

**Decision by Email** sent 2.23.2023 via email 6:57 AM PST by Kris Blacklock, Secretary; e-Voting results listed below. All (12) Board of Director e-Votes received via email by 3:40 PM CST (1:40 PM PST) February 24, 2023

**Minutes Approval:** 2.24.2023 Decision by Email minutes were e-approved 2.27.2023 1:45 PM PST and posted to the USAWE.org > Corporate > Records > Meeting Minutes and filed in USAWE G-Drive > Board of Directors

Board of Directors		eVote 2.23.2023	
Executive Committee		Vote	Recuse
President	Chris Stanko	Approved	
President Elect	Doreen Atkinson	Approved	
Secretary	Kris Blacklock	Approved	
Treasurer	Erin O’Shaughnessy	Approved	
At Large Director 1	Robin Bond	Approved	
At Large Director 2	Stephanie Hayes	Approved	
Regional Directors			
R1 Director	Heather Humelbaugh	Approved	
R2 Director	TBA by BOD	----	----
R3 Director	Linda Frazier	Approved	
R4 Director	Kiki Pantaze	Approved	
R5 Director	Becky Sherven	Approved	
R6 Director	Karen Miller	Approved	
R7 Director	Rebecca Algar	Approved	

Current # of Board members = 12 | BOD members required for e-Quorum = 12 | 12 BOD members voted.

KRIS BLACKLOCK, SECRETARY moved; CHRIS STANKO, PRESIDENT seconded

**Motion 1:** Appoint Jody Fontanetta (R7) as member of the Elections Committee, effective immediately.

**Motion 2:** Appoint Lidia Taylor (R5) as member of the Horse Recording Committee, effective immediately.

**Motion 3:** Require a copy of breed registration papers accompany horse recording requests if equine isn’t listed as ‘Grade’.

USAWE Affiliate Organization Handbook



**Motion 4:** Approve the initial Affiliate Organizations Handbook dated February 23, 2023, and authorize the Affiliate Organization Program Coordinator to continue to update it as the AO program



**Motion 5:** Approve the USAWE Affiliate Organization distinctive logo.

**Motion 6:** Authorize the creation and dissemination of a USAWE Members and Affiliate Organizations Survey via MailChimp.

**Motion 7:** Approve the development of new website content to announce and display partnerships, alliances and affiliations with equine breed registries and equestrian groups.



**Motion 8:** Approve the \$5,000 Website Committee annual budget.

**Motion 9:** Hire Becky Alexander (or 990 Specialist designee), from the Taylor Roth and Company in Denver CO, to file the organization’s annual non-profit 990 tax returns.

**Motion 10:** Add a brief paragraph, photo and website link to the World Association of Working Equitation on the usawe.org website.

**World Association of Working Equitation (WAW)**

Working Equitation started as a discipline in the mid-1990’s with four countries: Italy, Spain, France and Portugal. Currently, the World Association of Working Equitation (WAW) now has 22 countries and a growing number of participants worldwide. International World Working Equitation Championship Shows are hosted every four years by a different county. This sport is of great importance in the global equestrian world, not only for the number of riders who captivate different age groups but also for the variety of breeds competing.

USA Working Equitation (USAWE) joined the World Association of Working Equitation (WAW) in March 2022. WAW is the sole international authority responsible for governing Working Equitation internationally. WAW fosters the development of Working Equitation worldwide. [CLICK HERE](#) to visit the World Association for Working Equitation website to learn more about our sport at the international level.

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→ **All (10) motions passed by e-vote with 12 in favor, 0 opposed, 0 abstained, 0 recused, 0 absent.**  
Documented email votes captured at the end of the minutes (pg 4-6).

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DECISION BY EMAIL sent to Board of Directors February 23, 2023 6:57 AM PST  
ALL TEN (10) MOTIONS APPROVED February 24, 2023 1:40 PM PST

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USAWE Secretary <secretary@usawe.org>

Feb 23, 2023,  
8:57 AM (1 day ago)

to Full, me

In an effort to reduce the monthly Board meeting length, President Stanko reviewed the upcoming agenda items and determined which topics lend themselves to Decisions by Email. Out of the March 8, 2023 meeting agenda items, (10) topics were identified that could be Decided by Email (see enclosed). Per Bylaws of Working Equitation, Decisions by Email require unanimous consensus. If any of the (10) e-Motions are not approved by the current (12) Board of Directors, then it will be placed on the March 8, 2023 agenda for discussion and live vote.

**DECISIONS BY EMAIL – (10) Motions -**  
The March 8, 2023 agenda will be finalized and sent Sunday Feb 26

**Please reply back to this email by 5pm PST Saturday February 25** with your e-Vote on the (10) Motions enclosed and ensure your response provides a reply signature.

