necessary corporate formalities to make its decisions, that it prepares and submits all required state and federal reports, and that it operates in compliance with relevant state and federal laws. Board members must diligently prepare for, attend, and participate in the meetings of the Board of Directors and any Board committees as needed, in order to carry out these tasks. The role of the Board does not include direct management or conduct of the daily operations of the organization.

Section 2. Qualifications of Directors and Composition of the Board.

A. Nominees for Board of Director must be affiliated or involved with a division, a league, or a school, as a coach, advisor, parent, director, officer or representative.

B. At least sixty percent (60%) of the members of the board shall be affiliated or involved with the organization's Alpine division. At least two of the members of the board shall be affiliated or involved with the organization's Nordic division.

Section 3. Number of Directors. The Board of Directors must consist of no fewer than five and no more than eleven members. The specific number of directors within this range will be set and may be changed by resolutions passed by the Board.

The Board may create new positions on the Board of Directors by passing a resolution increasing the size of the Board, and then may appoint new directors at that same meeting or at a later time to fill the newly created positions.

Section 4. Terms of Directors. **Directors will serve two-year terms, which will be staggered so that one-half of the directors are elected in even years and one-half of the directors are elected in odd years. Each Director position shall be numbered, but not ranked, and the even numbered positions shall be elected in even years (i.e. 2018, 2020, 2022, etc.) and the**

odd numbered positions elected in odd number years (i.e. 2019, 2021, 2023, etc.). The current odd numbered directors will be designated for a one year term and will be up for election in 2019 for a two year term, to start the process of having staggered elections. The current even numbered directors' terms shall be extended to two years. Notwithstanding the foregoing, Directors will remain in office until they formally resign, removed from office, or their successors are properly elected, designated, or appointed. There is no limit to the number of terms, successive or otherwise, a director may serve.

A. The Alpine Division member coaches shall select the members of the Board of Directors who must be affiliated or involved with the Alpine Division; and the Nordic Division member coaches shall select the members of the Board of Directors who must be affiliated with the Nordic Division.

B. The election shall take place at or before the spring general meeting of the two divisions - Alpine and Nordic. In accordance with these bylaws and applicable state law, voting members may cast their votes by email, mail or other electronic process as allowed by law. The Board may adopt one or more policies governing the process for nominating candidates for the Board and for delivery of ballots under these bylaws and applicable laws.

C. Board members shall begin their term of office immediately upon announcement of selection provided by the Board to the membership.

Section 6. Removal of Directors. The Alpine Division's members of the Board of Directors may be removed by a majority of the votes allowed to the Alpine Division member coaches, and the Nordic Division's Board members may be removed by a majority vote of the votes allowed to the Nordic Division member coaches.

Section 7. Resignation of Directors. A director may resign at any time. The resignation of a director must be in writing and be delivered to the Board, its presiding officer, the president, or the secretary. Once delivered, a notice of resignation is irrevocable.

Section 8. Filling Vacancies. The Board may, by a majority vote, elect new directors to fill any vacancies on the Board. A director elected to fill a vacancy will serve only until the next regular election of directors, at which time she or he must be elected by the voting members in order to remain a director.

Section 9. Conduct of Directors. Directors must discharge their duty of loyalty and their duty of diligence in good faith with the care an ordinarily prudent person in a like position would exercise under similar circumstances and in a manner the director reasonably believes to be in the best interest of the corporation.

Section 10. Quorum. At all meetings of the Board of Directors, the presence or participation by phone of a quorum is necessary to allow the transaction of corporate business or the making of corporate decisions. A quorum consists of at least a majority of the number of directors in office immediately before the meeting begins, with at least one Board member of each of the Alpine and Nordic Divisions.

