

**Decision by Email** sent 5.1.2023 via email 5:10 AM Pacific by Secretary Kris Blacklock; e-Voting results listed below. All (13) Board of Director e-Votes received via email by 9:10 PM CST (7:00 PM Pacific) May 2, 2023.

**Minutes Approval:** 5.2.2023 Decision by Email minutes were e-approved 5.6.2023 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 5.2.2023	
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	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 | # BOD members voted.

**MOTION BY KRIS BLACKLOCK, SECRETARY; SECOND BY STEPHANIE HAYES, AT-LARGE DIRECTOR 2**

**Motion 1:** Approve the USA Working Equitation 2022 990-EZ IRS Form prepared by Taylor Roth and Company in Denver CO

→ **Motion passed by e-vote with 13 approved, 0 opposed, 0 abstained, 0 recused, 0 absent.**

**MOTION BY KRIS BLACKLOCK, SECRETARY; SECOND BY STEPHANIE HAYES, AT-LARGE DIRECTOR 2**

**Motion 2:** Approve a budget increase of \$630 for the June 2023 EOH Licensed Officials Seminar in Woodstock IL to cover the expense of setting up GIRA for silent judging.

→ **Motion passed by e-vote with 13 approved, 0 opposed, 0 abstained, 0 recused, 0 absent.**

Documented email votes captured (pg 3-6).

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DECISION BY EMAIL sent to Board of Directors 5.1.2023 via email 5:10 AM Pacific  
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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



## BOARD OF DIRECTORS DECISION BY EMAIL – 5.2.2023



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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USAW Secretary <secretary@usawe.org>

May 1, 2023,  
7:10 AM (1  
day ago)

to Full, me

### DECISIONS BY EMAIL – (2) Motions - NEED SECOND FOR EACH

**Please reply back to this email by 5pm PT Wed May 3** with your e-Vote on the (2) Motions enclosed and ensure your response provides a reply signature.

Approve both e-Motions

~OR~

Individual Vote

- 1.
- 2.

#### Motion#1 - 2022 IRS Form 990

The Financial Oversight Committee and the hired CPA company have prepared the 2022 IRS Form 990-EZ. Per USA Working Equitation Bylaws, the board needs to review and approve before it is filed. Filing deadline is May 15.

*MOTION BY KRIS BLACKLOCK, SECRETARY; SECOND BY [NAME, TITLE]*

**Motion 1:** Approve the USA Working Equitation 2022 990-EZ IRS Form prepared by Taylor Roth and Company in Denver CO

#### Motion#2 - Budget Adjustment for 2023 June LOC EOH Seminar

The Licensed Officials Committee is requesting \$630 additional budget expenditure. Silent judging has proven to be one of the most effective education tools in the LOC's arsenal. In past events, the comparison of test scores by the judges and all the silent judges has been done manually, which represents an unbelievable number of hours to set up and manage. GIRA has the ability to track silent judges' scores (GIRA refers to it as "shadow judging"), which is a complete game changer.

Jullie Alonzo has volunteered to support the seminar by handling the GIRA account for silent judging. In exchange, she would need us to cover airfare and car rental (not a hotel room) This is an offer we want to accept for the following reasons:

- This is the first time any of us have used this "shadow judging" feature, so having someone who thoroughly knows GIRA and all its capabilities to oversee it would be a huge safety valve
- We are going to use a separate GIRA account, not tag along with the one used for the show. That means that in advance of the event, two identical accounts must be set up, with all competitors/levels/divisions exactly the same. There is no way to duplicate the prime account (I asked), so all setup work would have to be done twice.
- The seminar account will have to include the names of all the silent judges. If we have any sign up late (there's a precedent for that), the new ones will need to be added quickly.



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- Presiding judge scores will need to be entered in the seminar account, so it's important to have an interface with the show office in place to arrange for copies of the presiding judge score sheets.
- Scores for all silent judges ideally need to be added in real time, so that the instructors can get a general feel at the end of the day how close/far silent judge scores were to the baseline.
- Post-seminar, we need to have comparison reports for each silent judge with the presiding judge so they can be discussed in more detail later.