Approve all (10) eMotions

~OR~



Individual Vote

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

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Per Bylaws of Working Equitation (USAWE) > Article V > Section 14 Decisions by Mail or Email:

**SECTION 14. DECISIONS BY MAIL OR EMAIL** Any decision that the Board of Directors may make at a meeting may be made without a meeting if the decision can be made and approved by U.S. mail or electronic means via email or some other electronic method, by the affirmative vote of all of the members of the Board. A clearly stated motion must be sent to all of the Directors on the Board by U.S. mail, email or some other electronic means with clear instructions that this process requires 100% (one hundred percent) of the Directors to vote “yes” for the motion to pass. If the motion is sent by email or some other electronic method, then each Director must send their vote by that same method in reply, in which case no signature is necessary. Motions are adopted and effective on the date that all Directors in office have responded with an affirmative “yes” vote. If any Director votes “no,” abstains, or fails to vote, then the motion fails to pass. A printed record of each Director’s vote must be kept in the corporate records.

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Sincerely,

*Kris Blacklock*  
 USA Working Equitation  
 Secretary  
 (608) 370-4629 (Central Time)

**e-VOTING DOCUMENTATION**

eMail Vote

Per Bylaws of Working Equitation (USAWE) > Article V > Section 14 Decisions by Mail or Email:

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## e-Votes from Full Board of Directors (12 responses)

**USAWE Secretary** <secretary@usawe.org>

to Full, me

Approve all (10) e-motions

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*Kris Blacklock, USAWE Secretary  
(608) 370-4629 (Central Time)*

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**Chris** Feb 23 9:01 am CST

**Stanko**

I approve all motions.

Chris Stanko  
USAWE President  
970-846-6129  
[www.USAWE.org](http://www.USAWE.org)

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**Region** Feb 23 9:06 am CST

**6**

**Director**

I have reviewed the attached motions. I approve all 10 of the motions presented.

*Karen Miller  
USAWE Region 6 Director  
301-606-6039*

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**At Large** Feb 23 9:17 am CST

**Director**

**2**

I e-approve all 10 motions. Stephanie Hayes USA Working Equitation

*Stephanie Hayes  
USA Working Equitation  
At Large Director 2  
802-730-5400*

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**treasurer@usawe.org**

I will approve the motions. But I would like some clarification on why we would want to add the additional burden of verifying a Horse's

**Erin O'Shaughnessy  
Treasurer  
USA Working Equitation**

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**USAWE** Feb 23 10:15 am CST

**Secretary**

Erin, The request to obtain the horse registry papers came directly from Mindy Finelli, Horse Recording Chair who has been going online

*Kris Blacklock, USAWE Secretary  
(608) 370-4629 (Central Time)*

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**treasurer@usawe.org** Feb 23 10:22 am CST  
Thanks for the clarification.

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**Doreen** Feb 23 6:11 pm CST

**Atkinson**

Nice presentation I approve all 10

Doreen

Doreen Atkinson

President Elect

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**Region** Feb 23 7:56 pm CST

**2**

**Director**

I approve the ten motions presented 2/23/2023

Robin Bond

USAWE

At Large Director

(858)945-8857

Pacific Time

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**Region** Feb 23 8:49 pm CST

**3**

**Director**

i approve all 10 e-motions

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**Region** Feb 23 9:49 pm CST

**5**

**Director**

I approve all ten motions proposed. 2/23/2023 Becky Sherven, USAWE Region 5 Director

Becky Sherven

USAWE Region 5 Director

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**Region** Feb 23 10:02 pm CST

**7**

**Director**

On Feb 23, 2023, at 10:49 PM, Region 5 Director <R5Director@usawe.org> wrote:

Rebecca Algar

Region 7 Director

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**Region** Feb 24 10:15 am CST

**4**

**Director**

My Two cents - While approve all of these Motions - I am concerned that some of them about adding pages to the website and a few others are being brought to the BOD for approval. While I do appreciate know what the committees are doing



**BOARD OF DIRECTORS (BOD) DECISION BY EMAIL – 2.24.2023**



I don't think we need to be voting on these items. we need to trust that the committees are doing work with the best interest of USAWE at heart.

Kiki Pantaze  
Region 4 Director

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**At** Feb 24 1:29 pm CST

**Large  
Director**

**1**

Responding from the correct account. I approve all ten motions brought forth on Feb 23, 2023 Robin Bond

Robin Bond  
At Large Director 1  
[aldirector1@usawe.org](mailto:aldirector1@usawe.org)  
(858)945-8857  
Pacific Time

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**Region 1 Director** Feb 24 3:40pm CST

to me, Full

I also approve all 10 motions and agree with Kiki on some of these.

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Heather Humelbaugh  
Region 1 Director

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