Section 11. Decision-Making and Voting. The directors must diligently and conscientiously attempt to make decisions by consensus. They must employ all standard consensus practices and techniques including the expression and careful consideration of minority views. When a consensus apparently cannot be achieved, any director may request and require that a vote be taken instead. The affirmative vote of at least a majority of all the Directors in office or participating in any properly called meeting at which a quorum is present, is necessary and sufficient to make a decision of the Board of Directors unless a greater proportion is required by law or by these bylaws.

All decisions require a clearly stated motion, a second, and a vote that must be recorded in the written minutes. Each member of the Board of Directors will have one vote. At the request of any director, the names will be recorded in the minutes of each director who voted for, voted against, or abstained on a particular motion.

Section 12. No Proxy Voting. No proxy voting is allowed at any meeting of the Board of Directors or as part of reaching any decision of the Board.

Section 13. Telephonic Meetings. Meetings may be held by telephone, or other method, so long as all participating directors may simultaneously hear and speak with each other. A director participating in such a meeting is deemed present for purposes of a quorum.

Section 14. Decisions by Written Consent. Any decision required by law to be made at a meeting of the board, or any decision which may be made at a board meeting, may be made without a meeting if a consent in writing, setting forth the action to be taken or so taken, shall be signed by all the Directors. To gain this unanimous consent, a clearly stated motion must be sent to all of the directors on the Board by mail, fax or email, with clear instructions that this process requires 100% of the directors serving on the Board to vote “yes” for the motion to pass. The signed written consent of board members may be delivered back to the Corporation by mail, fax, or email. For email, a director’s written consent is considered to be signed when the director “sends” the email containing his or her vote. Motions are adopted and effective on the date that all directors in office have responded with an affirmative “yes” vote. If any director votes “no,” abstains, or fails to vote, then the motion fails to pass. A printed record of each director’s vote must be kept in the corporate records.

Section 15. Meetings: The Board must meet at least four times per year, and shall strive to do this by meeting at least once a quarter of the year. Robert’s Rules of Order may be consulted for guidance but shall not be binding.

Section 16. Notice of Meetings. Notice must be given of every meeting of the Board, stating the date, time, and location of the meeting, and the purpose of the meeting if so required by law or these bylaws. The notice must be given not less than 2 days in advance of the meeting if delivered by telephone conversation or in person, and not less than 7 days in advance if delivered by first class mail, fax, e email, or other electronic process as allowed by law, to an address provided by the individual director.

Regular meetings: After the initial notice is given of the schedule for a series of regular meetings, which will occur at a fixed time and place, no further separate notice is required for each of those regular meetings. Notice must state the time, date, and location of the meeting. The Board may by resolution establish or change the dates of regularly scheduled meetings, with proper notice given to all directors.

In addition, a notice must be posted on the organization’s website at least two days in advance, of all meeting of the Board.

Section 17. Waiver of Notice. Any director may waive the right to receive full advance notice of any meeting. Waivers of notice must be in writing, signed by the person entitled to notice, and must be given to the secretary to be placed in the corporate records. Waivers may be signed before or after the meeting has taken place. The attendance of a director at any meeting without specific objection to the notice constitutes a waiver of the full notice of that meeting.

Section 18. Authority of Directors. No Director may speak or act on behalf of the Corporation without specific authorization by the Board of Directors to do so.

ARTICLE VI. OFFICERS AND STAFF

Section 1. Officers. The officers of The Oregon Interscholastic Ski Racing Association must carry out the policies and decisions of the Board of Directors as directed by the Board. The officers must include a president, vice-president, secretary, treasurer, Alpine Division Steering Committee Liaison, and Nordic Division Steering Committee Liaison. The members of the each Steering Committee shall also be officers and their duties and elections shall be governed in Board approved policies. The Board may also create other officer positions as desired and establish the duties and procedures filling those offices. The same person may not hold the offices of president and secretary at the same time, but the same person may hold any other two offices. The President, Vice-President, and Divisional Steering Committee Liaisons will serve simultaneously as members of the Board of Directors. The Secretary and Treasurer need not be members of the Board of Directors. Officers who are not members of the Board of Directors have no right to vote on Board decisions.

