

BoneShakers Social Club

Appendix X

Future Shakers Program Policy and Operating Procedures

Version 1.0 | Approved September 8, 2026

Procedures

1. Purpose

The Future Shakers Program is an official BoneShakers Social Club youth and young-adult recognition, mentorship, and community-service program established to encourage the next generation to become involved in volunteer service, charitable activities, family participation, and positive community involvement.

The program is intended to provide children, grandchildren, and other eligible young people connected to BoneShakers members with opportunities to participate in approved club-supported activities while learning the values of service, responsibility, respect, teamwork, and giving back to the community.

The Future Shakers Program is designed to strengthen family involvement within the BoneShakers Social Club while providing age-appropriate opportunities for younger participants to support the charitable mission of the organization.

2. Program Authority

The Future Shakers Program operates under the authority of the BoneShakers Social Club Board of Directors.

The President shall have primary administrative oversight of the program unless the Board appoints a Future Shakers Program Coordinator or another officer to manage the program.

The Board of Directors retains authority to establish, modify, suspend, or discontinue program policies when necessary for the safety, administration, or best interests of the BoneShakers Social Club.

3. Program Status

Participation in the Future Shakers Program does not constitute membership in the BoneShakers Social Club.

- An Active Member
- A Prospect
- A Supporting Member
- A Remote Member
- A Legacy Member

- An Officer
- A Board Member
- Any other official membership classification of the BoneShakers Social Club

Future Shakers have no voting rights and may not participate in club governance, elections, disciplinary matters, confidential club business, or other activities reserved for official members.

Participation in the Future Shakers Program does not guarantee future membership in the BoneShakers Social Club and does not allow a participant to bypass any future membership requirements.

4. Program Age Range

The Future Shakers Program is available to eligible participants beginning at age five (5) and continuing through age twenty (20). A participant automatically ages out upon reaching their twenty-first (21st) birthday.

Participants ages five (5) through seventeen (17) are Minor Future Shakers and are subject to parent/guardian consent and adult-supervision requirements.

Participants ages eighteen (18) through twenty (20) are Adult Future Shakers. Mandatory parent/guardian supervision no longer applies, but they remain program participants and are not BoneShakers members.

At age twenty-one (21), a former Future Shaker may apply for BoneShakers Social Club membership if otherwise eligible. Prior Future Shakers participation does not provide automatic membership, guaranteed acceptance, reduced requirements, guaranteed sponsorship, or exemption from the normal membership or prospect process.

5. Core Program Values

- Community service
- Volunteerism
- Family involvement
- Respect
- Responsibility
- Positive mentorship
- Leadership
- Teamwork
- Compassion
- Good citizenship
- Service to others
- Pride in the community

All program activities should support these values and remain consistent with the charitable mission, standards, reputation, and expectations of the BoneShakers Social Club.

6. Eligibility and Sponsorship Requirements

6.1 Basic Eligibility

- Be between five (5) and twenty (20) years of age
- Have an eligible connection to a current BoneShakers Social Club member in good standing
- Have a BoneShakers member in good standing agree to serve as Sponsoring Member
- Complete all required Future Shakers enrollment documents
- Agree to follow the Future Shakers Code of Conduct and applicable BoneShakers rules
- Receive approval in accordance with this Appendix

Participation is a privilege and not an entitlement based solely on family relationship.

6.2 Eligible Relationship to a BoneShakers Member

Eligible participants may be a child, stepchild, grandchild, step-grandchild, foster child, legal ward, or another minor/young adult for whom a BoneShakers member has a significant family or caregiving relationship. Unclear cases may be referred to the Board. The program is not intended as a general-public youth membership program.

6.3 Sponsoring Member Requirement

Every Future Shaker must have an Active BoneShakers member in good standing as Sponsoring Member. The sponsor serves as the participant's connection to the club, encourages service, explains expectations, supports appropriate conduct, maintains reasonable communication, and reports significant eligibility changes. Sponsorship does not make the member the participant's legal guardian.

6.4 Participants Under Age 18

Every participant under eighteen (18) must have parent/legal guardian permission and a responsible adult physically present and supervising during activities. A minor may not be dropped off and left in the care of the club. The responsible adult may be the parent/legal guardian, Sponsoring Member, or another adult specifically authorized by the parent/legal guardian.

