

Work Participation Requirements for Members – 2025

All **regular and probationary members** must complete a minimum of **8 participation hours** by the end of the calendar year. Any unmet hours must be paid for in **credit hours**, with payment due by the end of January of the following year. (Excluding medical)

Participation Hour Requirements:

- At least **2 of the 8 hours** must be completed in club sponsored activities such as:
 - **Range Maintenance** (e.g., painting, weed eating, rebuilding targets, etc.)
 - **Range Improvement** (e.g., designated workdays)
 - **Apple Butter Work** (e.g., making apple butter at the range and festival, chopping/splitting wood, or other tasks assigned by Apple Butter chairs)
- **Christmas Parade or other club sponsored activities**

Credit Hour Assessment:

- The **2 required work hours** (Range Maintenance, Range Improvement, or Apple Butter Work) will be assessed at **\$50.00 per hour** if not completed.
- The remaining **6 hours** will be assessed at **\$30.00 per hour** if not completed.

Example Cost for Non-Participation:

If a member does not complete **any** hours in 2025, the assessed cost for 2026 will be:

- **\$280.00** (for 8 unmet hours)
- **\$50.00** (annual membership dues)
- **Total: \$330.00**

Probationary Membership Participation and Dues Policy

Probationary Membership Requirements:

- Probationary members must complete a minimum of **8 participation hours**.
- Failure to meet this requirement could result in **membership termination**.

Elevation to Regular Membership:

- Members who log **12 or more hours** may be considered for **regular membership**.
- The **executive committee** will review eligible members **at the beginning of each calendar year**.

Membership Dues Deadline:

- According to the **bylaws**, membership dues **must be paid by January 31**.
- **Late payments will not be accepted**, and the member will be **terminated from the club**.

All credit hours **must** be turned into the Secretary within 30 days of event. (either physical form or picture of form) Recording Forms will be in binder near sign in book.

1. Club Meetings:
 - a. All attendees will receive 0.5 hours when attending SRPC meetings up to a maximum of 4 hours throughout the year.
2. Task Group Committees: (Membership, Bylaw, special sanctioned groups)
 - a. Members meeting for special groups will receive 1 hour for every 1 hour worked.
3. Shooting Events: (All shooting events are tracked separately)
 - a. Shooting Event credit hours:
 - i. Shooting Event coordinator will receive 1 hour per hour worked.
 - ii. Shooting event workers will receive 1 hour per event.
 - b. Shooting Event Participants:
 - i. Shooting Event participants shall receive 0.5 hours per event.
4. Work Days:
 - a. Attendees:
 - i. Workers shall receive 1 hour credit for every hour worked.
 - b. Attendees bringing and using the own tools at work day (i.e. weed eater, log splitter, machinery, provide food and drink):
 - i. Attendees bring tools, equipment, or provide food and drink shall receive 2 hours credit for every hour worked.
5. Range Safety Officers:
 - a. Any Range Safety Officer represented as the RSO at any event shall receive 1 hour credit for every hour worked.

6. Apple Butter Festival:
 - a. Attendees:
 - i. Workers shall receive 1 hour credit for every hour worked.
 - b. Attendees bringing and using the own (i.e. log splitter, provide food and drink):
 - i. Attendees bring, equipment, or provide food and drink shall receive 2 hours credit for every hour worked.
7. Grass cutting:
 - a. Attendees:
 - i. Workers shall receive 1 hour credit for every hour worked.
8. Extra Hours obtained through other means (i.e. non-scheduled shoots, buying equipment, other time spent up and above expectations):
 - a. The Executive Committee shall determine how many hours credit will be given to the club member for whatever the extra hours are determined to be valued.
9. Christmas party hours:
 - a. Anyone attending the Christmas party will receive 1 hour towards the current year.
10. Christmas Parade:
 - a. Anyone working on the Salem Christmas will receive 1 hour for every hour worked in the current calendar year.
 - b. Anyone supplying the truck, trailer, decorations, music, or etc. will receive 2 hours for every hour worked in the current calendar year.