

Decision by Email sent 3.24.2023 via email 6:48 AM PST per Chris Stanko; e-Voting results listed below.
All (13) Board of Director e-Votes received via email by 11:40 PM CST (9:40 AM PST) 3.27.2023

Minutes Approval: 3.27.2023 Decision by Email minutes were e-approved 3.30.2023 by the BOD and posted to the USAWE.org > Corporate > Records > Meeting Minutes and filed in USAWE G-Drive > Board of Directors

| Board of Directors | | eVote 3.27.2023 | |
|---------------------|--------------------|-----------------|----------|
| Executive Committee | | Vote | Recuse |
| President | Chris Stanko | Approved | |
| President Elect | Doreen Atkinson | Approved | |
| Secretary | Kris Blacklock | Approved | Recuse#1 |
| 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 | Katie Franklin | Approved | |
| 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 = 13 | BOD members required for e-Quorum = 13 | 13 BOD members voted.

Elections Committee Request – Appointments – Jane Renner

Rationale: Newly appointed chair Jane Renner wishes to step down as Elections committee chair, appoint chair Biddie Lowry (current committee member and 2021 Elections chair) and add Kris Blacklock as committee member.

MOTION BY CHRIS STANKO, PRESIDENT; SECOND BY DOREEN ATKINSON, PRESIDENT ELECT

Motion 1: Appoint committee member Biddie Lowry (R6-VA) as chair, re-appoint Jane Renner (R7-TN) as committee member and appoint Kris Blacklock (R5-WI) as member of the Elections committee, effective immediately.

Financial Oversight Committee Request - Appointment – Leesa Nero and Brittney Flowers

Rationale: Appoint additional Financial Oversight committee member. See resume

MOTION BY KRIS BLACKLOCK, SECRETARY; SECOND BY CHRIS STANKO, PRESIDENT

Motion 2: Appoint Terri O'Neal (R1-ID) as member of the Financial Oversight committee, effective immediately.

Membership Request - Appointment – Kate Steffes

Rationale: Add committee members to process memberships and vouchers.

MOTION BY KRIS BLACKLOCK, SECRETARY; SECOND BY CHRIS STANKO, PRESIDENT

Motion 3: Appoint Willa Rose (R1-ID) and Tracey Erway (R1-OR) as members of Membership Committee, effective immediately.

Website Committee Request – Website Professional Services – Kristine Strasburger

Rationale: As outlined in the 2023 Website Committee BOD approved budget, the Website Committee Chair requests BOD approval to hire Adrienne Raymond, Equine Online Design, for monthly website maintenance in areas of critical importance. See attached contract for specific scope of work covered, not covered, and areas that will fall under volunteer time.

Adrienne Raymond has been volunteering her time (hundreds of hours) since the beginning of USAWE, and has been a key person behind the scenes making sure the more technical areas of the website are functioning as needed. Paying for her professional services will move USAWE needs to actual work queue status, improving performance as regular maintenance will be done more frequently, which will lead to better performance for our end-users.

Because Adrienne has been the key web developer on our site, she is my first choice for a maintenance service provider. In addition to that, she is offering us a discounted rate for the professional maintenance services and is willing to continue to give volunteer hours on the Website Committee.

In my research of comparable website maintenance service providers, we could easily be paying twice the amount she is willing to contract for, and not have the benefit of volunteer hours and expertise.

MOTION BY KRIS BLACKLOCK, SECRETARY; SECOND BY CHRIS STANKO, PRESIDENT

Motion 4: Approve contracting with Adrienne Raymond of Equine Online Design for monthly website maintenance in areas of critical importance as outlined in the submitted contract under Scope of Work, and at the rate outlined in the contract for monthly and hourly fees.

MOTION BY KRIS BLACKLOCK, SECRETARY; SECOND BY CHRIS STANKO, PRESIDENT

Motion 5: Approve President Chris Stanko a contract with Adrienne Raymond for Website Services, effective start date of May 1, 2023.

Youth Development Committee Request - Appointment – Alex Tyson

Rationale: Alex Tyson wishes to resign as committee chair and appoint committee member Kasey Riddle as chair. A couple inactive members dropped. Kasey is seeking committee members. Volunteer requests were sent following the 3/22/23 Committees Working Meeting and (2) members responded.

MOTION BY KRIS BLACKLOCK, SECRETARY; SECOND BY CHRIS STANKO, PRESIDENT

Motion 6: Appoint Kasey Riddle (R7-NC) as chair, Adrienne Dymesich (R5-WI) and Bailey Yee (R5-MN) members of the Youth Development committee, effective immediately.

Marketing and Promotion Committee Request – Updated Zone Championship Logo – Karen Boso



Rationale: Update the zone championship logo. The 2022 logos were not clear as to what type of sport USA Working Equitation is. By adding the horse to these logos (designed by the Eastern Zone) we feel it is a better representation for the sport. These logos will use the current red and blue colors of the full USAWE logo and should not be changed other than a black and a white version for use on darker colors. This new design will become the official Zone Championship logos for all zones effective 2023+ (just changing the YYYY for subsequent years).

