



International Yak Association By-Laws – Adopted January 20, 2017

Article I: Name, Mission Statement and Objectives

Section I-1. Name:

The association shall be known as the International Yak Association and shall at all times be operated and conducted as a non-profit organization in accordance with the law of the State of Oregon providing for such organizations and by which it shall acquire all rights granted to associations of this kind. IYAK will be the official abbreviation for the International Yak Association.

Section I-2. Mission Statement:

The mission of the International Yak Association shall be:

- To record yak pedigrees in the North American Yak Registry (NAYR);
- To preserve and protect the genetic integrity of yak in the Herd Book (Registry);
- To advance the awareness of yak; and,
- To educate its members in the best management practices.

Section I- 3. Objectives:

The objectives of the organization shall include:

- A. Promote the value of IYAK membership;
- B. Promote yak ownership and registration;
- C. Promote yak products;
- D. Maintain the breeding registry to preserve the genetic integrity of yaks in North America;
- E. Uphold a professional standard of conduct among the membership;
- F. Maintain internet websites including:

Public Website- For access by the general public and IYAK members. This website shall include:

1. Information on IYAK and educational information on yaks;
2. IYAK By-Laws;



3. North American Yak Registry registration requirements and necessary forms;
4. Transfer requirements and necessary forms;
5. IYAK membership list;
6. Minutes of Board of Directors meetings; and,
7. Minutes of the Annual Members meeting.

IYAK Facebook site – For access by the general public and IYAK members in good standing.

- G. Conduct yak shows;
- H. Provide opportunity for networking with other yak producers; and,
- I. Educate members and the general public in all aspects of yak maintenance and management.

Section 1-4.Place of Business:

IYAK is incorporated in the State of Oregon as a not-for-profit 501©5. The Board of Directors shall determine the principal place of business which is convenient for the IYAK Association.

Article II: IYAK Membership

IYAK members may be citizens of any country. Members may be individuals, partnerships, corporations, ranches, farms, schools, clubs/groups (such as 4-H, Future Farmers, fiber groups) or businesses.

Members shall agree to conform to and abide by the Mission, By-Laws, Code of Ethics (**Article III**), Rules, Regulations of the Association and Amendments to the By-Laws adopted by the membership at Annual Membership Meetings or other Membership Meetings.

There are six categories of membership with the membership fees/dues for each category established annually by the Board of Directors and voted on at the Annual Meeting by the membership.

Section II-1 The Categories of Membership are as follows:



1. Foundation Member: Foundation membership shall be limited to those yak owners/breeders present in September 1992 at the 1st International Yak Association meeting who pay the prescribed fee to be a Foundation Member. Foundation members do not pay annual membership dues.
2. Life Member: Life members are yak owners/breeders who choose to pay the life-time membership fee in effect at the time of application and shall not be required to pay annual membership dues
3. Active Member: Active members are yak owners/breeders who pay an annual year membership fee established by the Board of Directors. Renewal will be on the anniversary date of the original granting of membership.
4. Affiliate Member: Affiliate members such as commercial vendors will pay an annual membership fee established by the Board of Directors.
5. Associate Member: Associate members are individuals interested in yaks but are not breeders such as schools, 4-H organizations, fiber oriented individuals or groups. Associate members will pay an annual fee set by the Board of Directors.
6. Honorary Member: Honorary membership is granted by action of the Board of Directors. Honorary members pay no membership or annual fees.

Section II-2: Application for Membership

Applications for membership to IYAK are to be submitted to the Secretary of IYAK . [Applications may be downloaded from the IYAK website or requested in writing from the IYAK Secretary.] The application should be accompanied by the membership fee appropriate to the category of membership applied for. The Board of Directors shall review all applications and has the right to accept or reject an application.

