

**Decision by Email** sent 8.23.2023 6:56 PM Pacific via email by Secretary Kris Blacklock; e-Voting results listed below.  
All (13) Board of Director e-Votes received 8.26.2023 6:10 PM Pacific via email.

**Minutes Approval:** 8.26.2023 Decision by Email minutes were e-approved 8.29.2023 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		e-Vote 8.26.2023		
Executive Committee		Vote	Oppose	Recuse
President	Chris Stanko	Approved 1,2,3,5,6,7	8	4
President Elect	Doreen Atkinson	Approved 1,3,4,5	8	2,6,7
Secretary	Kris Blacklock	Approved 1,2,3,4,5,6,7	8	
Treasurer	Leesa Nero	Approved 1,2,3,4,8	5	6,7
At Large Director 1	Robin Bond	Approved 1,2,3,6,7,8	5	4
At Large Director 2	Stephanie Hayes	Approved 1,2,3,4,6,7,8	5	
Regional Directors				
R1 Director	Heather Humelbaugh	Approved 1,2,3,5,8	6,7	4
R2 Director	Katie Franklin	Approved 1,2,3,4,5,6,7	8	
R3 Director	Linda Frazier	Approved 1,2,3,4,6,7	5,8	
R4 Director	Kiki Pantaze	Approved 1,2,3,4,6,7	5,8	
R5 Director	Becky Sherven Did not vote on 5,6,7,8	Approved 1,2,3,4		
R6 Director	Karen Miller	Approved 1,2,3,4,5,8	6,7	
R7 Director	Rebecca Algar	Approved 1,2,3,4,6,7	5,8	

Current # of Board members = 13 | BOD members required for e-Quorum = 13 | 13 BOD members e-voted.

DECISION BY EMAIL (8) motions sent to Board of Directors 8.23.23 6:56 PM Pacific.  
Documented email votes from Full Board of Directors captured in the minutes (pg 5-11).  
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LEESA NERO, TREASURER, moved; DOREEN ATKINSON, PRESIDENT ELECT, seconded

**Motion #1:** Establish a **Strategic Planning Advisory Task Force**, effective immediately.

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

KIKI PANTAZE, R4 DIRECTOR, moved; PRESIDENT CHRIS STANKO, seconded

**Motion#2:** Appoint **Doreen Atkinson** (President Elect), **Leesa Nero** (Treasurer), and **Kristine Strasburger** (R3-NE) as members of the Strategic Planning Advisory Task Force tasked with planning the organization's first Strategic Planning Session, effective immediately.

→ **Motion passed by e-vote with 12 approved, 0 opposed, 0 abstained, 1 recused (Doreen Atkinson), 0 absent.**

HEATHER HUMELBAUGH, R1 DIRECTOR, moved; CHRIS STANKO, PRESIDENT seconded

**Motion #3:** Establish a **Championship Show Structure Task Force**, effective immediately

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

DOREEN ATKINSON, PRESIDENT ELECT, moved; KRIS BLACKCOCK, SECRETARY, seconded

**Motion #4:** Appoint **Chris Stanko** (President) **Kim Hillyer** (Competitions Chair), **Bridgett Klingler** (Awards Chair), **Amy Star** (Rules Committee), **Robin Bond** (At Large Director 1), and **Heather Humelbaugh** (Region 1 Director) as members of the **Championship Show Structure Task Force** tasked with outlining proposed changes to USAWE Championship Shows by October 1<sup>st</sup>, 2023 for BOD review and approval, effective immediately.

→ **Motion passed by e-vote with 10 approved, 0 opposed, 0 abstained, 3 recused (Chris Stanko, Robin Bond, Heather Humelbaugh), 0 absent.**

KRIS BLACKCOCK, SECRETARY moved; CHRIS STANKO, PRESIDENT, second

**Motion #5:** Authorize implementing a Youth membership fee of \$45 beginning with the 2024 membership year of any categories determined to fall under YOUTH (young riders, juniors, etc.).