Zone Championship Logos

MOTION BY KIKI PANTAZE, REGION 4 DIRECTOR; SECOND BY DOREEN ATKINSON, PRESIDENT ELECT

Motion 7: Change the USAWE Zone Championship logo to the new design provided, effective 3/22/2023.

DECISION BY EMAIL sent to Board of Directors 3.24.23 6:48 AM PST



BOARD OF DIRECTORS DECISION BY EMAIL – 3.27.2023



USAWE Secretary <secretary@usawe.org>

3/24/2023
8:48 AM (1
hour ago)

to Full, me

e-Vote due 9am PST Sunday March 26

In an effort to reduce the monthly Board of Directors meeting length, President Stanko reviewed the upcoming agenda items and determined which topics lend themselves to Decisions by Email.

(7) topics were identified that could be Decisioned by Email (see enclosed). Per Bylaws of USA Working Equitation, **Decisions by Email require unanimous consensus**. If any of the e-Motions are not unanimously approved by the current (13) Board of Directors, it will be placed on the April 12, 2023 agenda for live BOD discussion and vote.

After all (13) BOD e-Vote decisions are received, the April 12, 2023 agenda will be finalized and sent Sunday March 26.

(5) documents attached

1. e-Vote (7) motions
2. Financial Oversight Appointment Bio
3. Website Resume
4. Website Contract
5. 2023 Zone Championship Logos

DECISIONS BY EMAIL – (7) Motions

Please reply back to this email by 9am PST Sunday March 26 with your e-Vote on the (7) Motions enclosed and ensure your response provides a reply signature.

Approve all (7) eMotions

~OR~

Individual Vote (Yes or No)

- 1.
 - 2.
 - 3.
 - 4.
 - 5.
 - 6.
 - 7.
-

e-VOTING DOCUMENTATION

eMail Vote

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



BOARD OF DIRECTORS DECISION BY EMAIL – 3.27.2023



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)

USAWE Secretary <secretary@usawe.org>

3/24/23
8:48 AM (1
hour ago)

to Full, me

Approve all (7) motions.

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

Chris Stanko

3/24/23
8:58 AM (1
hour ago)

to me, Full

I have read and approve all motions

--
Chris Stanko
USAWE President
970-846-6129
www.USAWE.org

Region 7 Director

3/24/23
9:12 AM (1
hour ago)

to Chris, me

I approve all 7 motions

Rebecca Algar
Region 7 Director
Sent from my iPhone



BOARD OF DIRECTORS DECISION BY EMAIL – 3.27.2023



Region 1 Director

to Full, Chris, me

All motions read and approved.

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

USAWE Treasurer

I have read and approve the 7 motions.

Erin O

--

Erin O'Shaughnessy
USA Working Equitation
Treasurer
(360) 546-2424 h
(360) 606-0217 c

At Large Director 2

to Chris, Full, me

I approve all 7 motions.

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

Region 6 Director

to me

I have read and approve all 7 motions.

Karen Miller
R6director

Region 2 Director

3/24/23

11:08 AM (0
minutes ago)

3/24/23

4:41 PM (6
minutes ago)

Fri, Mar 24,
9:56 PM (14
hours ago)

3/25/23

5:03 PM (2
hours ago)

3/25/23



BOARD OF DIRECTORS DECISION BY EMAIL – 3.27.2023



8:33 PM
(45
minutes
ago)

to Chris, Full, me

I approve all 7 motions.

*Thanks Again
Katie Franklin
Region 2 Director USAWE
602.574.8787*

Region 4 Director

3/26/23
6:49 AM (1
hour ago)

to Region, Chris, Full, me

I approve all motions. R4

Doreen Atkinson

3/26/23
7:30 AM (41
minutes ago)

to Region, Region, Chris, Full, me

I approve all motions
Doreen

--

Doreen Atkinson
President Elect

Region 3 Director

Sun, Mar 26,
7:07 PM (17
hours ago)

to Full, me

I have read and approve all 7 motions

At Large Director 1

3/7/23
10:30 AM (2
hours ago)

to Region 3, me, Full

I approve all 7 motions

Robin Bond



BOARD OF DIRECTORS DECISION BY EMAIL – 3.27.2023



At Large Director 1
aldirector1@usawe.org
(858)945-8857
Pacific Time

Region 5 Director

11:40 AM
(1 hour
ago)

to At, Full, Region, me

I approve all 7 motions.

Becky Sherven
Region 5 Director
--
Becky Sherven
Region 5 Director
USAWE
Email: r5director@usawe.org
Cell: (608) 669-4042

USAWE Secretary <secretary@usawe.org>

3/27/23
11:40 AM (1
hour ago)

to Full, me

Recuse myself from Motion #1.

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

All (13) Board of Director e-Votes received via email by 9:40 AM PST Monday March 27, 2023.