

Official Bylaws of Mush with P.R.I.D.E.

ARTICLE 1: NAME - PREAMBLE - OBJECTIVES

- A: NAME: The organization shall be known as Mush with P.R.I.D.E. (Providing Responsible Information on Dog's Environment)
- B: PREAMBLE: The relationship between sled dogs and humans is one of the oldest bonds of its kind. Modern sled dog owners are proud of their dogs as canine athletes that are bred and trained to do what they love – run as part of a team. We support the responsible care and humane treatment of all dogs. PRIDE is therefore dedicated to enhancing the care and treatment of sled dogs in their traditional and modern uses.
- C: The objectives of Mush with P.R.I.D.E. shall be to:
1. Determine and publish evidence-based guidelines for the appropriate treatment and care of sled dogs that represents a standard of care that prevents unreasonable or unnecessary harm and promotes the welfare of the dogs to which they apply.
 2. Facilitate communication among dog-mushers, subject matter experts, and the general public about the responsible treatment and care of sled dogs.
 3. Promote the education of dog mushers, regulatory bodies and the general public about sled-dogs and dog-powered sports.
 4. Encourage and participate in sound scientific and experiential research projects to further human knowledge of the physiological and psychological needs of dogs engaged in dog-powered sports.

ARTICLE 2: MEMBERSHIP & DUES

- A. Membership in Mush with P.R.I.D.E. shall be denied to any person who:
1. has been convicted of a felony crime of animal cruelty or animal neglect, as defined in the jurisdiction in which the crime was committed.
 2. has been convicted of a misdemeanor crime of animal cruelty or neglect within the past decade, as defined in the jurisdiction in which the crime was committed.
 3. is under current indictment of a crime of animal cruelty or neglect as defined in the jurisdiction in which the crime is alleged to have been committed.
 4. has been convicted of a violation of the Animal Enterprise Protection Act under U.S. Public Law 109-372 or Code of (U.S.) Federal Regulations 18 USC § 43.
 5. is under indictment of a violation of the Animal Enterprise Protection Act under U.S. Public Law 109-372 or Code of (U.S.) Federal Regulations 18 USC §

43.

6. is currently under sanction by a dog-powered activity organization or association for violation of rule(s) regulating the care or treatment of dogs participating in that activity.
7. a majority of Directors determines there is reasonable cause to believe that the membership of that person would be detrimental to best interest of Mush with P.R.I.D.E.

B: Any current member, Director or Officer of Mush with P.R.I.D.E. shall be expelled who:

1. has been convicted of a felony crime of animal cruelty or animal neglect, as defined in the jurisdiction in which the crime was committed.
2. has been convicted of a misdemeanor crime of animal cruelty or neglect within the past decade, as defined in the jurisdiction in which the crime was committed.
3. is under current indictment of a crime of animal cruelty or neglect as defined in the jurisdiction in which the crime is alleged to have been committed.
4. has been convicted of a violation of the Animal Enterprise Protection Act under U.S. Public Law 109-372 or Code of (U.S.) Federal Regulations 18 USC § 43.
5. is under indictment of a violation of the Animal Enterprise Protection Act under U.S. Public Law 109-372 or Code of (U.S.) Federal Regulations 18 USC § 43.
6. is currently under sanction by a dog-powered activity organization or association for violation of rule(s) regulating the care or treatment of dogs participating in that activity.
7. a majority of Directors determines there is reasonable cause to believe that the continued membership of that person would be detrimental to best interest of Mush with P.R.I.D.E.

C. The rights and privileges of membership of any current member, Director or Officer of Mush with P.R.I.D.E. may be suspended who:

1. has been placed under indictment or is a named suspect under official investigation for a crime of animal cruelty or neglect as defined in the jurisdiction in which the alleged crime was committed.
2. has been placed under indictment or is a named suspect under official investigation of a violation of the Animal Enterprise Protection Act under U.S. Public Law 109-372 or Code of (U.S.) Federal Regulations 18 USC § 43.
3. is under suspension by a dog-powered activity organization or association for violation of rule(s) regulating the care or treatment of dogs participating in that activity until the member's suspension by the organization or his or her membership in Mush with P.R.I.D.E. has expired, which ever may occur first.