→ **Motion Failed, not unanimous; 6 in favor, 6 opposed, 0 abstained, 0 recused, 0 absent, 1 no vote.**

CHRIS STANKO, PRESIDENT, moved; KRIS BLACKLOCK, SECRETARY, second

**Motion #6:** Reimburse each 'S' Judge (**Nicole Chastain Price, Doreen Atkinson, Polly Limond**) \$500, to cover a portion of the airfare to attend the WAVE Judges Training in Ciudad Rodrigo, Spain, September 13 - 17, 2023.

→ **Motion Failed, not unanimous; e-Vote 8 approved, 2 opposed, 0 abstained, 2 recused (Doreen Atkinson, Leesa Nero), 0 absent, 1 no vote.**

CHRIS STANKO, PRESIDENT, moved; KRIS BLACKLOCK, SECRETARY, second

**Motion #7:** Reimburse each 'S' Judge (**Nicole Chastain Price, Doreen Atkinson, Polly Limond**) \$200, to cover the tuition fee to attend the WAVE Judges Training in Ciudad Rodrigo, Spain, September 13 - 17, 2023.

→ **Motion Failed, not unanimous; e-Vote 8 approved, 2 opposed, 0 abstained, 2 recused (Doreen Atkinson, Leesa Nero), 0 absent, 1 no vote.**

**Motion #8:** Appoint **Lise LeBlanc** (International), member of the Marketing and Promotion Committee, effective immediately.

**Motion Failed, not unanimous; e-Vote 5 approved, 7 opposed, 0 abstained, 0 recused, 0 absent, 1 no vote.**

#### ----- e-VOTING DOCUMENTATION

**STRATEGIC PLANNING ADVISORY TASK FORCE** – requested by Kristine Strasburger, Corporate Email Administrator and Website Chair

**Rationale:** In accordance with USA Working Equitation Bylaws (pg 26)> **ARTICLE VII. COMMITTEES, Section 9 Other Committees**, establish a Strategic Planning Advisory Committee to provide an overall strategic plan of action to guide the effective development of programs, use of resources, and allocation of finances to reach specific and agreed upon goals. Strategic Planning session(s) to invite organization primary stakeholders (full Board of Directors, Committee and Task Force chairs) to outline short- and long-term goals. The resulting plan would be reviewed by the BOD for additional input, direction, and final approval. In preparing for Strategic Planning sessions, review the (3) proposed documents geared to facilitate discussion:

- (1) [Strategic Planning](#) – proposed by Leesa Nero
- (2) [WE Strategy Playbook](#) – proposed by Tracey Erway
- (3) [USAWE Strategic Plan](#) – proposed by Tracey Erway

LEESA NERO, TREASURER, moved; DOREEN ATKINSON, PRESIDENT ELECT, seconded

**Motion #1:** Establish a **Strategic Planning Advisory Task Force**, effective immediately.

KIKI PANTAZE, R4 DIRECTOR, moved; PRESIDENT CHRIS STANKO, seconded

**Motion#2:** Appoint **Doreen Atkinson** (President Elect), **Leesa Nero** (Treasurer), and **Kristine Strasburger** (R3-NE) as members of the Strategic Planning Advisory Task Force tasked with planning the organization's first Strategic Planning Session, effective immediately.

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**CHAMPIONSHIP STRUCTURE TASK FORCE** – requested by Heather Humelbaugh, Region 1 Director

**Rationale:** Time is of the essence. In follow-up to the August 9 BOD meeting that included a motion to finalize details for the changes to the current Championship Show Structure by October 1st.

