

Decision by Email sent 9.19.2023 8:55 AM Pacific via email by Secretary Kris Blacklock; e-Voting results listed below. All (13) Board of Director e-Votes received 9.20.23.2023 6:05 PM Pacific via email.

Minutes Approval: 9.20.2023 Decision by Email minutes were e-approved 9.24.2023 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 9.20.2023	
Executive Committee		Vote	Recuse
President	Chris Stanko	Approved (3)	
President Elect	Doreen Atkinson	Approved (3)	
Secretary	Kris Blacklock	Approved (3)	
Treasurer	Leesa Nero	Approved (3)	
At Large Director 1	Robin Bond	Approved (3)	
At Large Director 2	Stephanie Hayes	Approved (3)	
Regional Directors			
R1 Director	Heather Humelbaugh	Approved (3)	
R2 Director	Katie Franklin	Approved (3)	
R3 Director	Linda Frazier	Approved (3)	
R4 Director	Kiki Pantaze	Approved (3)	
R5 Director	Becky Sherven	Approved (3)	
R6 Director	Karen Miller	Approved (3)	
R7 Director	Rebecca Algar	Approved (3)	

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

DECISION BY EMAIL (3) motions sent to Board of Directors 9.19.23 8:55 AM Pacific. All (13) votes received 9.20.22023 Documented email votes from Full Board of Directors captured in the minutes (pg 4-7).

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

Motion #1: Appoint **Sharon Miesen** (R4-TX) as a reporter and member of the Marketing and Promotion Committee, effective immediately.

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

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

Motion #2: Add a privacy statement to the usawe.org website, membership request form and policies and procedures.

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

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

Motion #3: Add the following privacy statement to the usawe.org website Membership Info, Membership Request Form and Policies and Procedures *"USA Working Equitation does not sell membership data. The personal data we collect is limited to information regarding our relationship with you. Contact information, such as name, telephone number, mailing address, and email address, relates to newsletters, mass communication, projects and events while birth year, membership type and competition status tell us who our members are."*

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



----- e-VOTING DOCUMENTATION

USAWE Secretary <secretary@usawe.org>

10:55 A
M (4
hours
ago)

to Full, me

e-Vote due 9/22/23 - In an effort to reduce the monthly Board of Directors meeting length, President Stanko reviewed the upcoming BOD agenda items and determined which topics lend themselves to Decisions by Email.

President Stanko is asking for (3) Decisions by Email (see below).

Per Bylaws of USA Working Equitation, **Decisions by Email require unanimous consensus**. If an e-Motion(s) is not unanimously approved by the current (13) Board of Directors, e-voting will be suspended and the topic will be placed on the October 11, 2023 agenda for live BOD discussion and vote.

DECISIONS BY EMAIL – By Friday 9/22/23 5pm Pacific, please reply back to this email with your e-Vote(s) and ensure your response provides a reply signature.

Approve all (3) e-Motions

~OR~

Individual Vote (approve, oppose)

- 1.
- 2.
- 3.

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.

COMMITTEE - MARKETING AND PROMOTION - APPOINTMENT – Amie Perryman, Chair

Rationale: Appoint Sharon Miesen as a 'Reporter' within the Marketing and Promotion Committee. *"I have created club newsletters for my horse clubs and my small animal hobby clubs. I'm currently a columnist writing a bi-monthly column for our national magazine of the American Rabbit Breeders Association, and I delight in seeking out stories about our members and their animals to highlight. I guided our USAWE region 4 to form a Facebook group so that we are able to gather interested competitors to USA Working Equitation, and I also keep a master schedule of events in our region up to date."*

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

Motion #1: Appoint **Sharon Miesen** (R4-TX) as a reporter and member of the Marketing and Promotion Committee, effective immediately.

in favor, ## opposed

CORPORATE – PRIVACY POLICY - MEMBERSHIP DATA – requested by Kris Blacklock, Secretary and Kate Steffes, Membership Chair

Rationale: As Secretary, I've been contacted by a few members as to what we do with the membership information obtained, so for transparency and compliance with a [Colorado Privacy Act](#) that became effective July 1st, 2023 that includes nonprofits (of which USA Working Equitation is a Colorado based nonprofit organization), recommend adding a privacy statement to our website, membership request form and Policies and Procedures.

