

Decision by Email sent 7.2.2023 4:04 AM Pacific via email by Secretary Kris Blacklock; e-Voting results listed below. All (13) Board of Director e-Votes received 7.5.2023 8:31 AM Central Time via email.

Minutes Approval: 7.5.2023 Decision by Email minutes were e-approved 7.8.2023 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 7.5.2023	
Executive Committee		Vote	Recuse
President	Chris Stanko	Approved	
President Elect	Doreen Atkinson	Approved	
Secretary	Kris Blacklock	Approved	
Treasurer	Leesa Nero	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.

 DECISION BY EMAIL sent to Board of Directors 7.2.2023 4:04 AM Pacific (pg 2-3).
 Documented email votes from Full Board of Directors captured in the minutes (pg 3-6).

e-Vote by July 5- Full Board of Directors

USAWE Secretary <secretary@usawe.org>

Sun, Jul 2,
 6:04 AM (1
 day ago)

to Full, me

e-Vote due by July 5

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

(5) topics were identified that could be Decided by Email. Motion made; each needs a 'Second'.

1. Financial Oversight Chair Appointment
2. Marketing and Promotion Chair Appointment
3. Awards eBlast and Survey
4. Website Redesign
5. LOC Silent Judging Analysis

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 July 19, 2023 agenda for live BOD discussion and vote. Vote for all (5) e-Motions ~OR~ vote individually.

Approve all (5) e-Motions

~OR~

Individual Vote (Yes or No).

Any motion receiving a 'No' will be placed on the July 19 BOD meeting for live discussion/vote.

- 1.
- 2.
- 3.
- 4.
- 5.

FINANCIAL OVERSIGHT – CHAIR APPOINTMENT – Kris Blacklock, Secretary

Rationale: Brittney Flowers (previously Co-Chair with Leesa Nero. Leesa was appointed Treasurer June 21, 2023 and can no longer serve as FOC Co-Chair). Brittney is asking the committee if another member wishes to co-chair. If yes, that will be a separate appointment.

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

Motion 1: Appoint Brittney Flowers (R1, MT) Financial Oversight Committee Chair, effective immediately.

13 in favor, 0 opposed, 0 abstained, 0 recused

MARKETING AND PROMOTION – CHAIR APPOINTMENT – Kris Blacklock, Secretary

Rationale: Amie Perryman (with committee members support) is willing to become committee chair following Karen Boso's resignation June 20, 2023.

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

Motion 2: Appoint Amie Perryman (R6, VA) Marketing and Promotion Committee Chair, effective immediately.

13 in favor, 0 opposed, 0 abstained, 0 recused

2023 LEADERBOARD AWARDS eBLAST and SURVEY – Bridgett Klingler, Chair

Rationale: The USAWE Awards Committee is seeking membership input on National and Regional Leaderboard Awards for 2023. A similar eBlast and online survey was sent in 2021 for the 2022 show season awards. [CLICK HERE](#) to view eBlast (created by Bridgett and Kris Blacklock) and [CLICK HERE](#) to view the embedded online survey link (created by Lynn Maloney). To be sent to current members with a survey completion timeframe of July 1 - July 31, 2023.

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

Motion 3: Approve the Awards Committee 2023 Leaderboard Awards eBlast and online survey to solicit membership feedback. Timeframe July 1 - July 31, 2023.

13 in favor, 0 opposed, 0 abstained, 0 recused

WEBSITE – WEBSITE REDESIGN APPROVAL – Kristine Strasburger, Chair

Rationale: Approve changes to the usawe.org website home page, tag line and navigation, overall layout look and feel.

Membership Info Recorded Horses Affiliate Organizations Competitions Leader Boards Events Corporate Shop

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

Motion 4: Approve the new usawe.org website design and layout.

13 in favor, 0 opposed, 0 abstained, 0 recused



BOARD OF DIRECTORS DECISION BY EMAIL – 7.5.2023



LICENSED OFFICIALS – SILENT JUDGING ANALYSIS – *Christy Reich, Chair*

Rationale: The Licensed Official Program requires silent judging analysis for judge candidates and licensed judge promotions. Candidates pay a silent judging fee that offsets the analysis expenditure for Senior Judges performing the analysis.

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

Motion 5: Approve Licensed Official Committee expenditure requests for USAWE Senior 'S' Judge(s) performing Silent Judging Analysis.

13 in favor, 0 opposed, 0 abstained, 0 recused

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.

Sincerely,
Kris Blacklock
USA Working Equitation
Secretary

e-VOTING DOCUMENTATION

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

All (5) motions second by Stephanie Hayes

Doreen Atkinson

Sun, Jul 2,
7:57 AM (1
day ago)

to me, Full

I approve all
Doreen

--
Doreen Atkinson
President Elect



BOARD OF DIRECTORS DECISION BY EMAIL – 7.5.2023



At Large Director 2

Sun, Jul 2,
12:24 PM (1
day ago)

to Doreen, me, Full

If you need a second I will second what Doreen does not.
I also approve all motions.

Stephanie Hayes
USA Working Equitation
At Large Director 2

USAWE Treasurer

Sun, Jul 2,
3:42 PM (1
day ago)

to me, Full

Kris,
I SECOND all the motions.
I also vote "yes" to all the motions.

Leesa Nero
USA Working Equitation
Treasurer

Region 7 Director

Sun, Jul 2,
9:54 PM (22
hours ago)

to USAWE, me, Full

I approve all motions

Rebecca Algar
Region 7 Director
Sent from my iPhone

Region 1 Director

11:47 A
M (8
hours
ago)

to me, Full

I approve all

Heather Humelbaugh
USA Working Equitation
Region 1 Director



BOARD OF DIRECTORS DECISION BY EMAIL – 7.5.2023



Chris Stanko

12:07 P
M (8
hours
ago)

to Region, Full, me

I approve all!

--

Chris Stanko
USAWE President
www.USAWE.org

Region 5 Director

12:24 P
M (7
hours
ago)

to Chris, Region, Full, me

I approve all.

Becky Sherven
USAWE Region 5 Director

--

Becky Sherven
Region 5 Director
USAWE
Email: r5director@usawe.org

Region 6 Director

2:31 PM
(5 hours
ago)

to Region, Chris, Full, Region, me

I approve all.

--

Karen Miller
USAWE Region 6 Director

Region 4 Director

9:14 PM
(0
minutes
ago)

to Region, Chris, Full, Region, Region, me

I approve all
Kiki Pantaze
Region 4



BOARD OF DIRECTORS DECISION BY EMAIL – 7.5.2023



Mon, Jul 3,
10:17 PM (7
hours ago)

At Large Director 1

to me

I approve all 5 motions.

--

Robin Bond
USAWE
At Large Director 1

Region 2 Director

1:58 AM
(3 hours
ago)

to Chris, Full, me

I approve all motions

*Thanks Again
Katie Franklin
Region 2 Director USAWE
-----*

USAWE Secretary <secretary@usawe.org>

5:14 AM
(19
minutes
ago)

Approve all (5) motions.

Sincerely,

Kris Blacklock
USA Working Equitation
Secretary

Region 3 Director

8:31 AM
(4
minutes
ago)

to me

I approve all 5

All (13) votes received 7/5/23 8:31 AM Central