In accordance with Bylaws, the BOD needs to officially establish a Championship Show Structure in accordance with 'Other Committees' appointed by the BOD as stipulated in the USA Working Equitation Bylaws (pg 26)> **ARTICLE VII. COMMITTEES, Section 9 Other Committees.**

In follow-up to the August 9, 2023 BOD unanimously approved motion “USAWE will move to a Regional or Multi-Regional Championship/National Championship show structure; final structure and timing of shows to be determined. Details to be finalized by no later than 10/1/2023 by a task force appointed by the BOD.”, establish a Championship Structure Task Force (effective immediately) tasked with outlining proposed changes to USAWE Championship Shows by October 1<sup>st</sup>, 2023. Changes require BOD approval and membership notification.

Championship changes will also require review of and/or updates to:

- USA Working Equitation Policies and Procedures > **2.4.3 Championship Show Requirements** (License Approval, Show Requirements, Qualifying Scores, Championship Evaluation Committee and the Championship Evaluation Review form used to review proposals)
- United States Rules for Working Equitation > **2.3 Championship Shows**
- [usawe.org](http://usawe.org) website > Competitions > **Competition Resources and Championships**
- [usawe.org](http://usawe.org) website > Competitions > Competition Resources > **Competition Manual > 1.2.d.2 License Approval, 3. Requirements by Competition Level** (one WAWE judge is required for championship shows) **8. Zone Championships (8.1 Show Requirements, 8.2 License Approval, 8.3 Show Grants and 8.4 Qualification Requirements, 9.4.c International Rider Qualification Requirements**

HEATHER HUMELBAUGH, R1 DIRECTOR, moved; CHRIS STANKO, PRESIDENT seconded

<b>Motion #3:</b> Establish a <b>Championship Show Structure Task Force</b> , effective immediately
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DOREEN ATKINSON, PRESIDENT ELECT, moved; KRIS BLACKCOCK, SECRETARY, seconded

<b>Motion #4:</b> Appoint <b>Chris Stanko</b> (President) <b>Kim Hillyer</b> (Competitions Chair), <b>Bridgett Klingler</b> (Awards Chair), <b>Amy Star</b> (Rules Committee), <b>Robin Bond</b> (At Large Director 1), and <b>Heather Humelbaugh</b> (Region 1 Director) as members of the <b>Championship Show Structure Task Force</b> tasked with outlining proposed changes to USAWE Championship Shows by October 1 <sup>st</sup> , 2023 for BOD review and approval, effective immediately.
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**YOUTH DEVELOPMENT – DUES** – Kasey Riddle, Chair

Follow-up to the 7/19/23 BOD motion

7/19/2023	BOD	Starting with the 2024 membership year, begin implementing membership dues for youth riders, (not to exceed adult annual dues) and those dues allocated specifically for youth programs and opportunities designated by the Youth Development Committee.
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**Rationale:** Based on recent surveys of parents and to support youth grants, youth scholarships, and other youth programs; a membership fee of \$45 will be collected with the sole purpose to be placed into the Youth Development Fund. This fund directly contributes, distributes and supports all current and future youth programs, scholarships and grants. Public communication of youth membership fees directly going back to the youth will be immediate in collaboration with membership and marketing in an effort to transition this change to our members.

\*A discount for multi-youth and families was considered, however it was determined at this time it was best with accounting and membership to have a fee per person to avoid confusion and mistakes.

KRIS BLACKCOCK, SECRETARY moved; CHRIS STANKO, PRESIDENT, second

**Motion #5:** Authorize implementing a Youth membership fee of \$45 beginning with the 2024 membership year of any categories determined to fall under YOUTH (young riders, juniors, etc.).

**WAVE 'S' JUDGE LICENSED OFFICIALS TRAINING – TRAVEL** – requested by Christy Reich, Licensed Officials Committee Co-Chair

**Rationale:** For the first time in USAWE history, WAVE has requested that we present our top judges to attend their training in Spain this September. They have requested judges from all WAVE member countries with the goal of having at least one WAVE judge per country. We are honored to present USAWE 'S' Judges, Doreen Atkinson, Nicole Chastain-Price, and Polly Limond. Rebecca Algar is not able to attend.