6.5 Participants Ages 18-20

Adult Future Shakers may participate without parent/guardian supervision but must maintain an eligible Sponsoring Member, follow all program and event rules, and understand that they are not BoneShakers members.

6.6 Multiple Participants in One Family

A member may sponsor more than one eligible Future Shaker, but each participant requires an individual enrollment record, permissions, Code of Conduct acknowledgment, and participation record.

6.7 Change in Sponsoring Member Status

If a sponsor resigns, is removed, becomes inactive/not in good standing, or cannot continue, the participant may continue if another eligible member accepts sponsorship and the change is approved. If no replacement is available, status may be placed on hold.

6.8 Loss of Eligibility

- Reaching age twenty-one (21)
- No longer having an eligible Sponsoring Member
- Required documents not being maintained
- Voluntary withdrawal
- Suspension or removal under this Appendix
- A significant safety, conduct, or organizational concern

7. Enrollment, Application, Approval, and Annual Verification

7.1 Enrollment Requirement

Attendance at club events does not automatically create Future Shakers status. Formal enrollment and approval are required.

7.2 Enrollment Process

- Step 1 - Complete the Future Shakers enrollment application
- Step 2 - Identify an Active BoneShakers member in good standing as Sponsoring Member
- Step 3 - Complete applicable consent, Code of Conduct, emergency contact, media permission, waiver, and other required documents

- Step 4 - President or Program Coordinator reviews for completeness and eligibility
- Step 5 - Routine applications may be approved; unusual circumstances may be referred to the Board
- Step 6 - Approved participant is entered into the official Future Shakers Program Register
- Step 7 - Participant receives welcome information and may receive the official recognition patch

7.3 No Enrollment Fee or Dues

Unless otherwise established by the Board, there is no application fee, annual dues, or membership dues. Reasonable charges may be established for optional or replacement items.

7.4 Annual Verification

A completely new application is not normally required each year. Participant information should be verified annually, including contact information, guardian information for minors, emergency contact, Sponsoring Member, media permission, information needed for safe participation, continued Code of Conduct agreement, and desire to remain active.

7.5 Changes During the Year

Participants, parents/guardians, or Sponsoring Members should report important changes to contact, emergency, guardian, sponsor, media-permission, or other necessary administrative information.

7.6 Participation Status

- Active - currently eligible and participating
- Inactive - eligible but not recently participating or voluntarily paused
- On Hold - temporarily suspended pending an administrative, sponsorship, documentation, conduct, or

safety matter

- Withdrawn - voluntarily ended participation
- Removed - participation terminated under disciplinary provisions
- Aged Out - reached age twenty-one (21) and completed the program

7.7 Voluntary Withdrawal and Re-Enrollment

A participant may leave at any time. A minor's parent/legal guardian may request withdrawal. A former participant may request re-enrollment if still age-eligible, otherwise eligible, sponsored, and current on required documentation.

7.8 Enrollment Records

Reasonable records may include application/enrollment date, DOB, guardian information, Sponsoring Member, emergency contact, acknowledgments/permissions, patch issuance, service records, recognition, status, and age-out date. Access is limited to authorized administrators.

8. Minor Supervision, Safety, and Adult Responsibility

8.1 General Safety Standard

Safety and well-being take priority over participation. Activities must be age-appropriate and consistent with reasonable safety practices, law, event requirements, and club standards.

8.2 Mandatory Adult Supervision

Every Future Shaker under eighteen (18) must have a responsible adult present and supervising. A minor may not be dropped off with the expectation that the club will assume supervision.

8.3 Responsible Adult

The responsible adult may be the parent/legal guardian, Sponsoring Member, or another adult specifically authorized by the parent/legal guardian. The responsible adult remains responsible for supervision, conduct, transportation, safety instructions, personal needs, and removal when necessary.

8.4 No Childcare or Custodial Relationship

The program is not daycare, childcare, youth custody, transportation, or babysitting. Participation does not create a custodial relationship with the club or its volunteers.

