



Humphreys United Club Constitution

Article I. NAME AND AUTHORITY

Section 1.01 The name of this nonprofit organization shall be the "Humphreys United Club" USAG Humphreys, Korea, hereinafter referred to as the United Club, along with the Humphreys Thrift Store, hereinafter referred to as the Thrift Store. The approving authority for this private organization to operate on USAG Humphreys is the installation commander or designated representative (per DoD Instruction 1000.15, DOD5500.7-R (JER), AR 210-22, AR 215-1, and pertinent local regulations, with the approval of the USAG Humphreys and the Garrison Commander).

Section 1.02 The mission of the United Club shall be to contribute to the advancement and improvement of the quality of life on the installation and within our surrounding communities. The purpose of the United Club shall be for charitable and educational purposes. This includes lessening the burden of the government by promoting friendship among the entire military community (including all branches of service, active-duty, retirees, spouses, and others), developing and fostering a spirit of goodwill and community responsibility, providing opportunities for social, cultural, and creative pursuits, and distribution of scholarships for individuals, grants for organizations, and support for the local community. The United Club does not and shall not discriminate based on race, color, religion (creed), gender, gender expression, national origin (ancestry), age, disability, sexual orientation, marital status, or military status, in any of its activities or operations.

Article II. GENERAL PROVISIONS

Section 2.01 The United Club is organized as a nonprofit public charity, social, philanthropic and registered private organization provided for in applicable Army regulations. This organization is not an instrumentality of the United States, must be self-sustaining, and may not receive financial assistance from the Army or non-appropriated funds. The United Club recognizes the authority of the Garrison Commander to revoke permission to operate on the installation at any time and for any reason.

Section 2.02 This organization fully supports the USAG Humphreys and the United States Forces Korea (USFK) policies on equal opportunity and will not discriminate in membership eligibility on the basis of race, color, religion (creed), gender, gender expression, national origin (ancestry), age, disability, sexual orientation, marital status or military status. This organization will neither accept invitations from nor participate in any organization or activity that does not conform to USAG Humphreys policy. Endorsement of a non-Federal entity, event, product, service, or enterprise may be neither stated nor implied by DoD or DoD employees in their official capacities, and titles, position, or organization names may not be used to suggest official endorsement or preferential treatment of any non-federal entity except those listed in JER 5500.7r, 3-300 subsection 3-210. The United Club will not seek to deprive individuals of their civil rights.

Section 2.03 The United Club will not engage in any form of partisan political activity as defined by DoDD 1344.10

Section 2.04 The United Club will neither propagate extremist activities nor advocate violence against others or the violent overthrow of the Government.

Section 2.05 The United Club operates and exists on this military installation only with the consent of the installation commander. This consent is contingent upon compliance with the requirements and conditions of all Army regulations, specifically DODI 1000.15 and FH Reg. 210-56. Approval to exist on



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USAG Humphreys will be withdrawn if requests for revalidation are not received at least 30 days prior to the expiration date. The United Club acknowledges an approval to operate expires in 2 years and may be renewed biennially upon the United Club's request, subject to the Senior Commander's approval.

Section 2.06 Department of the Army Real Estate License No. DAKS792-1-20-002 – This five-year license, which authorizes the use of Building 118, Washington Avenue (the Thrift Store), will expire August 2025.

Section 2.07 The United Club agrees to reimburse the Army for utility expenses, unless use is incidental.

Section 2.08 It is suggested that all members of the United Club read the Constitution and Bylaws.

Section 2.09 The most current edition of Robert's Rules of Order shall be the parliamentary authority in all meetings conducted by the United Club.

Article III. GOVERNING BODY

Section 3.01 The elected officers of the United Club shall consist of President, First Vice President, Second Vice President, Secretary, Parliamentarian, Publicity, Thrift Store Liaison and Operating Treasurer. The duties of each elected officer are described in the Bylaws. An elected officer must be an active member in good standing.