4. is being considered for expulsion by the Board of Directors to determine if there is reasonable cause to believe that continued membership of that person is detrimental to the best interest of Mush with P.R.I.D.E., for a period of no more than 30 days.

D. Membership Categories, Definitions, Qualifications and Associated Rights and Privileges:

1. *Individual membership* shall be available to any applicant who has paid dues for the current membership year, subject to the exclusion criteria in paragraphs A, B, and C of this article.
 - a- 1 vote in any election required under these by-laws
 - b- Eligible to serve as a Director or Officer of Mush with P.R.I.D.E.
 - c- Participation in discussions applicable to new or amended policies, procedures or the management of Mush with P.R.I.D.E. in any venue that might otherwise be closed to the general public or constitute proprietary property of Mush with P.R.I.D.E.
 - d- Eligible for participation in the Kennel Inspection Program, if applicable.
2. Subject to the exclusion criteria in paragraphs A, B, and C of this article, *Kennel membership* shall be available to any owner or person responsible for the management of a kennel consisting of 2 or more dogs participating in dog-powered activities, has agreed to manage his or her kennel in general accordance with the current edition of the Mush with P.R.I.D.E. Sled Dog Care Guidelines, and has paid dues for the current membership year.
 - a- 2 votes in any election required under these by-laws
 - b- Eligible to serve as a Director or Officer of Mush with P.R.I.D.E.
 - c- Participation in discussions applicable to new or amended policies, procedures or the management of Mush with P.R.I.D.E. in any venue that might otherwise be closed to the general public or constitute proprietary property of Mush with P.R.I.D.E.
 - d- Eligible for participation in the Kennel Inspection Program, if applicable.
3. *Club Membership* shall be available to any association or organization of people who represent the interests of dogs and/or people engaging in dog-powered activities.
 - a- 1 vote in any election required under these by-laws
 - b- Participation in discussions applicable to new or amended policies, procedures or the management of Mush with P.R.I.D.E. in any venue that might otherwise be closed to the general public or constitute proprietary property of Mush with P.R.I.D.E.
 - c- Eligible for participation in the Kennel Inspection Program, if applicable.
 - d- Recognition in official publications, web-site, social media venues and so forth.
4. *Business Membership* shall be available to any business engaged in the provision or support of dog-powered activities for customers or clients.
 - a- 1 vote in any election required under these by-laws
 - b- Eligible to serve as a Director or Officer of Mush with P.R.I.D.E.
 - c- Participation in discussions applicable to new or amended policies, procedures or the management of Mush with P.R.I.D.E. in any venue that might otherwise be closed to the general public or constitute proprietary property of Mush with P.R.I.D.E.

- d- Eligible for participation in the Kennel Inspection Program, if applicable.
 - e- Recognition in official publications, web-site, social media venues and so forth.
5. Subject to the exclusion criteria in paragraphs A, B and C of this article, *Associate membership* shall be available to any person to support the objectives of Mush with P.R.I.D.E.
- E. Membership dues sufficient to fund the activities of Mush with P.R.I.D.E. shall be determined by the Board of Directors
- F. The membership year shall be from January 1st through December 31st of each year.

ARTICLE 3: BOARD OF DIRECTORS

- A. The number of directors shall be 10. No more than 8 directors shall be residents of the U.S. State of Alaska.
- B. The term of office of the directors shall be 4 years, with half of the Board elected every 2 years.
- C. Individual Members, Kennel Members and Business Members are eligible to hold office as Directors.
- D. Vacancies occurring on the Board shall be filled by a majority vote of the remaining Directors.
- E. Any Director may be removed from office by a majority vote of the Board based on reasonable cause to believe that doing so would serve the best interest of Mush with P.R.I.D.E.
- F. Two consecutive unexcused absences from Board meetings or an unexcused absence from the annual meeting or general meeting of the membership called to conduct an emergency meeting or amendment of by-laws as described in these by-laws may constitute reasonable cause for removal from the Board.
- G. All Directors and officers of Mush with P.R.I.D.E. who own or operate sled dog kennels shall have their kennel inspected in accordance with the Kennel Inspection Program..

