

**Decision by Email** sent 2.26.2023 via email 11:21 AM PST by Secretary Kris Blacklock; e-Voting results listed below. All (12) Board of Director e-Votes received via email by 6:42 PM CST (4:42 PM PST) February 28, 2023

**Minutes Approval:** 2.28.2023 Decision by Email minutes were e-approved 3.2.2023 7:26 PM PST by the BOD and posted to the USAWE.org > Corporate > Records > Meeting Minutes and filed in USAWE G-Drive > Board of Directors and e-Votes folder

Board of Directors		eVote 2.26.2023	
Executive Committee		Vote	Recuse
President	Chris Stanko	Approve	
President Elect	Doreen Atkinson	Approve	
Secretary	Kris Blacklock	Approve	
Treasurer	Erin O'Shaughnessy	Approve	
At Large Director 1	Robin Bond	Approve	
At Large Director 2	Stephanie Hayes	Approve	
Regional Directors			
R1 Director	Heather Humelbaugh	Approve	
R2 Director	TBA by BOD	----	----
R3 Director	Linda Frazier	Approve	
R4 Director	Kiki Pantaze	Approve	
R5 Director	Becky Sherven	Approve	
R6 Director	Karen Miller	Approve	
R7 Director	Rebecca Algar	Approve	

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:** Appoint Phyllis Laderman (R2) as member of the Financial Oversight Committee, effective immediately.

→ **Motion 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 2-4).

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 DECISION BY EMAIL sent to Board of Directors 2.26.23 11:21 AM PST  
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**e-VOTING DOCUMENTATION**

**eMail Vote**

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.

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



Sun, Feb 26,  
1:21 PM (2 days ago)

USAWE Secretary <secretary@usawe.org>

to Full, me

**DECISION BY EMAIL** – (1) Motion - Financial Oversight Committee Appointment  
**By 12 noon Tues Feb 28** please e-Vote (Yes, No, Abstain, Recuse) the Financial Oversight Committee Appointment (appointee's resume enclosed), 'Reply All' and ensure your response has your position signature.

**COMMITTEE APPOINTMENT – FINANCIAL OVERSIGHT** – *Leesa Nero & Brittany Flowers, Co-Chairs*

**Rationale:** Fill committee vacancy

KRIS BLACKLOCK, SECRETARY moved, CHRIS STANKO, PRESIDENT seconded

**Motion:** Appoint Phyllis Laderman (R2) as member of the Financial Oversight Committee, effective immediately.

In an effort to prepare for the Financial Oversight Committee meeting with the Executive Committee, President Stanko is asking for a Full Board of Directors Decision by Email to fill the vacancy in the Financial Oversight Committee. The March 8, 2023 BOD Agenda will be finalized and sent later this week.

Per Bylaws of Working Equitation, Decisions by Email require unanimous consensus. If the e-Motion is 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.

If you have any questions, please ask.  
Thank you.

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Sincerely,

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

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Sun, Feb 26,  
1:21 PM (2 days ago)

USAWE Secretary <secretary@usawe.org>

to Full

Yes, approve

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

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Sun, Feb 26,  
1:27 PM (2 days ago)

**Chris Stanko**



to me, Full

Yes I approve

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

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**At Large Director 2**

Sun, Feb 26,  
2:25 PM (2 days  
ago)

to Chris, me, Full

Impressive resume. I approve.

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

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**Region 7 Director**

Sun, Feb 26,  
4:47 PM (2 days  
ago)

to Chris, me, Full

Yes

Rebecca Algar  
Region 7 Director  
Sent from my iPhone

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**Region 4 Director**

Sun, Feb 26,  
5:02 PM (2 days  
ago)

to Region, Chris, Full, me

Yes - I approve  
Kiki Pantaze  
RD4

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**Doreen Atkinson**

Sun, Feb 26,  
9:30 PM (2 days  
ago)

to me, Full

Yes I approve

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Doreen Atkinson  
President Elect



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**Region 6 Director**

Feb 27, 2023,  
8:56 AM (1 day ago)

to me, Full

I approve.  
Karen Miller

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

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**Region 5 Director**

Mon, Feb 27,  
9:01 AM (1 day ago)

to me, Full

I approve.

Becky Sherven  
Region 5 Director

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**treasurer**  
**@usawe.**  
**org**

Feb 27, 2023,  
9:09 AM (1 day ago)

I approve. Erin O Erin O'Shaughnessy Treasurer USA Working Equitation

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**Region**  
**3**  
**Direct**  
**or**

Feb 27, 2023, 11:03 AM (1 day ago)

Reg 3 - I approve

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**At Large Director 1**

Mon, Feb 27,  
12:27 PM (1 day ago)

to Region, Full, me

I approve the appointment is Phyllis Laderman to the financial oversight committee.

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**Region 1 Director**

Feb 28  
7:47 PM  
(3 hours ago)

to Full, me



**BOARD OF DIRECTORS DECISION BY EMAIL – 2.28.2023**



Approve. Sorry to have missed the deadline. conference and now catching up at work.

***Heather Humelbaugh***  
***USA Working Equitation***  
***Region 1 Director***  
***503-307-7544***

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All (12) Board of Director e-Votes received via email by 7:47 PM CST (5:47 PM PST) February 28, 2023