Section 3.02 Advisors consist of Honorary President, Honorary Advisory and Host Nation Advisor which will be invited and appointed by the President, with majority approval of the executive board members. Advisors must be an active member in good standing and have a minimum of 15 years of experience as a military spouse.

Section 3.03 The executive board will consist of elected officers (President, First Vice President, Second Vice President, Secretary, and Operating Treasurer), Parliamentarian, Publicity and Thrift Store Liaison, and if available, Honorary President, Honorary Advisor, Host Nation Advisor.

Section 3.04 The general board will be appointed by the president, with majority approval of the executive board. The terms and duties of each position are described in the bylaws. A general board member must be an active member in good standing.

Section 3.05 The United Club board shall make and enforce the Bylaws, in accordance with the Constitution, as are necessary for the governing of the club.

Section 3.06 Only elected board members and general board members may vote during United Club board deliberation, with the following exceptions: the President, the Honorary President, the Senior Advisor, and Host Nation Advisor will be non-voting members of the board. The President may vote only in the event of a tie.

Article IV. MEMBERSHIP

Section 4.01 Membership begins when the eligible member registers and pays their dues and shall end on the 31 May in the membership year in which they join. Newly installed board members must join the club at their first board meeting over the summer. Other eligible members may join at any time over the course of the membership year. A member in "good standing" is defined as a member who has paid their membership dues, is not delinquent in their financial obligations to the United Club or defaulted on their event rentals and/or their Borrowed Boutique contracts. Members must be affiliated with USAG Humphreys.

Section 4.02 All US military ID cardholders, US sponsored foreign and internationals, and DoD civilian ID "cardholders and their spouses and family members over age 18 are eligible for active membership as



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defined under USA/ROK Status of Forces Agreement (SOFA). All surviving spouses of US military ID cardholders and DoD civilian ID cardholders are eligible for active membership and will retain the same privileges as described below but WILL NOT have to pay dues. Spouses of US military ID cardholders, US sponsored foreign and internationals and DoD civilian ID cardholders who are active members in good standing may hold elected or appointed offices, have the privilege to vote, and participate in all United Club activities. All members in good standing have the privilege to vote and participate in all United Club activities. Korean nationals employed on USAG Humphreys with access to base also qualify for membership eligibility.

Section 4.03 Associate membership will be extended to any employee of the Thrift Store, and they will be considered general members with voting privileges during the period of their employment.

Section 4.04 Distinguished attendee status may be extended at the pleasure of the United Club President, with the approval of the executive board, to distinguished individuals who have been supportive and involved in the coordination of military and civilian life and have had a lasting impact and influence on the United Club and the USAG Humphreys community. They shall have no vote, nor hold office, nor shall be required to pay dues. A roster of distinguished attendees shall be maintained by the Membership Chair and will be updated and reviewed annually by the executive board.

Section 4.05 Non-members may attend only one membership program or subclub as a guest of a member. They may attend subsequent meetings by becoming a member. The president, with the approval of the United Club Board, may, in the interest of community relations, issue invitations for special occasions to members of the local communities.

Section 4.06 The dues for membership shall be determined by the United Club executive board. No refunds shall be given to any member leaving the post or voluntarily relinquishing membership. Memberships are not transferable or refundable. Any member joining after 1 January shall pay half the dues.

Section 4.07 The United Club confirms that all members who have regular contact with children under 18 years of age on the installation have undergone appropriate background checks.

Article V. FINANCE

Section 5.01 The United Club will have three (3) accounts: the operating account, the community support account, and the thrift store account.

- a) The operating account shall be derived from 20% of the Thrift Store net income, dues and monies raised within membership functions. A minimum balance of TEN THOUSAND DOLLARS (\$10,000) must be held in reserve in the operating account.
- b) The community support account shall be derived from 80% of the Thrift Store revenues, United Club fundraising events and donations. The community support account will maintain a minimum balance of TEN THOUSAND DOLLARS (\$10,000)
 - a. FIVE THOUSAND DOLLARS (\$5,000) will be held in reserve, and;
 - b. FIVE THOUSAND DOLLARS (\$5,000) will be set aside for fundraisers.
- c) The thrift store funds shall be derived from Thrift Store donations and sales. The thrift store's net income will be distributed at 20% towards the operating account and 80% must go towards the community support account (minus payroll and administrative costs). A minimum balance of FIVE THOUSAND DOLLARS (\$5,000) must be held in reserve in the thrift store account.

