

American Blood Trackers Association

Official Bylaws

Article I – Name and Purpose

The name of this organization shall be the American Blood Trackers Association (ABTA). The purpose of ABTA is to promote the ethical recovery of wounded game, advance the training and certification of tracking dogs and handlers, and support education, conservation, and responsible hunter-tracker collaboration nationwide.

Article II – Membership

Section 1 – Eligibility

Membership shall be open to individuals who support the mission, values, and ethical standards of ABTA.

Section 2 – Voting Eligibility

Voting rights are granted to members in good standing who have maintained active membership for at least 30 days prior to any election or vote.

All members must reaffirm the ABTA Code of Ethics annually to remain in good standing.

Section 3 – Waiver of Liability

All members and participants in ABTA-sanctioned testing, events, or training activities agree to release the organization from liability through a signed waiver form.

ABTA shall maintain these waivers on file for all active participants. Refusal to sign the waiver disqualifies participation in official ABTA activities.

Article III – Board of Directors

Section 1 – Board Composition

The Board of Directors shall consist of nine (9) voting members, each fulfilling an operational role:

1. Executive Director
2. Operations Director
3. Secretary/Treasurer
4. Testing Director
5. Education Director
6. Mentorship Director
7. Technology Director
8. North Regional Director
9. South Regional Director

Section 2 – Advisory Roles (Optional & Non-Voting Position)

- Founder Advisor
- Judge Development Lead
- Technology & Data Advisor
- Legal or Compliance Advisor (as needed)

Advisors may attend board meetings when invited but hold no voting power.

Section 3 – Duties and Oversight

Each board member is expected to execute the responsibilities of their role with professionalism, accountability, and collaboration. Directors must maintain documentation of duties, timelines, and decisions in ABTA's official records system.

Section 4 – Quorum and Tie-Breaking

A quorum shall consist of at least five (5) voting board members. In the event of a tie vote, the Executive Director shall cast the deciding vote. If the Executive Director is unavailable or conflicted, the Operations Director shall do so.

Section 5 – Annual Review

All board roles shall be reviewed annually for performance, alignment with strategic goals, and organizational needs.

This review shall be documented and retained in ABTA records.

Article IV – Committees

Committees may be established by the board to support operations, education, testing, judge development, events, technology, or other strategic initiatives.

Directors may chair committees or appoint qualified members to serve as chairs.

Committees shall operate under written charters approved by the board.

Article V – Terms, Elections, and Removal

Section 1 – Terms of Office

- The Executive Director and Operations Director retain their positions indefinitely unless they voluntarily resign or are removed for cause.
- Regional Directors (North and South) shall serve two-year terms and are elected by a majority vote of ABTA members in their respective regions.
- All other board positions serve staggered two-year terms and are elected by a majority vote of the board.
- Directors may be re-elected without term limits unless otherwise amended.
- Board size shall remain fixed at nine (9) unless amended by a two-thirds vote of the board.

Section 2 – Executive Succession

If the Executive Director resigns or becomes unable to fulfill their duties, the Operations Director shall assume interim executive responsibilities until the board appoints or elects a permanent replacement.

Section 3 – Removal of Directors

Any director may be removed from office by a two-thirds (2/3) vote of the Board of Directors for:

- Conduct detrimental to the organization
- Failure to fulfill duties
- Violation of ABTA policies or the Code of Ethics

Before any vote for removal is held, the board shall provide the director in question with a written notice of concern and an opportunity to correct the issue(s) through a structured Action Improvement Plan (AIP).

The AIP shall include:

- A clear explanation of the concern(s)
- Specific expectations or actions required for improvement
- A defined timeline (not less than 30 days)
- An assigned point of contact for support or clarification

If the director fails to meet the terms of the AIP within the established timeline, or if the conduct is deemed egregious or harmful to the organization, the board may proceed with a vote for removal.

Regional Directors may also be recalled by a two-thirds (2/3) vote of their regional membership.

Section 4 – Director Resignation Protocol

A board member wishing to resign must submit a written notice to the Executive Director (or Secretary if the Executive Director is resigning) no less than 30 days in advance when possible.