Section II-3: Voting Members

Only Foundation, Life and Active members shall be entitled to vote on any matters submitted to the membership. Each of these members shall have one vote. Ranches, farms, corporations or businesses who hold active or lifetime membership shall designate by mail or email to the Secretary of IYAK an individual who shall exercise on their behalf the rights and



privileges of membership including the right to vote and be elected to the Board of Directors.

Section II-4: Cessation of Membership

Membership in the association shall cease upon nonpayment of dues, death, resignation or by action of the Board for a violation of the Code of Ethics (Articles III and IV). Membership is not transferable.

Section II-5: Certificate of Membership

The Board of Directors may provide for the issuance of certificates evidencing membership in the association and membership identification numbers indicative of the year of membership application. A sequential numbering system starting with 100 shall be used (i.e. 92-100). A herd identifier of up to four alphanumeric characters will be recorded for each breeder and used in the North American Yak Registry registration and transfer requirements for identification purposes.

Article III: Membership Code of Ethics

Section -III-A: Members of the International Yak Association (IYAK) will maintain the following standards:

- Provide adequate food, water and humane treatment to ensure the well-being of animals they are responsible for;
- Not administer or permit the administration of substances such as drugs, hormones or antibiotics on a sub-therapeutic (non-therapeutic) basis on any yak under their ownership or care;
- Not knowingly release any animal into the custody of a person who does not have the ability or appropriate facilities to provide for the animal's needs;
- Provide adequate documentation concerning the age, health history, registration level/status and genetic background of any animal they offer sale;
- Pursue all yak-related activities with honesty and fairness. Conduct business in a professional manner, providing current and factual information so as to educate others;
- Advance the yak industry through improving one's own knowledge, increasing one's skill, and encouraging research and sharing information; and,
- Not act in ways detrimental to the mission and work of IYAK including:



- Actions which would discredit IYAK including distributing or spamming membership lists;
- Making threats toward IYAK members or acts of disruption and/or violence at IYAK events;
- Using derogatory language in IYAK communications;
- Making disparaging, unethical or false statements on social media with respect to IYAK and/or IYAK members;
- Making unsubstantiated claims about yaks and/or yak products;
- Misrepresentation or misconduct in connection with breeding, registration, showing, and the purchase or sale of a yak; or,
- Intentionally violating the By-Laws, Rules and Regulations of IYAK.

Article IV: Process for addressing a violation in the Code of Ethics

A perceived violation of the Code of Ethics or questionable activity relating to the work and mission of IYAK by a member of IYAK should be reported in writing to the current President of the IYAK Board of Directors. The letter will be regarded as confidential.

NOTE: If the complaint is against the Board President, the letter is to be sent to the Vice-President of the Board. If the charge is against a Board Member or member of the Ethics Committee, that person will be recused from participation in all discussions and matters relating to the charge until the charge is fully resolved. All complaints are treated with full confidentiality.

Step 1: The President of the Board shall send a copy of the letter to the Chair of the Ethics Committee.

Step 2: The Board President and Chair of the Ethics Committee shall discuss the complaint and determine if the complaint warrants action. If clarification is needed in order to determine whether the complaint warrants action, the President of the Board and Chair of the Ethics Committee shall engage in a conference call with the individual making the complaint to better understand the nature of the complaint.



- The conference call is to be recorded with a summary transcript placed on file as part of the complaint.
- The summary transcript is to be reviewed and signed by the individual initiating the complaint for correctness.

Step 3: If the complaint is not worthy of any formal action the President of the Board and Chair of the Ethics Committee shall explain this in writing to the individual making the complaint.

- If the individual objects to the dismissal of the complaint the individual may request that the charge be reviewed by the full Board of Directors.
- If the Board determines the charge should be investigated, the matter will be referred to the Chair of the Ethics Committee and a letter will be sent to the complainant stating that the charge will be pursued.
- If the Board believes the charge should not be pursued, the Board will send a letter to the complainant providing their rationale for their decision.
- If the charge is not to be pursued, a letter shall be sent to the individual reported to explain to them their actions which resulted in a complaint being filed.
- These actions are all confidential between the President of the Board, Chair of the Ethics Committee, the Board of Directors and the individual making the complaint and the person reported.