Section 5.02 A treasurer will be assigned to manage the United Club's financial accounting in compliance



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with the generally accepted accounting principles, state and federal regulatory requirements, Army regulations, and current command policies.

Section 5.03. An informal annual audit of each fund shall be completed at the end of the United Club fiscal year, 31 May.

Section 5.04. The operating treasurer, or in its delegate his/her absence, the president, shall receive all monies of the United Club and membership dues collected by membership and all other monies of the United Club for and deposit said monies in an authorized depository within seven 7 - 21 (seven to twenty-one) business days of the receipt of monies.

Section 5.05 The operating treasurer shall pay all obligations of the United Club, including but not limited to monthly bills, sales taxes, and any reimbursements from the operating fund account within 30 days of receipt or by the due date.

Section 5.06. If a Treasurer resigns before the end of the board year, an informal audit of the books, up to that point, must be completed before handover and again at the end of the board year.

Section 5.07 Each Treasurer shall perform its obligations based on governance, required payments, and guidelines, which the Community Support Treasurer shall pay all obligations of the Community Outreach, Korean Welfare, and Scholarship committees, including but not limited to monthly bills and reimbursements from the community support account within thirty (30) calendar days of receipt, unless an extension is requested and approved by the board.

Section 5.08 The Operating Treasurer shall submit the annual tax filing, state certification of filings for Bylaw revisions (if any), and documentation for compliance with the tax-exempt status, state requirements, and insurance policies.

Section 5.09 The Thrift Store Treasurer shall pay all obligations of the United Club's Humphreys Thrift Store, including but not limited to monthly bills, payroll and payroll taxes, and any reimbursements from the thrift store fund account within 30 days of receipt or due date.

Section 5.10 The United Club is a self-sustaining group of private individuals and not an instrumentality of instrumentality of the United States Government. In no event will the United States Government be held liable, in fact, or spirit, for any indebtedness incurred by the United Club. The United Club may not receive financial assistance or financial support from the United States Forces Korea (USFK) or any of its non-appropriated funds.

Section 5.11 All revenue-producing activities of the United Club conducted on post shall have prior approval of the NAF Support Services Division, Family and MWR, USAG Humphreys.

Section 5.12 In the event of bankruptcy, insolvency, or dissolution of the United Club, all options to resolve for continuous operations will be addressed, and perform necessary actions. All remaining assets will be used exclusively for exempt purposes, such as charitable purposes.

Section 5.13 At a minimum, the President, First Vice President, Second Vice President, Secretary, Parliamentarian, Publicity, Thrift Store Liaison, Operating Treasurer, Community Support Treasurer, Thrift Store Treasurer, Thrift Store Manager, Thrift Store Assistant Manager, all Thrift Store Sales Associates, Activities Chair, Borrowed Boutique Chair, Event Rentals Chair, Fundraising Chair, Luncheon Chair, Membership Chair, Reservations Chair, and, Ways and Means Chair shall be bonded yearly at the United Club's expense.

Article VI. EVENTS

Section 6.01 The United Club will conduct regular meetings of the general membership in the form of



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United Club programs monthly from June to May.

Section 6.02 At the discretion of the board, the United Club will coordinate the following events: two membership drives (August and January when membership fee is reduced by fifty percent (50%)), a minimum of two fundraisers per year, and monthly social functions and events as deemed necessary. **Section 6.03** Members will be billed for reservations not canceled by the deadline and will not be allowed to attend any United Club sponsored functions until paid. It is the responsibility of members to cancel their reservations at least five calendar days or the scheduled cancellation date prior to a function to avoid being billed for the function. Members are responsible for their guests' cancellation fees.