8.5 Age-Appropriate Participation

- Bikes for Tykes activities
- Organizing/distributing appropriate donated items
- Community-service projects
- Preparing event materials
- Community cleanups
- Charity-event assistance
- Greeting attendees
- Age-appropriate setup/cleanup

- Parades/public community events
- Other approved activities

8.6 Restricted Activities

- Serving, selling, purchasing, or handling alcoholic beverages
- Handling firearms, ammunition, weapons, or dangerous items as a Future Shakers duty
- Operating motorcycles or motor vehicles on behalf of the program
- Hazardous machinery/power equipment
- Dangerous heights
- Adult-only/restricted areas
- Security or crowd-control duties
- Gambling or age-restricted activities
- Hazardous chemicals/materials
- Any duty involving unreasonable physical risk or prohibited by law

8.7 Motorcycle-Related Activities

Future Shakers may attend appropriate motorcycle-related events. Enrollment does not authorize or require motorcycle riding. Any minor passenger decision remains the parent/legal guardian's responsibility and must comply with law and safety requirements.

8.8 Transportation

The club does not assume responsibility for routine transportation. Private travel arrangements remain between the appropriate adults unless the Board specifically approves organized transportation.

8.9 Alcohol and Adult Environments

Future Shakers may participate in appropriate charitable/community activities at venues where alcohol is legally available, but may not be assigned duties involving sale, service, purchase, or handling of alcohol.

8.10 Emergencies

Participant safety is the immediate priority. Emergency services should be contacted when reasonably necessary. For minors, reasonable efforts shall be made to contact the parent/guardian or responsible adult, but necessary emergency assistance should not be delayed.

8.11 One-on-One Situations

Whenever practical, activities involving minors should occur in open, observable group settings.

Unnecessary isolated one-on-one situations with unrelated minors should be avoided. Private overnight accommodations between an unrelated adult club member and a minor Future Shaker are not permitted as part of the program.

8.12 Overnight and Travel Activities

Minor participation in overnight or out-of-area activities requires parent/legal guardian involvement and approval, with an authorized responsible adult remaining responsible.

8.13 Right to Restrict Participation

The club may designate activities as appropriate for all Future Shakers, certain age groups only, requiring extra supervision/permission, or not appropriate for Future Shakers.

9. Approved Activities, Volunteer Service, and Recognition

9.1 Purpose of Participation

Participation emphasizes meaningful service and involvement rather than simple attendance.

9.2 Approved Activities

- Bikes for Tykes
- Community fundraisers
- Donation drives
- Charity events
- Community cleanups
- Holiday charitable activities
- Community festivals
- Parades
- Senior-community activities
- Family-oriented events
- Preparation/organization of donations
- Appropriate setup/cleanup
- Community outreach
- Other approved volunteer opportunities

9.3 Designating an Approved Activity

The President, Program Coordinator, Board, or event lead may designate approved opportunities and establish age limits, schedules, assignments, safety requirements, supervision, capacity, and other reasonable event-specific rules.

9.4 Volunteer Service and Hours

Qualifying service includes actual age-appropriate work supporting approved activities. Travel, ordinary social time, meals, and recreation generally do not count. Hours may be verified by authorized club leadership. Reasonable judgment should be used.

9.5 Outside Community Service

Service performed through schools, food banks, animal shelters, veterans organizations, special-needs organizations, senior programs, environmental/neighborhood projects, or other legitimate community organizations may be recognized with approval and reasonable verification.

9.6 Recognition Milestones

- 10 Hours - Service Recognition
- 25 Hours - Community Service Recognition

- 50 Hours - Dedicated Service Recognition
- 100 Hours - Outstanding Service Recognition
- 250 Hours - Distinguished Community Service Recognition

Recognition may include certificates, pins, patches, challenge coins, awards, public acknowledgment, or other Board-approved items. Specific recognition items may change without amending this Appendix.

9.7 Special Recognition

Exceptional service, leadership, kindness, responsibility, initiative, or commitment may be recognized independently of hours, including Future Shaker of the Year, Community Service Award, Leadership Award, President's Recognition, Bikes for Tykes Service Recognition, or other appropriate awards.

9.8 Documentation and Verification

Service records may include date, event/organization, type of service, approximate hours, verifier, cumulative hours, and milestones. Authorized officers may verify documented service for schools, scholarships, civic organizations, or other legitimate purposes.

9.9 No Required Minimum Hours

Unless the Board later establishes otherwise, no minimum annual volunteer hours are required to remain enrolled. Regular participation is encouraged, but school, family, health, transportation, employment, age, and other circumstances may affect availability.