Step 4: If the President of the Board and the Chair of the Ethics Committee (or the Board if an appeal is made by the complainant for reconsideration of the charge) believe the complaint should be pursued, then the Chair of the Ethics Committee shall bring the complaint before the entire Ethics Committee.

Step 5: If the Ethics Committee believes that the complaint should not be pursued, it shall send a report to the Board of Directors which contains:

- a. The original letter making the complaint.
- b. The specific reasons why the Ethics Committee declined to pursue the complaint.

If the Board of Directors agrees with the Ethics Committee's recommendation, it shall send a letter to the individual who made the complaint explaining why their complaint is not being pursued. A letter shall also be sent to the individual whose actions were reported explaining the actions which were of concern.



If the Board of Directors believes the complaint should be pursued, it shall refer the complaint back to the Ethics Committee to be investigated.

Step 6: If the Ethics Committee, upon review and discussion of the complaint, believes that a violation of the Code of Ethics has taken place (or if a complaint has been referred to the Committee by the Board to be investigated), the Chair of the Ethics Committee shall inform the member being charged. This Chair of the Ethics Committee shall provide the member with a copy of the complaint(s) and a list of any questions the Ethics Committee has for the individual related to the complaint.

- This shall be done by Registered Mail using the most current addresses available to IYAK.
- The President of the Ethics Committee shall seek to contact the individual being charged by email and/telephone to be sure the mailing address is correct. Other than establishing the correct mailing address all communication related to the case must be in writing in order to prevent misinterpretations and miscommunication.
- If the individual charged cannot be located then a notice shall be placed in two consecutive issues of the IYAK newsletter requesting the individual contact the President of IYAK.

Step 7: The member shall have fifteen days from the date of receipt of the letter reported by the Post Office to respond to the charge in writing.

- If the member does not respond to the letter sent by the Ethics Committee the case shall move forward within the Ethics Committee for a decision without input from the individual charged.
- If the individual cannot be located by telephone, email, registered mail and through notices in the IYAK Newsletter, the case shall move forward within the Ethics Committee for a decision without input from the individual charged.

Step 8: The Chair of the Ethics Committee shall keep a record of all attempts to communicate with the individual (attempted telephone contacts, emails, returned Registered Letter by Post Office (and dates of registered mail delivery sent by the Post Office), copies of the IYAK Newsletter with the notices included) and the results of those attempts as proof of due diligence by the IYAK Board and Ethics Committee



in the situation the member is not located or does not respond to requests for information.

Step 9: The Ethics Committee shall review the response(s) of the individual charged if available). The Committee may seek additional information from the individual and other persons knowledgeable of the situation. All information related to the case must be in writing and signed by the individual submitting the information that it is correct. Verbal information will not be considered unless a signed transcript is made. All information is confidential and to be seen and discussed only within the Ethics Committee.

Step 10: Upon completion of its investigation, the Ethics Committee will submit a report to the Board of Directors which contains the following:

1. The original letter of complaint;
2. The communication log between the Chair of the Ethics Committee and the member charged including all email, telephone, registered letter and IYAK Newsletter notices;
3. All correspondence between the individual and the Ethics Committee;
4. All other documents and communications used by the Ethics Committee in its review of the case; and,
5. The Ethics Committee's recommendation to the Board of Directors as to how the situation should be handled.

The options are as follows:

1. Dismissal of the complaint;
2. Letter of "Corrective Education";
3. Mediation;
4. Letter of warning;
5. Restriction of member involvement in organized IYAK activities for a specific period of time determined by the Board of Directors including but not limited to attendance at the Annual Meeting, showing animals or formally participating in the NWSS or other IYAK sponsored events, voting in elections and participation in IYAK social media; and,
6. Restriction of member in the registration of new animals in the Registry for a specific period of time.
7. During the period of restriction the member's name and ranch will be removed from the list of Yak Breeders on the IYAK website.