Section 2. Election and Term of Office. The officers of The Oregon Interscholastic Ski Racing Association will be elected by the Board of Directors. As soon as possible following the election of directors, the Board of Directors will meet to elect new officers of the corporation. Each officer will hold office for one year or until her/his successor has been properly elected and has taken office, unless she or he resigns or is removed.

Section 3. Removal. Any officer elected by the Board of Directors may be removed by the Board of Directors whenever, in its judgment, the interests of the corporation would be best served by such removal. Removal will be without prejudice to the contract rights, if any, of the officer so removed. The person being considered for removal has no vote in the process of removal.

Section 4. Vacancies. If any office of the corporation becomes vacant by death, resignation, retirement, removal, disqualification, or any other cause, the directors in office, although less than a quorum, may elect an officer to fill such a vacancy. The elected officer will hold office for the remaining portion of the term of that office.

Section 5. President. The president is the principal officer of the corporation and will, in general, supervise or oversee the supervision of all of the affairs of the corporation. The president generally will preside at all meetings of the Board of Directors, unless the Board selects another person to preside. The president will also perform other duties as may be assigned by the Board of Directors. The president has the authority to sign contracts as directed by the Board of Directors. The president may serve as an ex-officio, non-voting member of any committee.

Section 6. Vice-President. In the absence of the president or in the event of the president's inability to act, the vice-president will perform the duties of the president. The vice-president, when acting as president, will have all the powers of and is subject to all the restrictions on the president. The vice-president will also perform other duties assigned by the Board of Directors. More than one vice-president position may be created and duties clarified, through the amendment of this section of these bylaws.

Section 7. Secretary. The secretary will perform or oversee the performance of the following duties: a) record and keep the minutes of the meetings of the members and of the Board of Directors and of any Board committees, in one or more books provided for that purpose; b) see that all notices are duly given in accordance with the provisions of these bylaws or as required by law; c) be custodian of the corporate records; d) keep a register of the mailing address of each voting member as provided by such member; e) ensure that all required state and federal reports are prepared and filed in a timely fashion; and f) perform or oversee all duties incident to the

office of secretary and such other duties as from time to time may be assigned by the president or by the Board of Directors. The Secretary may delegate some or all of these tasks but remains responsible for their proper completion.

Section 8. Treasurer. The treasurer will perform or oversee the performance of the following duties: a) be responsible for the proper management and control of all funds of the corporation; b) prepare full and accurate financial records on a timely basis of all the income, expenses and assets of the corporation; c) present reports at every Board meeting on the financial affairs of the corporation; d) provide financial information necessary to prepare and file the required reports to state and federal government agencies, showing the income, disbursements, and assets of the corporation. The Treasurer may delegate some or all of these tasks but remains responsible for their proper completion.

Section 9. Divisional Steering Committee Liaisons. The Divisional Steering Committee Liaisons will attend meetings of the appropriate Divisional Steering Committee, as established in Article VII, Section 8, and serve as a liaison between the Divisional Steering Committee and the Board of Directors.

Section 10. Executive Director and Staff. The Board may appoint or employ an executive director or other staff, whether paid or unpaid, to perform and conduct the programs and activities of the organization. The Executive Director cannot be a member of the Board. The Board of Directors shall evaluate the performance of the Executive Director on an annual basis, based on the Executive Director's actions during the prior year. The Executive Director has the authority to sign contracts as directed by the Board of Directors. Unless the Board determines otherwise, the executive director will have the power, subject to the Board of Directors, to hire staff, establish staff duties and performance standards, evaluate the performance of staff, and when necessary terminate the employment of staff of the corporation.

ARTICLE VII. COMMITTEES

Section 1. Establishment. The Board may establish any committee, including standing committees or temporary committees, by a resolution of the Board. Such resolutions must name the committee and the purpose of the committee, must state whether it is a "Board" committee or a "non-Board" committee, and must state what powers, authority and duties have been delegated to the committee, how the chair of the committee and how the members of the committee will be appointed or elected, and may state what procedures, if any, the committee will use in carrying out its work.