ARTICLE 4: ELECTIONS

- A. Elections shall be by letter ballot or secure electronic means.
- B. Nominations made by the Nominating Committee shall be transmitted to the

Board of Directors at least six (6) weeks before the date of the election.

- C. Nominations by the membership at large shall be endorsed by at least fifteen (15) percent of the voting members and presented to the Secretary in writing, by Email or through other means of communication at least 6 weeks before the date of the election shall be included in the ballot, subject to verification of the signators.
1. The Secretary shall contact each signator endorsing a member nominated candidate to protect against attempted forgery or fraud.
 2. The Secretary shall determine that each nominee is a voting member eligible to hold office and has accepted his or her nomination.
 3. The Secretary shall report to the Chair of the Nominating Committee the names of the nominees who fail to qualify. Further nominations, if necessary, shall be made by the Nominating Committee no later than three (3) weeks before the date of the election.
- D. The Secretary shall transmit a communication via Email, telephone or other means of communication to all voting members at least 14 days before the date of the election. The communication shall include the following:
1. describe the offices to be filled,
 2. list the names of candidates for each office, in alphabetical order,
 3. show the date(s) of the election and provide necessary information to access the ballot (i.e. usernames, passwords, personal identification numbers, &c)
 4. provide a 1-page factual biography of each candidate.
- E. The outcome of elections shall be determined by a majority of those voting unless otherwise stipulated in these by-laws.
1. The ballots shall be counted by the Secretary and one other board member who shall promptly certify the results of the election to the Board of Directors.
 2. The membership shall be notified of the elections results via public announcement on the PRIDE web site, PRIDE social media venues and other means of communication available to Mush with P.R.I.D.E. as soon as possible.
- F. All elected directors shall assume office following the close of the annual meeting, except as provided for under Article 3 of these by-laws.

ARTICLE 5: MEETINGS

- A- Annual meetings, emergency meetings, special meetings and director meetings required in these by-laws may be conducted via teleconference or any other means of group communication current or future technologies may provide.
- B- The annual meeting, required by Alaska Department of Commerce & Economic Development regulations, shall be held in October of each year for the purpose of installation of Directors of Mush with P.R.I.D.E. and conducting other business.
- C- Special meetings shall be held at the call of the President or upon the request of 10% or more voting eligible members.

- 1- At annual or special meetings at least 10% of the membership shall constitute a quorum.
- 2- At least 7 days advance notice shall be transmitted to all voting members via Email, telephone other means of communication to all voting members at least 7 days before the date of the meeting.
 - a- The communication shall include a description of the purpose and agenda for the special meeting
 - b- Provide necessary information to access the teleconference or other meeting venue (i.e. usernames, passwords, personal identification numbers, etc.)
- D- Board of Directors shall meet as called by the President. A majority of seated Directors shall constitute a quorum.
- E- Robert's Rules of Order Newly Revised shall govern all meetings of PRIDE except where superseded by the bylaws or specifically suspended for a given time by the Directors of the Board.

ARTICLE 6: OFFICERS

A. Officers of PRIDE shall be:

1. President
2. Vice-President
3. Secretary
4. Treasurer
5. Other officers as may be determined by the Board of Directors.

B. Qualifications: Any voting member over 18 years of age may serve as an officer of Mush with P.R.I.D.E.

C. Election and Terms of Office: Officers shall be elected by the Board of Directors after the Annual Meeting and shall hold office for a term of two years or until he/she resigns, is removed, is disqualified to serve, or until a successor shall be elected and qualified.

D. Removal, Resignation, and Vacancies:

1. Any officer may be removed either with or without cause by the Board of Directors at any time.
2. Officers may resign by giving written notice to the Board of Directors.
3. Any vacancy of office shall be filled by the Board of Directors. Temporary appointments may be made by the President until the Board can fill the vacancy.

E. Compensation. No compensation shall be given the directors of officers of Mush with P.R.I.D.E. except reimbursement of expenses specifically authorized by the

Board of Directors.