Step 11: Upon review of the Ethics Committee Report and Recommendation, the Board of Directors can either dismiss the complaint or move forward with the complaint.

Step 12: If the complaint is dismissed the Board shall send a letter to the individual making the complaint and the person charged explaining its decision. A copy of the letter should also be sent to the Chair of the Ethics Committee.

Step 13: If the Board of Directors decides to pursue the charge it shall contact the individual charged by Registered Mail informing them that the Ethics Committee has referred the charge to the Board for final review and give them fifteen days from receipt of the registered letter as recorded by the Post Office to respond in writing to any further questions the Board may have concerning the situation.

Step 14: If the Board supports the findings of the Ethics Committee it shall then implement the action(s) recommended by the Ethics Committee. If the Board does not agree with the recommendation of the Ethics Committee, the Board of Directors shall send its recommendation concerning the complaint to the Ethics Committee for comment before it is implemented.

Step 15: If the member refuses the recommendation made by the Board of Directors, the member shall not be allowed to participate in any IYAK activities, IYAK based social media or register new animals in the Registry for a period the maximum of twice the length of time of action recommended by the Board of Directors and one year.

Step 16: If a member does not change his/her behavior or continues in the same unacceptable behavior, the Board shall attempt mediation to resolve the behavior. If mediation is unsuccessful or the member refuses to participate in mediation, the Board has the right to remove the individual from membership, including the registration of new animals in the Registry, for a period up to five years. The individual may reapply for membership after that period has passed.

The decision of the Board of Directors shall be final and binding on all parties in regards to any matter relate to membership in IYAK and participation in the North American Yak Registry.

No attorneys will be allowed in this process.

Article V: Membership Meetings



Section 5.1 - Annual Meeting of Members:

There shall be a regular annual meeting of IYAK members. This shall be referred to as the Annual Meeting. The Annual Meeting shall be held at such time and place as may be set by resolution of the Board of Directors . Notice of the Annual Meeting shall be given stating the time and place of such meeting to each member's last known address, via email or US mail, as it appears on the association's records. Such notice shall be sent not less than sixty (60) days prior to the date of such meeting. The Board of Directors shall schedule the Annual Meeting and the President of the Board shall be responsible to ensure proper notification to the membership.

The order of business of the Annual Meeting of Members shall be:

- Call meeting to order;
- Consideration of the minutes of the previous meeting;
- President's Report;
- Report of the Secretary-Registrar;
- Report of the Treasurer;
- Report of the chairs of standing and special committees;
- Old Business;
- Secretary-Registrar Report on Board of Director Election Results; and,
- New Business.

In determining questions not covered by the By-Laws and Articles of Incorporation, Robert's Rules of Order shall be followed.

Section 5.2 – Special Meetings of the Membership:

The President of the Board of Directors or a majority of the Board of Directors may call a special meeting of the membership by giving notice via email or US mail to the membership of the time and place of such meeting at least thirty (30) days in advance of the meeting.

Section 5.3 - Quorum for the Annual Meeting or Special Meetings of the Membership:

A quorum shall consist of twenty-five (25) or more voting members of the association or 20% of the total voting membership in person, whichever is less.

Article VI: Board of Directors

Section 6.1 – Governance of IYAK:



The International Yak Association shall be governed by a nine member Board of Directors elected by the membership. No member of the Board of Directors will be paid by IYAK for their work as a Director. The Board of Directors shall govern the business and property for the association. Governance by the Board of Directors shall specifically include the following:

- Annually establish fees for membership;
- Establish fees for services provided by IYAK to members;
- Establish the rules and regulations for the registration and transfer of animals including related fees and charges;
- Establish rules and regulations designed to maintain and protect the species;
- Keep the membership abreast of any changes or amendments to the rules and regulations made during the IYAK calendar year through the IYAK Website;
- Organize and run the Annual Meeting of the Membership;
- Establish an Annual Operational Budget for IYAK to be presented to the membership at the Annual Meeting;
- Report to the membership on work done on behalf of IYAK, written and verbally, at the Annual Meeting of the Membership;
- Maintain the breeding registry to preserve the genetic integrity of yaks in North America; and,
- Maintain the IYAK Public and Facebook websites.

