February 28, 2025

From: PDD Raymond Sturm, Deputy Kennel Executive Director

To: MODD Kennel Bylaws Committee

Subj: MODIFIED Proposed Changes to Kennel Bylaws, Article IV, Section 410

In accordance with MODD Constitution and Bylaws (Revised 2023), Article IV, Section 403 and Article XIII, Section 1301 the following is submitted for consideration.

**Proposed bylaw changes to Section 410: Nomination / Election / Installation / Tenure**

**Section 410: D Tenure. 4.**

CURRENT:

The Honorable Executive Director shall be a permanent, compensated position, subject to the annual approval of the Honorable Chief Devil Dog. The Honorable Executive Director shall be appointed from the ranks of qualified Pedigreed Devil Dogs who are extremely knowledgeable in the administrative affairs and duties of the MODD. The Honorable Executive Director shall be paid an annual honorarium as defined in the Kennel’s annual budget. Should the Honorable Executive Director decline the position for another term, he/she must, within thirty (30) days after the Supreme Growl of the Kennel turn over all monies and records to the newly appointed Honorable Executive Director.

PROPOSED:

Section 410: Nomination / Election / Installation / Tenure.

D Tenure. 4.

1. The office of Kennel Executive Director shall be a permanent compensated position.
2. The Honorable Executive Director shall be nominated from the ranks of qualified Pedigreed Devil Dogs who are extremely knowledgeable in the administrative affairs and duties of the MODD by the Chief Devil Dog and approved by a simple majority vote of the Kennel Board of Trustees.
3. The Honorable Executive Director shall be paid an annual honorarium as defined in the Kennel’s annual budget.
4. The Honorable Executive Director may succeed him/herself for as many terms of office as they are reappointed. The Honorable Executive Director may be reappointed by successive Honorable Chiefs Devil Dog.
5. The Honorable Executive Director may be removed from office, with or without prejudice, by the Honorable Chief Devil Dog.
6. Should the Kennel Executive Director (KED) decline the position for another term or be removed from office by the Honorable Chief Devil Dog, he/she must, within thirty (30) days after the Supreme Growl or date of removal, turn over all monies, records, and all physical and digital properties and authorities belonging to the MODD Kennel to the newly appointed or interim Honorable Kennel Executive Director.

Bylaw #8

Adopted

RATIONALE:

There is a conflict between being in a permanent compensated position yet requiring annual appointment. Separating the office from the person (Dog) removes any ambiguity.

It is understood that the Honorable Chief Devil Dog should have the prerogative to select his/her Kennel Executive Director. However, the constant churning of KEDs could undermine the Kennel’s operations. Requiring the consent of the Board of Trustees provides incentive to conduct due diligence on the nominee’s qualifications.

The duties and responsibilities of an executive director are to manage the day-to-day operations of an organization. The KED works closely with the Board of Trustees, the Kennel Dog Robber, Webmaster, and Quartermaster. The KED also works closely with the Honorable Senior Vice Chief Devil Dog and Webmaster to create and maintain Kennel membership rosters. Additionally, the KED maintains the Kennel’s checking and savings accounts. The KED is the single collection point for funds raised by the Operations Dog, Lucky Dog, and others. The KED makes all bank deposits following a Supreme Growl.

Such duties require a high level of training, experience, and education in areas such as book and record keeping, insurance, and overall business acumen. Continuity and “corporate (Kennel) knowledge” are essential to the smooth running of the organization. A constant turnover in KEDs would be detrimental to the stability of the Kennel.

This bylaw change would allow the KED the ability to plan ahead with the Kennel Board of Trustees, Past Chiefs Society, and others, and see those plans to completion without the uncertainty of yearly turnover.

Respectfully submitted,

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Raymond Sturm

Deputy Kennel Executive Director

Bylaw #8 (cont.)

Adopted