F. Roles and Responsibilities of Officers:

1. The President shall:
 - a. be responsible for developing and continuing PRIDE activities during the term of office and for organizing the membership toward meeting the objectives of PRIDE.
 - b. preside at meetings of Mush with P.R.I.D.E.
 - c. serve as exofficio member of all committees.
 - d. manage and supervise the business affairs of Mush with P.R.I.D.E.
 - e. appoint the standing committees and other special committees as needed.
 - f. perform all other duties commonly incident to such office.
 - g. in sudden, unforeseen circumstances requiring immediate action the President is authorized to take whatever action s/he deems necessary until a meeting of the Board of Directors can be convened to address the issue.
 2. The Vice-President, in absence of the President, shall preside at PRIDE meetings and act for and assist in conducting PRIDE affairs as may be requested by the President.
 3. The Secretary shall:
 - a- conduct all elections and referendums
 - b- keep the minutes of the meetings
 - c- conduct its correspondence
 - d- announce its meetings
 - e- perform such other duties as may be assigned by the Executive Committee
 - f- prepare and present at the Annual Meeting a written report of PRIDE activities.
 - g- shall be responsible for correspondence on behalf of Mush with P.R.I.D.E.
 4. The Treasurer shall act as custodian of the records and accounts of PRIDE and shall:
 - a. receive and disburse all monies on behalf of PRIDE and perform such other duties as may be assigned by the Executive Committee.
 - b. prepare and present at the Annual Meeting an income and expense statement for the year's operations and a balance sheet as of the end of the fiscal year.
- E- The treasurer is authorized to make receipted reimbursements under \$200.00 (USD). Any expenditure of funds over \$200.00 (USD) Mush with P.R.I.D.E. shall require the authorization of the treasurer and at least one other officer.

ARTICLE 7: COMMITTEES

A - Roles and responsibilities of Standing Committees:

1. BY-LAWS COMMITTEE shall evaluate and assess the by-laws annually and recommend amendments to promote the expedient operation of Mush with P.R.I.D.E. toward attainment of our objectives.
2. COMMUNICATIONS COMMITTEE shall be charged with:
 - a. recommending and implementing methods of communication within Mush

- with P.R.I.D.E.'s membership.
 - b. recommending and implementing methods of communication with the general public, emphasizing a strong Internet web-site and social media presence.
 - c. may designate an individual Director or Officer to serve as Mush with P.R.I.D.E.'s official spokesperson as an official point of contact for media requests, to issue media and public statements regarding Mush with P.R.I.D.E.'s position regarding public issues associated with our activities, activities and similar communications.
 - d. recommending and implementing educational programs and communications to achieve Mush with P.R.I.D.E.'s musher and public education objectives.
3. NOMINATIONS COMMITTEE shall be charged with recruiting voting members willing to be nominated as candidates for Board of Directors elections.
4. GUIDELINES COMMITTEE shall be charged with:
- a. reviewing the Mush with P.R.I.D.E. Sled Dog Care Guidelines at least annually to ensure they remain consistent with the best currently-available evidence.
 - b. recruiting objective third-party subject matter experts to assist in reviewing and updating the Sled Dog Care Guidelines as needed.
 - c. monitoring scientific literature and research projects applicable to sled dogs and sled dog kennel operators.
 - d. recommending and drafting amendments to the Sled Dog Care Guidelines, subject to ratification by the Board of Directors.
 - e. recommending and drafting documents similar to the Sled Dog Care Guidelines that may more thoroughly address issues of concern to dog mushers, sled dog kennel operators, animal welfare organizations or other stakeholders (ie equipment guidelines, nutrition guidelines, etc.)

ARTICLE 8: CHAPTERS

- A- Chapters may be authorized by the Executive Committee of PRIDE upon written petition of ten (10) or more voting members of PRIDE resident in an area where strong local organization of diversified interests may be affected.
- B- The boundaries of a Chapter shall be established by the Board on recommendation from the members concerned.
- C- The authorization for a Chapter may be rescinded by the Board of PRIDE or upon affirmative vote of a quorum of the member of the chapter.
- C- Chapters shall hold at least one meeting each year to retain their authorization.
- D- Student Chapters are authorized and shall be composed of Student members of Mush with P.R.I.D.E.
- E- Chapter shall adopt by-laws for its government, subject to the approval of PRIDE Board provided that no part thereof shall conflict with the by-laws of Mush with P.R.I.D.E.
- F- Chapters established under this article shall:
 - 1- promptly report the names and contact information of newly elected Chapter officer, the adoption or amendment of Chapter bylaws.
 - 2- submit a report on the proceedings of the Chapter to the Mush with P.R.I.D.E.