10. Future Shakers Patch, Clothing, Identity, and Representation

10.1 Purpose and Issuance

The official Future Shakers patch is a recognition patch issued after enrollment and approval. It recognizes participation and service; it does not constitute BoneShakers membership.

10.2 Meaning of the Patch

- Not a BoneShakers membership patch
- Not a BoneShakers back patch
- Not a membership rocker
- Not an officer or prospect patch
- Not evidence of voting rights
- Not evidence of club membership
- Not a guarantee of future membership

10.3 Wearing the Patch

The patch may be worn on a vest, jacket, shirt, backpack, or another appropriate item. It must be displayed in a manner clearly representing Future Shakers rather than BoneShakers membership.

10.4 Prohibited Configurations

Future Shakers may not wear official BoneShakers membership back patches, membership rockers, officer titles, member-only designations, prospect identification, unauthorized reproductions, or configurations

that falsely imply membership or authority.

10.5 Apparel and Merchandise

The club may authorize Future Shakers-specific apparel and merchandise that remains reasonably distinguishable from official membership insignia.

10.6 Representation, Fundraising, and Social Media

Future Shakers may identify themselves as participants in the BoneShakers Future Shakers Program but may not claim membership, official authority, or authority to bind the club. Fundraising or solicitation in the club's name requires authorization and adult oversight. Official Future Shakers social-media pages, websites, fundraisers, stores, or public accounts require club authorization.

10.7 Lost/Damaged Patches and Misuse

Replacement patches may be approved and may be charged at reasonable replacement cost. The club may require a participant to stop displaying the patch when it is used to falsely claim membership/authority, in connection with serious misconduct, or materially harms the club/program.

10.8 Patch Upon Leaving or Aging Out

A participant who voluntarily leaves or ages out may retain the patch as commemorative recognition. A participant permanently removed for serious misconduct may be required by the Board to return it.

10.9 Transition to Membership

At age twenty-one (21), the Future Shakers patch does not convert to a membership patch. Prior service may be appropriately recognized, but does not guarantee acceptance, waive fees/requirements, shorten prospecting, or create voting rights.

11. Code of Conduct, Corrective Action, Suspension, and Removal

11.1 Standard of Conduct

- Treat others with respect
- Follow reasonable instructions
- Use age-appropriate respectful language
- Demonstrate honesty/responsibility
- Respect property
- Treat charitable recipients with dignity
- Follow safety/event rules
- Avoid bullying, harassment, threats, intimidation, fighting, and intentional unsafe behavior
- Represent the program positively
- Use judgment appropriate to age/maturity

11.2 Age-Appropriate Expectations

Conduct shall be evaluated based on age, maturity, circumstances, and understanding. Corrective action should generally teach and reinforce appropriate behavior rather than punish ordinary childhood mistakes.

11.3 Minor/First-Time Concerns

- Verbal reminder/redirection
- Explanation of expectations
- Discussion with supervising adult or sponsor
- Temporary removal from an assignment/activity
- Other reasonable corrective action

11.4 Repeated or Significant Concerns

- Participant discussion
- Parent/guardian and sponsor notification
- Written warning
- Temporary activity restriction
- Temporary suspension
- Behavioral improvement plan
- President/Coordinator/Board review

11.5 Serious Misconduct

- Violence or credible threats
- Serious bullying/harassment/intimidation
- Theft
- Intentional property destruction
- Inappropriate weapon possession/use
- Illegal drugs/prohibited substances
- Illegal alcohol possession/consumption
- Serious intentional safety violations
- Criminal conduct associated with an activity
- Deliberate misuse of club/program identity
- Fraudulent fundraising/misuse of donations
- Other severe/repeated conduct creating significant safety or organizational concern

11.6 Immediate Removal and Suspension

Authorized leadership may stop participation when reasonably necessary to protect people, property, charitable integrity, or orderly operation. The President may place participation on temporary hold while a significant matter is reviewed.

11.7 Permanent Removal

Permanent removal is reserved for serious misconduct, repeated significant violations, continued safety concerns, or circumstances inconsistent with the program's best interests. Permanent removal requires Board approval.