Section 6.2 – Board of Director Term:

The term for a member of the Board of Directors is two (2) years. A Director must be a Foundation, Life or Active member of the association.

Section 6.3 – Geographical Distribution:

The Nominating Committee for Board of Director membership shall work to have the geographic areas in which yaks are bred and raised to be fairly represented on the Board of Directors as possible.

Section 6.4 – Vacancy:

If a Director, during the term of his/her office is no longer able to carry out his/her responsibilities or resigns, the Board of Directors shall declare the position vacant and appoint a member meeting the requirements to be a member of the Board of Directors to fill the vacancy for the remainder of the Director's term.



Section 6.5 – Removal of a Director:

A member of the Board of Directors may be removed from office by a two-thirds (2/3) majority vote of the Board of Directors. Cause for such removal includes, but is not limited to:

- The Director's failure to fulfill duties to IYAK as specified in the By-Laws;
- The Director misses more than two (2) meetings without being excused prior to the meetings by the President of the Board;
- The Director has acted in his/her interest rather than the best interest of IYAK.
- Conflict of interest; and/or,
- The Director is not interacting appropriately with others in his/her role as a Director.

If a Director is removed midterm, then the Board of Directors shall declare the position vacant and appoint a member meeting the requirements to be a member of the Board of Directors to fill the vacancy for the remainder of the Director's term.

Section 6.6 – Committees:

The Board of Directors may establish standing or special committees which may include non-members of the Board of Directors. Standing or Special Committees shall be charged with and limited to such responsibilities as the Board of Directors shall set forth by formal resolution. The President shall assign the Chair of Standing and Special Committees. Individuals who are not members of IYAK may serve on a committee due their expertise in the work area of the committee. A member of the Board of Directors shall serve on each Standing or Special Committee. Committees shall bring their findings and recommendations to the Board of Directors for action. All committee expenditures must have prior approval by the President of the Board of Directors or must have been specifically budgeted by the Board.

Section 6.7 – Quorum for the Board of Directors:

A quorum is required for all decisions by the Board of Directors. A quorum at the Annual Meeting of the Board of Directors is a simple majority (5) physically present. For regular, Special and Emergency Meetings of the Board, a quorum is a simple majority physically present or in contact through teleconferencing or other forms of real-time-communication throughout the duration of the meeting during which business is conducted.



Section 6.8- Annual Meeting of the Board of Directors:

The Annual Meeting of the Board of Directors shall be held immediately following the Annual Meeting of the Membership. At this meeting Board Officers for the following year shall be elected. No notice shall be required for the Annual Meeting of the Board.

Section 6.9 – Regular Meetings of the Board of Directors:

The Board of Directors shall meet a minimum of once each quarter throughout the year. The Board shall establish the meeting schedule under the guidance of the Board President and may provide for other regular meetings of the Board at stated times (and places) of which thirty (30) days notice shall be required.

Section 6.10 – Special and Emergency Meetings of the Board of Directors:

Special meetings of the Board of Directors shall be held whenever called by the President of the Board or by a simple majority of the Board Members. The President or Secretary of the Board shall give notice to each Director at least ten (10) days before the meeting. Unless otherwise indicated in notice thereof, any and all business may be transacted at a Special Meeting of the Board of Directors. Rules of quorum apply.

Emergency Meetings of the Board of Directors may be called by the President of the Board. All members must have at least twenty-four hours prior notice. Notice may be given by the President, Secretary or Board Member. Emergency Meetings are to address only the “emergency at hand”. Rules of quorum apply.