Having someone as knowledgeable as Julie for our first time would be a tremendous relief. The bonus is that she thoroughly understands show office functions, so will not be interrupting unnecessarily with their activities. I will spend as much time as possible shadowing her so we can handle this ourselves in the future.

The estimated additional cost is \$630 (\$380 for airfare and \$250 for car rental). Do we have to get Board approval for this amount, which is a minor percentage of the overall budget? As the timing is tight now for getting good prices on airfare, we hope the answer is 'no' so we can get underway with the planning for this critical element of our program. Please advise.

**MOTION BY KRIS BLACKLOCK, SECRETARY; SECOND BY [NAME, TITLE]**

**Motion 1:** Approve a budget increase of \$630 for the June 2023 EOH Licensed Officials Seminar in Woodstock IL to cover the expense of setting up GIRA for silent judging.

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Sincerely,

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

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### e-Votes from Full Board of Directors (13 responses)

**At Large Director 2**

Mon, May 1,  
9:44 AM (1  
day ago)

to me, Full

I second each motion (if needed).  
I vote yes to approve motion #1.  
I vote yes to approve motion #2.

P.S. I love this idea of using Gira for shadow judging! Thank you to Julie for stepping up to do this!

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

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**Region 5 Director**

Mon, May 1,  
1:30 PM (1  
day ago)

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to At, Full, me

I approve both motions (1 and 2).

Thank you,  
Becky Sherven  
USAWE Region 5 Director

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

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**Region 2 Director**

May 1, 2023,  
1:58 PM (1  
day ago)

to me, Full

I approve both motions (1 and 2).

*Thanks Again  
Katie Franklin  
Region 2 Director USAWE  
602.574.8787*

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**Region 6 Director**

Mon, May 1,  
3:38 PM (1  
day ago)

to me

I approve the motion #1 reference to the 2022 990EZ IRS form.  
I approve the motion #2 referring to budget increase for the 2023 June EOH License Officials Seminar

Thanks,  
Karen Miller

On Mon, May 1, 2023 at 8:11 AM USAWE Secretary <[secretary@usawe.org](mailto:secretary@usawe.org)> wrote:

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

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**Region 7 Director**

Mon, May 1,  
10:14 PM (18  
hours ago)

to me

I approve both motions

Rebecca Algar  
Region 7 Director



BOARD OF DIRECTORS DECISION BY EMAIL – 5.2.2023



Sent from my iPhone

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**At Large Director 1**

1:50 PM  
(2 hours  
ago)

to Region, Full, me

I approve both motions.

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Robin Bond

USAWE

At Large Director 1

(858)935-8857

Pacific Time

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**Region 4 Director**

2:40 PM  
(1 hour  
ago)

to At, Full, Region, me

I approve both motions

Kiki

RD4

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**Doreen Atkinson**

3:57 PM  
(41  
minutes  
ago)

to Region, At, Region, Full, me

I approve both

Doreen

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**Region 1 Director**

3:57 PM  
(41  
minutes  
ago)

to me, Full

I approve both motions 1& 2.

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

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**USAWE Secretary**

4:40 PM  
(0  
minutes  
ago)



BOARD OF DIRECTORS DECISION BY EMAIL – 5.2.2023



to me

Approve both motions.

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

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**USAWE Treasurer**

5:39 PM  
(3 hours  
ago)

to me

I approve both motions.

Erin O

On Mon, May 1, 2023 at 5:11 AM USAWE Secretary <[secretary@usawe.org](mailto:secretary@usawe.org)> wrote:

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

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**Region 3 Director**

6:50 PM  
(2 hours  
ago)

to Region, me, Full

I approve both motions, It is great having Julie do this.

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**Chris Stanko**

9:10 PM  
(25  
minutes  
ago)

to Region, Full, Region, me

I approve both motions. Thank you!

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

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All (13) Board of Director e-Votes received via email by 9:10 PM CST (7:00 PM Pacific) May 2, 2023.