11.8 Adult Conduct

The club may restrict participation when a parent, guardian, sponsor, or supervising adult creates a significant safety/disruption concern. When reasonably possible, the club should attempt to resolve the adult issue or identify another appropriate adult before penalizing the Future Shaker.

11.9 Reconsideration

A parent/guardian or Adult Future Shaker may request Board reconsideration of permanent removal within thirty (30) days. The Board may uphold, modify, or reverse the decision; its reconsideration decision is final for program purposes.

11.10 Confidentiality and Documentation

Conduct matters, especially those involving minors, should be handled discreetly. Significant warnings, suspensions, serious incidents, and removals should be documented factually and maintained confidentially.

12. Privacy, Photography, Social Media, and Program Records

12.1 Privacy Standard

The club shall make reasonable efforts to protect participant information, particularly information concerning minors, and should collect only information reasonably necessary for administration, communication, service documentation, recognition, and safety.

12.2 Access

Access to program records is limited to the President, Secretary, Program Coordinator, authorized officers, and other individuals specifically authorized for a legitimate program purpose.

12.3 Photography and Media Permission

Enrollment shall allow the parent/legal guardian of a minor, or an Adult Future Shaker, to authorize or decline use of photographs, video, or likeness in the website, official social media, program materials, event recaps, newsletters, promotional materials, and recognition announcements. Declining media permission does not affect eligibility.

12.4 Media Opt-Out and Public Events

Reasonable efforts shall be made not to intentionally publish identifiable media of opted-out participants. The club cannot guarantee that participants at public events will not appear incidentally in third-party media.

12.5 Identification of Minors

Public communications should avoid unnecessarily publishing a minor's full DOB, home address, personal phone/email, school schedule, regular location/travel information, emergency contacts, or other information that could compromise privacy or safety.

12.6 Website Information

The public website may describe purpose, eligibility, ages, opportunities, values, general rules, FAQs, and enrollment. It shall not display private registers, birthdates, guardian information, emergency contacts,

disciplinary records, or other confidential participant information.

12.7 Electronic Records and Retention

Applications, acknowledgments, annual verification, and administrative records may be maintained electronically. Active records should be retained while enrolled. After departure, the club may retain limited historical service/recognition records while avoiding indefinite retention of unnecessary personal information.

12.8 Third Parties

Personal information shall not be sold or provided for outside marketing. Information may be shared when reasonably necessary for approved activities, emergency response, insurance/administrative requirements, law, safety, or another authorized legitimate purpose.

12.9 Communications With Minors

Official communications involving minors should include or be directed through the parent/legal guardian or authorized responsible adult whenever practical. Unnecessary private or secret electronic communications with minor Future Shakers should be avoided.

12.10 Changes to Permissions

Adults or parents/legal guardians of minors may change media/communication permissions for future use. Previously lawfully published or distributed material may not always be practical or possible to retrieve.

13. Turning Age 18, Aging Out at 21, and Transition to BoneShakers

Membership

13.1 Age Progression

- Ages 5-17 - Minor Future Shaker: guardian consent and responsible-adult supervision required
- Ages 18-20 - Adult Future Shaker: self-consent; no mandatory guardian supervision; remains a non-member participant
- Age 21 - Program Completion: automatically ages out

13.2 Transition at Age 18

The record should be updated to Adult Future Shaker. The participant should personally review contact/emergency information, Code of Conduct, media permission, Sponsoring Member, and other acknowledgments previously based on guardian authorization. No new enrollment or reapproval is required solely due to turning 18.

13.3 Continued Status Ages 18-20

Adult Future Shakers may not vote, hold office, participate in elections/confidential membership business, represent themselves as Active Members, wear member-only insignia, or exercise member-only privileges.

13.4 Upcoming Age-Out Notice

When practical, approximately 60-90 days before the twenty-first birthday, the club may provide information about program completion, documented service, recognition, age-out date, and the regular

membership process. This is informational and not an invitation or guarantee.

13.5 Aging Out and Completion Recognition

Active status ends automatically on the twenty-first birthday and the Register is updated to Aged Out / Program Completed. The former participant may retain earned patches, certificates, awards, pins, coins, service records, and other recognition. The club is encouraged to recognize meaningful program completion.