Section 6.11 – Action Without A Meeting:

Actions may be taken without a meeting of the Board of Directors if consent setting forth the action is approved in writing or email by a majority of Directors. Directors are to respond in a timely manner to requests made by Officers. If no response is received within five (5) days, the Officer shall again send the request to that Director. If no response is received within the additional five (5) days then quorum rules apply.

Article VII: Election of Members of the Board of Directors

Section 7.1- Board Membership Qualifications:

Requirements for membership on the Board of Directors are as follows:



- The individual must have been a yak owner or caretaker of registered yak for a minimum of two years;
- The individual must be a current IYAK member in good standing and have at least six months experience serving on an IYAK Committee;
- The individual must be willing to commit two years of service on the Board of Directors. During this time the individual must be willing to place the best interests of IYAK first in regards to IYAK related activities undertaken by the individual and be willing to resign immediately in situations of unresolvable conflict of interest;
- The individual must support IYAK's mission and philosophy to preserve and protect the genetic integrity of the North American Yak Registry; and,
- The individual must be willing not to use his/her position as a member of the Board of Directors for personal gain or that of select others.

Section 7.2 – Nominating Process:

Interested persons who are qualified for Board Membership must submit a personal profile of their experience and interest in serving on the Board of Directors in addition to submitting two (2) written recommendations from the general IYAK membership.

If the individual is a current member of the Board of Directors seeking re-election, he/she must also provide a list of accomplishments during his/her term of service and goals for the next term if elected.

The Nominations Committee will make the written responses available to the IYAK membership through the IYAK website at least fifteen (15) days before the election.

Section 7.3 – Election:

The Secretary of Board shall contact the membership via email to notify them of the timetable for the online election of qualified individuals who have submitted the appropriate paperwork for consideration. Results of the election will be announced by the Secretary at the Annual Meeting of the Membership.

Article VIII: Officers of the Board of Directors

The Officers of the Board of Directors of the IYAK shall consist of the President, Vice-President, Secretary and Treasurer.

Section 8.1 – Term of Office:



Officers are elected to a two year term of office.

Section 8.2 – Election of Officers:

Officers on the Board of Directors are elected by the newly constituted Board of Directors at the Annual Board of Director's Meeting after the Annual Meeting of the Membership.

Section 8.3 – President of the Board of Directors:

The President shall be the Chief Executive Officer (CEO) of the association and shall serve as the Chair of the Board of Directors. The President shall:

- Serve as an ex-officio members of all committees;
- Maintain general supervision of the affairs of the association;
- See that the By-Laws, rules and regulations of the association are enforced;
- Make sure all committees and Officers meet necessary deadlines as prescribed by the By-Laws;
- Shall co-sign all checks with the Secretary/Registrar over \$1000;
- Shall sign all checks (without required co-signature) which relate specifically to the North West Stock Show and provide the Treasurer with copies of billing and signed checks;
- Make sure the Board is insured;
- Cosign with the Secretary all new membership certificates;
- Make sure the membership is contacted for the Board of Director's Election and the on-line election is properly carried out;
- Approve all sales or purchases of association assets except at dissolution; and,
- Perform all other duties and responsibilities as may be prescribed by the Board of Directors.

Section 8.4 - Vice President of the Board of Directors:

In the absence of the President of the Board of Directors, the Vice President shall have the authority to perform the duties of the President including serving as the Chair of the Board of Directors at meetings. The Vice President shall perform an annual financial review of IYAK with the Treasurer at the end of each fiscal year. The Vice President shall perform other duties and responsibilities as may be prescribed by the Board of Directors.