The LOC requests that USAWE reimburse a portion of the costs associated with our (3) S Judges traveling to Spain for education, testing, and possible licensing from WAVE.

Their attendance will benefit the organization in the following ways:

- The more education that we have directly from WAVE ensures that we correctly emulate the judging guidelines and ideals as set by WAVE.
- The S Judges are an integral part of the LOC programming by reviewing our educational output and assisting with teaching, and defining and triaging what subjects we need to focus on.
- Our S Judges will have the opportunity to continue to educate and refine their judge's eye, by receiving education and immediately viewing top rides at the Spanish National Championships.
- With this important education, our judges help our members by providing feedback that is consistent from judge to judge.
- This education trickles down to our R, r, and L judges via webinars, being shadowed, scribed for, and teaching members in clinics.
- Our upper-level riders, who have aspirations to represent the US internationally, are greatly benefited when they compete under judges who have been educated and have seen in person where the WAVE licensed judges have set the bar.

We respectfully request that each attendee be reimbursed \$500 to cover a portion of the airfare to attend the WAVE Judges Training in Ciudad Rodrigo, Spain, September 13 - 17, 2023. We estimate that the entire cost of the trip and cost of the training/testing to be \$2,250 per person. To receive the \$500 reimbursement, each attendee must submit a receipt of their airfare.

CHRIS STANKO, PRESIDENT, moved; KRIS BLACKLOCK, SECRETARY, second

**Motion #6:** Reimburse each 'S' Judge (**Nicole Chastain Price, Doreen Atkinson, Polly Limond**) \$500, to cover a portion of the airfare to attend the WAVE Judges Training in Ciudad Rodrigo, Spain, September 13 - 17, 2023.

**WAVE 'S' JUDGE LICENSED OFFICIALS TRAINING – TUITION** – requested by Chris Stanko, President and Kris Blacklock, Secretary

**Rationale:** In accordance with USAWE's non-profit charitable and educational purposes (see below), support the licensed officials' program by ensuring our 'S' level judges receive WAVE training that focuses on national and international competition and supports the development of USA athletes.

USA Working Equitation, Inc. is organized exclusively for charitable and educational purposes within the meaning of sections 501(c)(3) and 501(j) of the Internal Revenue Code of 1986, as amended (or by the corresponding section of any future federal tax code) (the "Code"). To the extent consistent with the above general purposes, the specific purposes of this corporation shall be as follows: *The fostering of local, regional, national, and international amateur sports competitions, including educational activities, promotional activities, and competitions related to the sport of working equitation in the United States. The fostering of*



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*national or international amateur sports competitions primarily to conduct national or international competition in sports and to support and develop amateur athletes for national or international competition in sports.*

CHRIS STANKO, PRESIDENT, moved; KRIS BLACKLOCK, SECRETARY, second

**Motion #7:** Reimburse each 'S' Judge (**Nicole Chastain Price, Doreen Atkinson, Polly Limond**) \$200, to cover the tuition fee to attend the WAVE Judges Training in Ciudad Rodrigo, Spain, September 13 - 17, 2023.

### **MARKETING AND PROMOTION – COMMITTEE APPOINTMENT** – requested by Amie Perryman, Chair

**Rationale:** Fill committee vacancy with a highly qualified member.

KRIS BLACKLOCK, SECRETARY moved; DOREEN ATKINSON, PRESIDENT ELECT second

**Motion #8:** Appoint Lise LeBlanc (International), member of the Marketing and Promotion Committee, effective immediately.

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### 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.

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

USAWE Secretary <secretary@usawe.org>

8:19 AM  
(7 hours  
ago)

to Full

Motions individually voted

#### Individual Vote (approve, oppose, abstain, recuse)

1. Approve
2. Approve
3. Approve
4. Approve
5. Approve
6. Approve
7. Approve
8. **Oppose**, nothing personal; an international member does not have voting privileges within the organization and am concerned with how a non-U.S.A. resident would represent, promote, solicit support and sponsorships for U.S. programs and why/how a non-resident would want to be marketing USA Working Equitation.