13.6 Eligibility to Apply for Membership

At age twenty-one, a former Future Shaker may apply if all membership requirements then in effect are met, including application, sponsorship, Code of Conduct, waivers, dues/fees, prospecting, participation requirements, approvals, and other current requirements.

13.7 No Automatic Membership

Future Shakers participation creates no automatic membership, guaranteed acceptance, automatic prospect status, shortened prospect period, waiver of dues/fees, voting rights, automatic sponsorship, guaranteed approval, or permanent right to membership.

13.8 Recognition of Prior Service

Years of participation, service hours, leadership, awards, Bikes for Tykes participation, and other meaningful contributions may be acknowledged without guaranteeing membership approval.

13.9 Choosing Not to Become a Member

There is no expectation that a participant apply for membership after aging out. Program completion is an accomplishment in its own right. Former participants may continue attending public events/volunteer opportunities under the same rules as other non-members.

14. Program Administration, Officer Responsibilities, Annual

Review, and Succession

14.1 Oversight

The Board has ultimate authority. The President has primary oversight unless responsibility is delegated to a Program Coordinator or other designated officer.

14.2 Program Coordinator

The Board may appoint a coordinator when beneficial. The coordinator reports to the President and Board and need not be a separate elected office unless governing documents provide otherwise.

14.3 Administrative Responsibilities

- Review applications and eligibility
- Confirm Sponsoring Members
- Ensure acknowledgments/permissions
- Maintain Program Register
- Identify approved opportunities

- Coordinate communications
- Track service/recognition
- Maintain patch records
- Conduct annual verification
- Identify upcoming ages 18 and 21
- Coordinate completion recognition
- Address routine issues
- Refer significant matters to the Board
- Protect confidential information

14.4 President, Secretary, Treasurer, and Sponsors

The President provides leadership and resolves routine interpretation issues. The Secretary may maintain official documents, enrollment/status records, Board decisions, and historical records. The Treasurer handles program financial activity under club procedures. Sponsors encourage participation and support communication but cannot change rules or independently approve exceptions.

14.5 Program Register

The non-public Register should allow authorized administrators to determine participant identity, DOB/age category, enrollment date, guardian information when applicable, sponsor, documentation/media status, patch issuance, service, recognition, status, 18th/21st birthday dates, and departure/completion date.

14.6 Annual Administrative Review

At least annually, leadership should confirm active participants, current information, sponsor eligibility, acknowledgments, age transitions, service records, recognition milestones, patch inventory, forms, and policy/safety concerns.

14.7 Calendar and Opportunities

Future Shakers opportunities may be incorporated into the club calendar and should identify relevant age limits, supervision, schedules, assignments, clothing/safety requirements, and permissions.

14.8 Changes and Exceptions

Material policy changes require Board approval. Routine administrative changes such as forms, online process, recognition items, contact information, recordkeeping methods, or annual-verification format may be made without rewriting Appendix X. Significant eligibility, supervision, safety, or age exceptions should be referred to the Board and may never authorize unlawful conduct.

14.9 Leadership Transition

Outgoing administrators should transfer the current Register, active records, pending applications, service/recognition records, patch inventory, forms, website administration information, upcoming age-transition dates, outstanding matters, and current Appendix X to authorized incoming leadership.

14.10 Continuity, Suspension, and Interpretation

Officer changes do not terminate valid enrollments. The Board may suspend or discontinue the program if

necessary and should notify families, preserve appropriate service/recognition records, and protect confidential information. Interpretation questions begin with the President; significant disputes may be referred to the Board.

15. Final Provisions, Policy Acknowledgment, and

Board Adoption

Appendix Title	Appendix X - Future Shakers Program Policy and Operating Procedures
Version	1.0
Board Approval Date	July 28, 2026
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Approved By	BoneShakers Social Club Board of Directors

President

Todd Humphrey

Electronically signed

Date: July 28, 2026

Secretary

Amy Melfy

Electronically signed

Date: July 28, 2026

Revision History

Version	Effective Date	Description
1.0	July 28, 2026	Initial adoption of the Future Shakers Program Policy and Operating Procedures

Program Principle

The Future Shakers Program exists to provide the next generation with meaningful opportunities to learn the importance of community service, responsibility, respect, family involvement, and giving back to others. The program is not simply a pathway to future club membership; its success is measured by the service, relationships, lessons, and positive community involvement developed by its participants.