On July 7, 2021, Governor Polis signed Senate Bill 21-190: Protect Personal Data Privacy establishing the Colorado Privacy Act (CPA). The CPA tasked the Colorado Attorney General with implementing and enforcing the CPA, including adopting new rules. The CPA is a part of the State of Colorado's Consumer Protection Act and goes into effect July 1, 2023.

The CPA grants Colorado Consumers new rights with respect to their personal data, including the right to access, delete, and correct their personal data as well as the right to opt out of the sale of their personal data or its use for targeted advertising or certain kinds of profiling. The CPA also places new obligations on covered entities to safeguard personal data, including the requirement to give Coloradans meaningful information about the collection and use of their data, to conduct data protection assessments, and to obtain consent before processing certain sensitive personal data.

Recommend adding a privacy statement to our website Membership Info page, Membership Request Form and Policies and Procedures (see below) to notify our membership how we use their membership data.

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

Motion #2: Add a privacy statement to the [usawe.org](#) website, membership request form and policies and procedures.

in favor, ## opposed

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

Motion #3: Add the following privacy statement to the [usawe.org](#) website Membership Info, Membership Request Form and Policies and Procedures *"USA Working Equitation does not sell membership data. The personal data we collect is limited to information regarding our relationship with you. Contact information, such as name, telephone number, mailing address, and email address, relates to newsletters, mass communication, projects and events while birth year, membership type and competition status tell us who our members are."*

in favor, ## opposed

Sincerely,

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



BOARD OF DIRECTORS DECISION BY EMAIL – 9.20.2023



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 (13 responses)

At Large Director 2

11:09 A
M (4
hours
ago)

to me, Full

I approve all 3 motions.

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



USAWE R6 Director

11:15 A
M (4
hours
ago)

to me

I approve all three motions

Karen Miller
Region 6 Director
301-606-6039



BOARD OF DIRECTORS DECISION BY EMAIL – 9.20.2023



Region 7 Director

1:01 PM
(2 hours
ago)

to me

I approve all 3 motions

Rebecca Algar
Region 7 Director
Sent from my iPhone

USAWWE Secretary <secretary@usawe.org>

Tue, Sep 19,
4:23 PM (13
hours ago)

to me

Approve all (3) motions

Sincerely,

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

USAWWE R4 Director

Tue, Sep 19,
9:36 PM (8
hours ago)

to At, Full, me

I approve all 3
Kiki Pantaze
RD 4

At Large Director 1

12:35 A
M (5
hours
ago)

to USAWE, At, Full, me

I approve all three motions

--

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



BOARD OF DIRECTORS DECISION BY EMAIL – 9.20.2023



Doreen Atkinson

3:23 AM
(2 hours
ago)

to At, USAWE, At, Full, me

I approve all 3
Doreen Atkinson

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Doreen Atkinson
President Elect

USAWE R5 Director

3:28 AM
(2 hours
ago)

to Doreen, At, At, Full, USAWE, me

I approve all three motions.

Becky Sherven
USAWE Region 5 Director

Region 2 Director

7:39 AM
(19
minutes
ago)

to me, fullbodgroup

I approve all three
Thanks Again
Katie Franklin
Region 2 Director USAWE
602.574.8787

Chris Stanko

7:54 AM
(5
minutes
ago)

to Region, me, fullbodgroup

I approve all 3

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



BOARD OF DIRECTORS DECISION BY EMAIL – 9.20.2023



USAWE R1 Director

9:32 AM
(26
minutes
ago)

to me, Full

I approve all three

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

USAWE Treasurer

Wed, Sep 20,
3:56 PM (13
hours ago)

to me, Full

I approve all 3. Leesa.

----- Forwarded message -----

From: **USAWE R3 Director** <r3director@usawe.org>
Date: Wed, Sep 20, 2023 at 8:05 PM
Subject: Re: e-Vote by 9.22.2023 5pm Pacific - (3) motions
To: USAWE Treasurer <treasurer@usawe.org>

I approve on all three motions

All (13) votes received 9.20.2023