Article VI – Conflict of Interest

All board members must disclose any potential conflicts of interest and recuse themselves from related decisions.

Conflicts shall be documented and reviewed annually.

Article VII – Code of Conduct

All directors shall adhere to the ABTA Board Code of Conduct.

Violation may result in disciplinary action or removal, consistent with the procedures outlined in these bylaws.

The Code shall include standards for:

- Professionalism
 - Confidentiality
 - Fiduciary responsibility
 - Respectful conduct
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Article VIII – Records and Documentation

Each board member is responsible for maintaining records relevant to their role.

All documentation must be stored in ABTA's official digital system and made accessible to future leadership for continuity and transparency.

Article IX – Amendments

These bylaws may be amended by a two-thirds (2/3) majority vote of the full Board of Directors.

All proposed amendments must be submitted in writing and distributed to board members at least 14 days prior to the vote.

ABTA Board of Directors (Voting Members – 9 Seats)

- **Executive Director-** Kenny Mullins
 - Leads strategic vision, partnerships, and organizational oversight
 - Represents ABTA publicly and manages long-term planning
 - Supervises overall board and ensures policy compliance
- **Operations Director-** Ethan Young
 - Serves as an extension of the Executive Director, working closely to implement ABTA's strategy and daily functions
 - Manages day-to-day organizational operations and internal communications
 - Supports the execution of board initiatives and helps manage follow-through on directives
- **Secretary/Treasurer-** Kayla Tyer
 - Maintains board records, meeting minutes, and compliance documentation
 - Manages finances, dues tracking, reporting, and financial planning
 - Handles member onboarding, renewals, benefits, and communication
- **Testing Director-** Stacey Frost
 - Oversees ABTA's testing program
 - Oversees the Testing Committee
 - Manages judge training, approval process, and continuing education through through the testing committee

- **Education Director-** Matt Burger
 - Develops educational content including livestreams, webinars, and printed resources
 - Coordinates planning and delivery of all ABTA events and workshops through committees
 - Works closely with Testing, Mentorship, and Regional Directors to align goals
- **Mentorship Director-** Emily Nale
 - Leads ABTA's mentorship program and apprentice pipeline
 - Assists with mentorship assignment, tracks apprentice progress, and supports regional directors needs
 - Works with Education and Testing Directors to align mentorship with skill development
- **Technology Director-** Lyle Avis
 - Manages ABTA's digital infrastructure, including testing logs and member databases
 - Supports electronic tool integration
 - Assists with digital reporting, recovery stats, and internal systems
- **North Regional Director-** Joe Tenney
 - Supports states in the northern U.S.
 - Coordinates local testing events, outreach, and mentorship programs
 - Acts as liaison between state contacts and the board
- **South Regional Director-** Coda Stewart
 - Same responsibilities as above, covering southern U.S. states
 - Ensures regional coverage, event support, and handler/judge communication

ABTA Regional Assignments (North/South)

For governance, testing coordination, and member support purposes, the United States is divided into two primary regions: North and South. Each state is wholly assigned to one region- no states are split. These assignments are based on geographic continuity, membership distribution, and workload balance.

North Region States:

WA, OR, ID, MT, WY, ND, SD, NE, MN, WI, MI

NY, PA, NJ, CT, RI, MA, VT, NH, ME

IA, IL, IN, OH, CO, KS, MO, WV, MD, DE

South Region States:

CA, NV, UT, AZ, NM, OK, TX, AR, LA

TN, NC, SC, GA, AL, MS, FL, VA, KY

- **Advisory Support-** Ralph Bennett, Jason Bell
 - Provide subject matter expertise and historical context to support board decisions
 - Offer guidance on program development, testing standards, and mentorship protocols
 - Advise on conflict resolution, ethics, and community representation issues
 - Support long-term strategic planning and national outreach efforts
 - Assist in maintaining continuity during board transitions or leadership changes
 - Review policy proposals and provide recommendations for improvement
 - Mentor board members or volunteers when requested by leadership
 - Act as a sounding board for the Executive and Operations Directors
 - Attend board meetings as invited to contribute insight and feedback
 - Represent ABTA in professional, educational, or public settings as needed