The Board of Directors must always have the power to amend, alter, or repeal the decisions of its committees, subject to limitations on the unilateral amending of contracts, interference with third-party rights, and other legal limitations.

Section 2. Board Committees. The Board may establish "Board" committees to which are delegated part of the power of the whole Board to authorize expenditures, adopt budgets, set policy, establish programs or make other decisions for the corporation. Such committees must be established by the affirmative vote of a majority of all directors then in office. Board committees must consist of two or more directors.

Section 3. Non-Board Committees. The Board may establish "non-Board" committees, including working committees or advisory committees, which do not have the power to authorize expenditures, adopt budgets, set policy, establish programs, or make decisions for the corporation. Such committees are established through a resolution adopted by the directors

present at a properly called meeting. Any person may be a member of such a committee, whether or not that person is a member of the Board of Directors.

Section 4. Committee Members. The Board will appoint the members of every Board committee. Members of non-board committees may be appointed by the President of the Board or the Chair of the non-Board committee or any other method approved by the Board. The term of office of a member of a committee will continue until his or her successor is appointed unless the committee is terminated, the member resigns or is removed from the committee, or the member ceases to qualify as a member of the committee.

Section 5. Chair. One member of each Board committee must be selected or appointed chair by the Board, or if the Board wishes, it may delegate that power to the President or the members of the committee, subject to later confirmation by the Board. One member of each non-Board committee must be selected or appointed chair by a process approved by the Board.

Section 6. Committee Procedures. Unless otherwise specified, Board Committee meetings will operate with the same quorum and voting requirements as the full Board, and as far as possible will operate according to the procedures of the Board as stated in these bylaws. If any formal decisions or resolutions are voted on at a committee meeting, then the votes and the resolutions so adopted must be recorded in the form of corporate minutes and filed with the secretary.

Section 7. Limitations on Powers. No committee may a) elect, appoint or remove any officer, member of the Board of Directors, or member of a Board committee; b) authorize the sale, lease, exchange, or mortgage of all or substantially all of the property and assets of the corporation; c) authorize the dissolution of the corporation or revoke proceedings therefore; d) amend, alter, or repeal the Articles, the bylaws, or any resolution of the Board of Directors; e) authorize the payment of a dividend or any part of the income or profit of the corporation to its directors or officers.

Section 8. Division Steering Committees. Each Division Steering Committee shall be responsible for the management, oversight, and operation of its division, subject to the limitations of these bylaws, applicable laws and the final authority of the Board. The composition of each Committee and procedures for appointing or electing Committee members will be established by the Board. The Board may adopt additional policies and procedures governing the Division Steering Committees as needed. The Board is entitled to reasonably rely on the expertise and recommendations of the Committee members as officers and the Committees themselves in matters relating to the operations of each division.

ARTICLE VIII. MISCELLANEOUS PROVISIONS

Section 1. Compensation of Officers and Directors. No officer or member of the Board of Directors will receive any compensation for fulfilling the responsibilities of a member of the Board or of an officer as defined in these bylaws. However, the corporation may pay compensation to officers and members of the Board of Directors for other services performed as employees or independent contractors as long as the required rules for conflicts of interest are followed. Board members and their relatives who receive regular compensation from the corporation must always constitute less than a majority of the Board. Officers and members of the Board of Directors may receive reimbursement for actual expenses incurred in the course of fulfilling their responsibilities.

