

KISAR Members Benefits Policy January, 2024

Kodiak Island Search and Rescue (KISAR) has developed the following policy regarding member benefits for tuition support in mission-related education, training, and certification activities.

There are many benefits from membership in KISAR. The most important benefit is the satisfaction of being part of an effort that saves someone's life or reduces the discomfort of a person that finds themselves in trouble and lessens the anxiety of their family. Another benefit is personal development. By participating in the training offered, you enjoy a wilderness experience and acquire the knowledge, skills, and physical fitness to keep yourself and others out of trouble.

Sometimes there are opportunities to get discounts on personal equipment and financial assistance on training. Because of its limited resources, KISAR Board of Directors has decided that financial benefits will go only to those who have demonstrated a long-term commitment to their development and have made a significant contribution to the organization. To qualify for financial benefits, including but not limited to personal equipment discounts or financial assistance for training, a person must be a member in good standing, current on annual dues, and have demonstrated active engagement with the organization through regular attendance of membership meetings.

Any member in good standing may apply for financial support in order to pursue training, education, and certifications which are KISAR mission-related. To do so, a member must obtain information (in the form of a letter, brochure, website, etc.) from the entity providing the training which describes the purpose and anticipated outcome of the training. The member will provide the KISAR President this information from the training entity in writing (via email, etc.) along with a brief statement explaining how the KISAR-donated funds will be used by the member to further KISAR's mission. This request must be received by the President a minimum of two weeks (14 days) prior to the training in question. Request for funds may include tuition fees, course materials, and associated costs specifically required to complete the training. The KISAR President will distribute this information (via email) to the KISAR Board of Directors for their review. After any discussion or questions, a vote will be taken by the board present to approve or deny the financial support, and this vote will conform with Article VI Section 4 of the KISAR bylaws which states [in part] "Any action voted upon by the majority of the Board of Directors shall be a formal action of the total board, provided a quorum is present."

Annual Budget:

- KISAR will make up to \$1,000 per calendar year available for this purpose.
- Financial support to a single KISAR member is capped at \$250 per calendar year.

This financial support will be distributed on a first-come first-served basis each calendar year starting January 1 until the calendar year ends on December 31, or until the annual budget of \$1,000 has been exhausted. The Board of Directors in its discretion may approve deviations from these budget guidelines with the intent to maximize relevant training access to qualified members.