Board of Directors at least once each year.

ARTICLE 9: AMENDMENTS TO BY-LAWS

- A. Amendments to by-laws may be proposed by:
 - 1. the Board of Directors upon recommendation of the Standing Committee on By-Laws.
 - 2. Petition submitted by at least 10% of voting members.
- B. Amendments to by-laws require ratification by at least 2/3rds of the membership voting in an election conducted in accordance with Article 4 of these by-laws.

Purpose of each proposed amendment to these by-laws:

[Article 1 - Name, Preamble, Objectives]

Under this amendment article 1-C consolidates the objectives in the last revision of the by-laws to make them more succinct, specific and achievable and stresses that Guidelines shall be evidence-based.

Article 1-C-4 recognizes and responds to the lack of scientific knowledge and evidence that has been recognized by animal welfare research scientists and veterinary medicine professionals and states Mush with P.R.I.D.E.'s willingness to be a participant in the scientific process.

[Article 2 - Membership and Dues]

The previous revised by-laws specified that membership in PRIDE was open to anyone who paid their dues, regardless of their actual affiliation with or participation in dog-powered activities. Activists known to oppose to any dog-powered human activity have used that open membership clause to attempt to infiltrate Mush and P.R.I.D.E. and apparently take over the organization in pursuit of their own personal agendas.

Article 2-A of this proposed amendment provides the Board of Directors the authority to reject the membership of a variety of people whose presence in the organization is deleterious to the principals on which it was founded and continues to operate. These include people convicted of crimes of animal cruelty or neglect, violations of the Animal Enterprise Protection Act or those whose membership may cause harm to Mush with PRIDE. (i.e. radical animal rights activists)

Article 2-B provides the Board of Directors to expel current members under the same exclusion criteria as Article 2-A.

Article 2-C provides the Board of Directors the authority to suspend the membership of a current member who is under indictment or investigation for circumstances related to the exclusion criteria as Articles 2-A and/or 2-C

Article 2-D changes the categories of membership and defines the rights and names of some membership categories. The former Family Membership is replaced with the term Kennel membership, which may include family members, paid or unpaid employees or handlers, or whomever the kennel operator may wish to name as a second representative.

Under 2-D of this proposed amendment, Youth and Associate memberships are consolidated under the term "Associate Membership" Historically the Youth category was a device by which access to the published materials could be provided to junior mushers. Today's technology renders that device obsolete.

Article 2-E of this amendment authorizes the Board of Directors to establish dues without the cumbersome procedure of amending the by-laws in order for funds raised through dues to reflect the actual costs of providing benefits and changes the membership year to coincide with the calendar year to preclude the need for frequent reminders to members to renew their membership in the fall of each year.

Article 2-F of this amendment changes the membership year to coincide with the calendar year.

[Article 3 - BOARD OF DIRECTORS]

Article 3-A of this amendment retains the historical language of the current revision of Mush with P.R.I.D.E. by-laws.

Article 3-B of this amendment extends terms of office to reduce the number of elections required under the by-laws, cutting the number of required elections by half and helping to ensure a smoother transition as directors come and go.

Article 3-C of this amendment more clearly defines those members who are eligible for office using the same terminology as Article 2 .

Articles 3-E and 3-F Changes the level of evidence required to remove a Director or Officer from office while retaining the requirement that Directors be actively engaged in conducting P.R.I.D.E. business.

Article 3-G retains the historical requirement that Directors and Officers actively participate in the Kennel Inspection Program.

[Article 4 - Elections]

Article 4-A of this proposed amendment authorizes PRIDE to conduct elections via electronic methods (i.e. via Internet). This reduces the cost and time constraints of conducting elections by letter ballot required in earlier revisions of the by-laws.

Article 4-B of this proposed amendment removes the role of secretary as intermediary between the Nominating Committee and Board of Directors, allowing the Nominating Committee to interact directly with the full Board.

Article 4-C retains the historical provision by which nominations can be made by the membership at large. Provides secretary the authority to contact signators of a nomination petition to protect against forgery or fraud.