Article VII. MEETINGS AND QUORUMS

Section 7.01 Meetings of the general board shall be held once a month from August through May. The United Club executive board may change the meeting schedule. Meetings held in June and July are optional and held at the discretion of the president.

Section 7.02 Business may be conducted at any meeting where there is quorum, defined as a simple majority of the voting board members present.

Section 7.03 In emergency situations the President or Parliamentarian may choose to conduct voting by an electronic poll provided quorum and majority requirements are met. The results will be emailed to the board.

Section 7.04 The United Club will keep the following information on record: minutes or summaries of Board meetings, financial statements, any major changes to United Club (to include activities, membership requirements, officers, objectives, organization, Constitution, Bylaws, use of funds and management functions), names, addresses, and phone numbers of officers, a copy of all audit reports, a copy of any correspondence about applicability of federal, state, and local laws, and a copy of the United Club EIN number. These records shall be kept for a minimum of five (5) years.

Section 7.05 Any meeting of the United Club membership requires at least seven (7) days advance notice and will be held at the discretion of the United Club executive board. A quorum for a vote at the meeting shall be twenty percent (20%) of the active membership in good standing.

Article VIII. ADOPTION AND AMENDMENTS

Section 8.01 This constitution shall be reviewed each membership year by the executive board.

Section 8.02 This constitution and any amendments shall be approved by a two-thirds (2/3) vote of the United Club Board and then disseminated to the general membership.

Section 8.03 An updated copy of this constitution shall be provided to the Management Assistant, Financial Division, NAF Support Services Division, Family and MWR, USAG Humphreys for approval and adoption. Amendments to the constitution and/or bylaws are subject to final approval by the installation commander, or designated representative.

Section 8.04 The United Club executive board is empowered to create and amend the Bylaws. These Bylaws may be amended upon an affirmative vote of the majority of the executive board and two-thirds (2/3) vote of the United Club Board and then disseminated to the general membership.

Section 8.05 As approved for operation as a private organization by the USAG Humphreys Garrison Commander, the constitution and bylaws and all applicable reports will be submitted for revalidation every two years by the organization.



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Section 8.06 Requests for revalidation as a private organization will be submitted to the USAG Humphreys Director of F-MWR no less than 90 days before the expiration of the approval.

Section 8.07 A copy of the renewal request with the constitution and bylaws shall be signed by the United Club president and secretary and maintained by the secretary.

Article IX. ELECTIONS AND APPOINTMENTS

Section 9.01 The president, first vice president, second vice president, secretary, and Treasurer shall be elected annually in spring. The vote shall be by ballot if there are two or more nominees for any given office and by vote if there is only one nominee per position.

Section 9.02 The President shall appoint the Parliamentarian as the chairperson for the nominating committee.

Section 9.03 Persons nominated for an elected office must be an active member in good standing, and who has given their consent before nominations can be made. Service members and full time employees may hold a general board position under three conditions: with approval of the employer or supervisor, if the member is able to commit to the role, requirements and responsibilities of the position, and with the majority vote of the executive board.

Section 9.04 The President, First Vice President, Second Vice President, Secretary and Treasurer nominees, selected by the nominating committee, shall be presented via email and social media no later than 10 days before the April membership program. Any member in good standing who is eligible and wishes to be considered for election shall do so in writing to the United Club Nomination Committee Chair via email no later than the date of the March membership program. After this date nominations are closed. The nomination committee will determine who will be included on the ballot put forth for a vote. Voting will take place electronically no later than April 15th, and in May the new officers will be installed at the May membership program.

Section 9.05 In the event of an incomplete ballot, except for the office of president, the vacant positions shall be appointed by the incoming president and approved by the executive board.