Section 8.5 – **Secretary of the Board of Directors:**

The Secretary shall perform such duties as directed by the President and/or Board of Directors which may include but not be limited to:

- Keeping minutes of the meetings of the Board of Directors and the Annual Meeting of the Membership;
- Cosign with the President new Certificates of Membership;
- Maintaining the Membership Fee Schedule;
- Maintaining a list of all members in Good Standing;
- Contact membership for the Board of Director's Election and coordinate the on-line election;
- Provide copies of all financial documentation, billing and payments to the Treasure of the Board relating to membership to ensure accurate financial records and accounting; and,
- Perform all other duties necessary to the work of the Office of Secretary necessary for the success of the association in it mission.

Section 8.6 – Treasurer of the Board of Directors

The Treasurer of the Board of Directors is responsible for the financial oversight of the association. The work of the Treasurer shall include but not be limited to:

- Review of monthly billing, payments, income and expenses provided by the Secretary, Registrar and President;
- Develop an Annual Operating Budget for IYAK with the Board of Directors;
- Monitoring income and expenses against the Annual Operational Budget approved by the Board of Directors;
- Provide the Board of Directors with a monthly financial report;
- Provide an annual financial report to the membership at the Annual Meeting;
- Undertake an annual audit with the Vice President; and,
- Provide recommendations to the Board of Directors relating to financial record keeping.

8.7 – Executive Committee



There shall be an Executive Committee of the Board of Directors consisting of the Officers of the Board of Directors. The role of the Executive Committee is as a confidential resource for the President of the Board with whom to discuss Board of Director related issues. The Executive Committee is not a decision making body but is advisory only.

Section 8.8 - Registrar

The Board of Directors shall hire a member of IYAK in Good Standing to manage registrations and transfers of yaks by the membership. Specifically the Registrar shall:

- Receive and verify entries for insertion into the North American Yak Registry Herd Book in accordance with the NAYR Registration and Transfer Requirements;
- Maintain a file of all documents constituting the authority of pedigree and holding them subject to the inspection of any members of the association;
- Keep the NAYR Herd Book up-to-date and accurate;
- Keep a record of the transfer of all animals;
- Provide copies of all financial documentation, billing and payments to the Treasure of the Board relating to animal registrations and transfers to ensure accurate financial records and accounting;
- Work with the Board of Directors to ensure appropriate procedures and policies relating to registration and transfers are developed and followed;
- Provide a monthly report of registration and transfer status to the Board of Directors;
- Provide an annual report on Registration and Transfers to the IYAK membership at the Annual Membership Meeting and through the newsletter; and,
- Perform all other duties necessary to the work of Registrar necessary for the success of the association in it mission.

The Registrar shall answer directly to the President and Secretary of the Board of Directors.

The Registrar shall be compensated at rate established by the Board of Directors and which is updated annually. The Registrar shall be a “contract employee” (without benefits) of the Board of Directors and issued a 1099. All expenses



incurred by the Registrar in the fulfillment of the position shall be reimbursed monthly by the Board of Directors.

Article IX: Board Insurance

The IYAK Board of Directors will maintain Board Insurance. The President of the Board of Directors will be responsible for ensuring that insurance is in place annually.

Article X: Fiscal Year April 1 – March 31

The fiscal year of the International Yak Association shall run from April 1 through March 31 the following year.

Article XI: Political Activity

The International Yak Association shall not participate in or intervene in any political campaign of any candidate for public office.

Article XII: Distribution or Dissolution

In the event of the dissolution of the association, no member shall be entitled to distribute or divide any of IYAK's remaining property or proceeds. After all debts and obligations have been satisfied, the Board of Directors shall determine the disbursement of funds and/or property in compliance with Section 501© of the Internal Revenue Code as the same now exists or as it may be amended in the future.

Article XIII: Amending the By-Laws

The By-Laws may be altered or amended by a majority vote of the members of the Board of Director in attendance at any Board of Directors Meeting and enacted by a majority vote of the Members at any regular meeting of the association. Any proposed changes in the By-Laws must be presented in writing to the membership a minimum of thirty (30) days prior to the meeting at which the changes are to be voted on by the membership.