Article 4-D of this proposal authorizes P.R.I.D.E. to use electronic means of communication in lieu of postal services.

Article 4-E of this proposal authorizes the Secretary to communicate directly with the Board of Directors rather than through intermediaries. Requires the Board to announce the results promptly after they are known.

Article 4-F retains the language of the current by-laws.

[Article 5 - Meetings]

Article 5-A of this proposal authorizes Mush with P.R.I.D.E. to conduct meetings over the Internet, teleconference or any other means of group communication. Face to face meetings in conjunction with symposiums or other events are no longer as convenient or accessible as they were in the late 20th century.

Article 5-B of this proposal establishes the month of October as the time in which the required annual meeting is to be held.

Article 5-C-1 of this proposal deletes requirement that a larger number of members is necessary to establish a quorum. In the ebb and flow of membership numbers there have been times when it was impossible to hold a meeting due to inability to have 20 members simultaneously available to attend.

Article 5-C-2 of this proposed amendment deletes requirement that meeting notices be in writing, although that remains an option. It reduces the lead-time requirement from 10 to 7 days as some special or emergency meetings may be necessary to address time-sensitive issues.

Article 5-D of this proposal changes the quorum requirement for a Director's meeting from the fixed number (6) to a majority of seated Directors. So many Directors resigned or became unavailable in the wake of the Whistler dog-slaughter incident that it became impossible to meet the necessary quorum to conduct business.

Article 5-E of the proposal retains the language in the current by-laws.

[Article 6 - Officers]

Article 6-A & 6-B retain the provisions in the current by-laws.

Article 6-C of this proposal changes the term of office from 1 year to 2. Frequent changes in officers, particularly the offices of Secretary and Treasurer require expensive and cumbersome exchanges of paperwork, establishing new bank accounts, transferring funds and so forth. Each change of officers is temporarily disruptive as new officers learn and become proficient in the performance of their duties.

Article 6-D and 6-E of this proposal retain the provisions in the current by-laws.

Article 6-F-1-g of this proposal authorizes the President to use his/her best judgment to respond to exigent or emergency circumstance until the Board of Directors can meet to

address the issue. For example, to issue a press release in response to a member, director or officer being implicated in a high profile animal abuse case such as occurred as a result of former Vice President Robert Fawcett in regards to his decision to shoot a large number of dogs at Whistler, British Columbia.

Article 6-G of this proposed amendment deletes the requirement that expenditures require two *signatures* and instead requires the *authorization* of the treasurer and one other officer. Paper checks requiring signatures are no longer a common means of paying debts. This amendment nonetheless retains the oversight of an additional officer in order to spend money.

[Article 7 - Committees]

Overview - this amendment consolidates the duties of current standing committees to reduce the number of such committees from 7 to only 4 thus reducing the need for Directors to serve on multiple committees in order to conduct Mush with P.R.I.D.E. business and operational affairs. In this proposed amendment the duties of the standing committees are more clearly defined.

The requirement of a standing Executive Committee is deleted. Advances in communication technology have made it possible and desirable for the full board of directors to be actively engaged in the day-to-day management of Mush with P.R.I.D.E.

The requirement of a standing Membership Committee is also deleted. The duties of that committee are addressed in Article 2 of both the current and proposed amended by-laws, rendering a standing Membership Committee obsolete.

The duties of the current standing Public Relations and standing Education Program committees are consolidated under the proposed Communications Committee.

The duties of the Guidelines Committee in the current by-laws were originally written in 1991, when Mush with P.R.I.D.E. was first established and were geared toward writing and publishing the first addition of the Mush with P.R.I.D.E. Sled Dog Care Guidelines. This amendment changes the duties of the Guidelines Committee to reflect that the current Guidelines require frequent assessment and regular up-dates to keep pace with emerging scientific and experiential evidence.

[Article 8 - Chapters]

In this proposed amendment to the bylaws the language of the amendment mirrors that of the current bylaws. Formatting is changed to maintain consistency.

[Article 9 - Amendments]

Article 8 of this proposal institutes the provisions of Article 9 of the current by-laws. It retains the provision allowing the membership to submit an amendment to the by-laws and simplifies the election process by which by-laws can be amended.