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Sincerely,

Kris Blacklock  
Secretary, USA Working Equitation  
(608) 370-4629 (Central)  
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**Chris Stanko**

10:07 A  
M (5  
hours  
ago)

to me, Full

Individual Vote (approve, oppose, abstain, recuse)

1. Approve
2. Approve
3. Approve
4. Approve
5. Approve
6. Approve
7. Approve
8. Oppose (Needs more discussion)

Thank you  
Chris Stanko  
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**Chris Stanko**

10:45 A  
M (5  
hours  
ago)

to me, Full

Whoops I made a mistake. I need to recuse. Myself from #4

Chris Stanko  
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**Doreen Atkinson**

10:53 A  
M (5  
hours  
ago)

to Chris, me, Full

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



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8.Oppose

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Doreen Atkinson  
President Elect

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**Region 7 Director**

11:55 A  
M (4  
hours  
ago)

to Doreen, Chris, me, Full

- 1) approve
- 2) approve
- 3)approve
- 4) approve
- 5) oppose (I do not agree with \$45 fee for youth; I feel this may make the cost too high for families with several youth wishing to compete. I feel \$20 is more appropriate as we are coming from free membership. In a couple of years, it can be increased, if warranted. At the moment we offer nothing to our youth, while I am sure this will change, I feel that we need to have something for the youth in place before we ask for such a large fee.
- 6) approve
- 7) approve
- 8) oppose. I do not feel it is appropriate to have an international member on this committee.

Rebecca Algar  
Region 7 Director

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**Region 2 Director**

1:19 PM  
(2 hours  
ago)

to Chris, me, Full

1. Approve
2. Approve
3. Approve
4. Approve
5. Approve
6. Approve
7. Approve
8. Oppose

*Thanks Again  
Katie Franklin  
Region 2 Director USAWE  
602.574.8787*

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## BOARD OF DIRECTORS DECISION BY EMAIL – 8.26.2023



USAWE Secretary: [secretary@usa-we.org](mailto:secretary@usa-we.org)

to: Full M

Comment on the rules online. Apologies for not remembering the information from our Bylaws.

I checked our USA Rules for Working Equitation and our Policies and Procedures for International members, but failed to check our Bylaws.

I checked in with Kate Steffen, Membership Chair and Kristine Brunsdalen, Website Chair and asked that the [USWE 2023 website](#) include a table International membership info on the Membership page (currently blank) as to what the membership entails. The website only listed Adult and Junior membership benefits, which will have US\$ added to each but not within Website, our update.

For our Bylaws...

3. **International Adult** - Open to non-US citizens and people not legally residing in the United States or the U.S. territories in the Pacific or Atlantic, as defined by the U.S. federal government. Members shall be considered adults if, as of January 1, they are 18 (eighteen) years of age or older.

4. **International Junior** - Open to non-US citizens and people not legally residing in the United States or the U.S. territories in the Pacific or Atlantic, as defined by the U.S. federal government. Members shall be considered Juniors if, as of January 1, they are 17 (seventeen) years of age or younger.

### SECTION 2. CLASSES, VOTING, AND RULES

A. **Classes.** USAWE is an organization of members. Memberships shall be composed of 4 (four) classes of members:

1. U.S. Adult
2. U.S. Junior
3. International Adult
4. International Junior

3. **International Adult** - Members of this class may serve on USAWE committees, show at USAWE licensed shows as member (can record horses), participate in the USAWE awards programs, apply for licensing as a judge or technical delegate and apply to become a member of the USAWE Caution Network.

4. **International Junior** - Members of this class may serve on USAWE committees, show at USAWE licensed shows as member (can record horses) and participate

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in the USAWE awards programs.