Section 2. Conflict of Interest. A conflict of interest is always present whenever the corporation pays money or other compensation, or provides any tangible benefits, to an officer or member of the Board or to a member of a director's or officer's family. All transactions involving conflicts

of interest must be approved using the following procedures: 1) Conflict of interest transactions must be approved by the full Board of Directors; they cannot be approved by staff, the executive director, or by a committee. 2) Directors and officers who have a conflict of interest in any matter must a) declare the existence of any direct or indirect conflict of interest, b) disclose its nature on the record, and c) abstain from voting on that matter. The minutes must record this to show that it was done. 3) The rest of the Board must analyze the transaction and sufficient information to ensure that all transactions involving a conflict of interest are fair to the corporation and that no special benefits are being given to any person. The information relied upon by the Board, and its source, must be recorded in the minutes. 4) All conflict-of-interest transactions must be approved by the affirmative vote of a majority of all of the members of the Board of Directors who do not have a conflict of interest involved in that issue, as long as no less than two disinterested directors vote to approve the transaction. All Directors and Officers must sign a disclosure of all conflicts of interest, and update it if that disclosure needs to be changed.

Section 3. Tax Year. The tax year of the corporation is May 1 – April 30.

Section 4. No Discrimination. The Oregon Interscholastic Ski Racing will not illegally discriminate against any person, and will strive to include and where possible to accommodate all interested persons, regardless of their ethnicity, nationality, place of origin, religion, gender, sexual orientation, marital status, familial status, economic status, age, or mental or physical disability.

Section 5. Board Policies. The Board shall, as soon as reasonably possible, adopt and implement, and update as necessary, policies to guide the Corporation’s programs, activities, administration, and operations.

- A. Administrative Policies
 - i. Document Retention and Destruction
 - ii. Conflict of Interest and Annual Disclosure
 - iii. Whistleblower
- B. Financial Policies
 - i. Travel Expense Reimbursement
 - ii. Finance and Budget
 - iii. Internal Financial Controls
- C. Safety and Risk Management Policies
- D. Fundraising Policies
- E. Ethics and Transparency Policies

Section 6. Annual Financial Review. The Board must require the performance of an annual financial review which must involve the services of a trusted person with bookkeeping or accounting skills and knowledge, and which does not rely upon the services of the person who does the financial bookkeeping for the organization, or the person(s) who sign the checks for the organization. This financial review need not be formal, but must at least review and reconcile the checkbook entries, bank statements, deposit slips, receipts and expense documentation. The Board of Directors may authorize a full formal audit as necessary.

Section 7. Leagues. The Oregon Interscholastic Ski Racing Association (herein “Association”) will have Leagues that are the official competition sanctioned structure within a geographic area as described and defined by Association policies. The obligations, liabilities, rights,

membership, and responsibilities of the league shall be defined below and by Association policies.

A. Separately Incorporated Leagues.

The Association may have leagues which are separately incorporated from the Association and have their own federal 501(c)(3) status with the Internal Revenue Status. The assets of these leagues are the property of the league and not of the Association. These leagues shall not comingle their assets with the assets of the Association and shall follow the Association policies concerning Association assets.

B. OISRA Project Leagues.

The Association may have leagues which are not separately incorporated and do not have 501(C)(3) status with the Internal Revenue Service. These leagues shall be projects of the Association. Because they are projects of the Association, all the assets of these leagues are the legal property of the Association.

ARTICLE IX. AMENDMENTS

Section 1. Articles of Incorporation and Bylaws. The affirmative vote of at least two thirds of the entire Board of Directors at a properly called meeting, at which a quorum is present, is necessary and sufficient, to make, alter, amend or repeal the Articles of Incorporation or the Bylaws. However, approval by two thirds of all the Voting Members is also required for any amendment that alters the powers, rights or obligations of the Voting Members, or that alters the process for the selection or removal of Voting Members or directors. Proper written notice must be given in advance, including either a written copy or written summary of the proposed amendments.

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CERTIFICATE OF SECRETARY

I, the undersigned do hereby certify that the foregoing bylaws constitute the bylaws of The Oregon Interscholastic Ski Racing Association, as duly adopted by the Board of Directors on the 11 th day of July, 2018.

Signed this 18th day of July, 2018.

Virginia Martin