Article X. UNSCHEDULED CHANGES OF OFFICERS

Section 10.01 United Club board members are presumed to have resigned upon their permanent departure from the USAG Humphreys area or upon their unapproved absence from three (3) United Club board meetings. Approved absences are at the discretion of the president. The United Club Board reserves the right to request a resignation from any board member, at any time, due to failure of his/her fulfilling their job description, unable to uphold required conduct or meets any reason(s) stated in "just cause for removal" outlined in the by laws.

Section 10.02 In the event an elected office or general board position becomes vacant, the president, with the consent of the executive board, will appoint an active member in good standing, to fill the vacant position. This appointment will be assumed immediately and will be presented to the membership at the next scheduled membership program.

Section 10.03 If the office of president is vacated at any time, this position will be filled by the first vice president. In the event the first vice president is unable to fill the position, this position will be filled by the second vice president. In the event the second vice president is unable to fill the position, a nominee will be elected by the general membership.



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Article XI. GOVERNMENT AND RECORDS

Section 11.01 A historical file consisting of the following records will be maintained by the United Club: the most current letter of approval to operate on the installation, the most current copy of the constitution and the bylaws with original signatures, the current list of general board and general members, the current inventory of physical and financial assets as well as renewable subscriptions, a copy of current applicable Army Regulations, tax and financial documents (to include current audit as well as EIN number), insurance and bonding documents, and current non-profit documents.

Section 11.02 All records, other than financial records, of the United Club will be compiled at the end of the United Club Membership Year, held physically for five (5) years.

Section 11.03 The Treasurer shall maintain all applicable financial records for his/her membership year. At the end of the membership year, all financial records will be completed and stored for seven (7) years, and then destroyed.

Article XII. CHILD CARE REIMBURSEMENT

Section 12.01 A United Club board member may receive reimbursement for childcare up to the CDC, if applicable, published hourly rate while attending all United Club executive and/or general board meetings for up to three (3) hours per meeting.

Section 12.02 A committee chair may receive reimbursement for childcare up to the CDC published hourly rate while attending board and fundraising events (during their respective events) may be reimbursed no more than \$5 per child/per hour.

Section 12.04 (rename Section 12.03) The limit to the amount of operating funds spent on childcare during board and specified fundraising events in the board year (1 June – 31 May) shall be set at the initial Budget Committee meeting and reviewed at the mid-year budget meeting.

- a) The total amount shall not exceed thirty (30) hours per month (June through May) cumulative, encompassing the executive board, general board and committee chairs.
- b) Reimbursement will not exceed the length of **three (3)** hours total per authorized meeting.
- c) Reimbursement will be equal to the rate charged by the Child Development Center **hourly rate, if applicable, or no more than \$5 per hour/per child.**

Section 12.05 Receipts will be submitted to the operating treasurer on a monthly basis for those meetings/fundraising events whose positions require their attendance.

Article XIII. DISSOLUTION

Section 13.01 If the organization is dissolved, all funds and assets shall be distributed for one or more exempt purposes are any such assets not disposed of shall be disposed of by a court of competent jurisdiction in the county in which the principal office of the organization is then located, exclusively for such purposes, or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.

Section 13.02 The process of dissolution may take place in two forms: the majority vote of the general members at a regular or special meeting, providing there is a quorum present, or by or upon direction of the approving authority.

Article XIV. DECLARATION OF SEVERABILITY



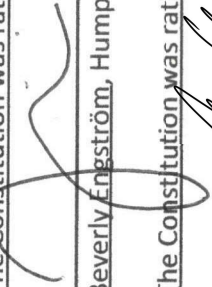
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Section 14.01

In the event this constitution or a portion thereof is declared invalid, the remaining and unaffected provisions of such articles or portions thereof shall remain in full force and effect.

ACCEPTED AND APPROVED BY A MAJORITY VOTE ON THIS 3 DAY OF MARCH 2025.

The Constitution was ratified by the Board through an electronic vote on March 3, 2025


Beverly Engström, Humphreys United Club President

The Constitution was ratified by the Board through an electronic vote on March 3, 2025


Rebecca Chapman, Humphreys United Club Secretary