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**USAWE Treasurer**

4:24 PM  
(8  
minutes  
ago)

to me, Full

### Motions Individually Voted:

1. **Yes**
2. **Yes**
3. **Yes**
4. **Yes**

5. **No** - for 2 reasons. I feel starting off at \$45 is much too high when they started out as free. I am more comfortable with \$20.00 or \$25.00 (easier to swallow) allowing for future possible increases. Secondly, their dues cannot be the same amount as the Adult Membership Dues (now \$45 too) as when paid PayPal will not know to take the dues to #4101 Adult Dues or #4102 Youth Dues as the Rules setup in QuickBooks are based on the dollar amount.

6. **Recuse** - Being new to the BOD, and not familiar with these types of compensations being paid out to certain persons, I find them to be a conflict of interest. As a business professional, licensed to practice in Florida, I was required to take 20 state approved CEUs every 2 years to maintain my license as one who impacted the Health, Safety and Welfare of the public. Not only did I pay for my license but also had to pay for my continuing education courses (travel, meals, hotel too) out of pocket. The licensing premise being my clients benefited from my continuing education, keeping up with local and state codes, as they were billed for my services. I have no doubt this is a great learning opportunity, and I'm sure info could be passed down, but I would guess to events they are judging and not to the entire membership.

7. **Recuse** - Ibid.

8. **Yes**

**Leesa Nero**  
**USA Working Equitation**  
**Treasurer**  
**(813) 334-3235**  
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**At Large Director 2**

Fri, Aug 25,  
7:01 AM (1  
day ago)





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to me

Motions:

1. Approve
2. Approve
3. Approve
4. Approve
5. Opposed. \$20-\$25 more appropriate.
6. Approve
7. Approve
8. Approve

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

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**At Large Director 1**

Fri, Aug 25,  
1:05 PM (18  
hours ago)

to me

- 1) yes
- 2) yes
- 3) yes
- 4) recuse
- 5) no. I feel youth dues should be \$20 or \$25 at most
- 6) yes
- 7) yes
- 8) yes

--

Robin Bond  
USAWE  
At Large Director 1  
(858)935-8857  
Pacific Time

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**USAWE R1 Director**

Fri, Aug 25,  
2:40 PM (16  
hours ago)

to Full, me

1. approve
2. approve
3. approve
4. recuse
- 5, approve
6. oppose-if we had an excess of funds I might vote differently, but we don't.
7. oppose-same reasons. This is a wonderful opportunity but I do not see it as a REQUIREMENT for continued growth of the sport in the US at its current state of development.



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8. approve-an outside of the country perspective costs us nothing and may create some valuable insight. Certainly doesn't hurt anything.

I will be radio silent for a few days due to huge go-live project at work. Probably mid-week next week.

Thank you

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

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I approve motions 1, 2, 3, and 4.

I believe 5, 6, 7, and 8 have not been unanimously approved thus far and will require additional discussion.

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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**USAWE R6 Director**

Fri, Aug 25,  
8:48 PM (10  
hours ago)

to me

1. Approve
2. Approve
3. Approve
4. Approve
5. Approve
6. Opposed
7. Opposed
8. Approve

Karen

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

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**USAWE R4 Director**

6:18 AM  
(1 hour  
ago)

to USAWE, Full, USAWE, me



**BOARD OF DIRECTORS DECISION BY EMAIL – 8.26.2023**



I approve 1,2,3,4,6,7  
No 5 & 8  
Kiki Pantaze  
RD4  
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**USAWE R3 Director**

8:10 PM  
(1 hour  
ago)

to me, Full

1 approve  
2 approve  
3 approve  
4 approve  
5 Oppose- I feel \$45 is too high for our youth membership. \$20 or \$25 seems more appropriate.  
6 approve  
7 approve  
8 oppose- i feel this needs more discussion  
Reg 3 Linda Frazier  
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All (13) Board of Director e-Votes received 8.26.2023 6:10 PM Pacific via email.