

**Decision by Email** sent (3) motions 10.19.2023 4:39 Pacific via email by Secretary Kris Blacklock  
All (12) Board of Director e-Votes received 10.23.2023 12:40 PM Central via email.

**Minutes Approval:** 10.23.2023 Decision by Email minutes were e-approved 10.26.2023 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 10.23.2023		
Executive Committee		Approved	Opposed	Recused
President	Chris Stanko	1	2,3 no vote	
President Elect	Doreen Atkinson	1	2,3 no vote	
Secretary	Kris Blacklock	1	2,3 abstain	
Treasurer	Leesa Nero	1	2,3 abstain	
At Large Director 1	Robin Bond	1,2,3		
At Large Director 2	Stephanie Hayes	1,2,3		
Regional Directors				
R1 Director	Heather Humelbaugh	1,3	2	
R2 Director	Katie Franklin	1,2,3		
R3 Director	Linda Frazier	1	2,3 no vote	
R4 Director	Kiki Pantaze	1,2	3 no vote	
R5 Director	Becky Sherven	1,3	2	
R6 Director	To be appointed	--	--	
R7 Director	Rebecca Algar	1	2,3	

Current # of Board members = 12 | BOD members required for e-Quorum = 12 | 12 BOD members voted.

#### eVote Results:

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

**Motion 1:** Appoint **Amie Perryman** (R6-VA) to fill the remaining term as Region Director 6 through November 30, 2024.

→ **Motion unanimously passed by e-Vote; 12 approved, 0 opposed, 0 abstained/no vote, 0 recused.**

ROBIN BOND, AT LARGE DIRECTOR 1, moved; KRIS BLACKLOCK, SECRETARY, seconded

**Motion 2:** Reverse the Competitions Committee requested motion/BOD vote from 11/21/2022 that stated, *"Beginning in the competition year 2024, both scores must be earned during the current competition year"* and instead return to *"The qualifying period is January 1 of the previous competition year through the show entry deadline for the championship in the current year. At least one qualifying score must be earned in the current competition year."*

→ **Motion failed; e-Vote not unanimously approved; 4 approved, 3 opposed, 5 abstained/no vote, 0 recused.**

ROBIN BOND, AT LARGE DIRECTOR 1, moved; KRIS BLACKLOCK, SECRETARY, seconded

**Motion 3:** Approve the 2024 Western Zone Championship proposal submitted by the organizing committee headed by show manager Kristine Strasburger, to be held September 18 – 22, 2024 at the Oregon Horse Center in Eugene OR.

→ **Motion failed; e-Vote not unanimously approved; 5 approved, 1 opposed, 6 abstained/no vote, 0 recused.**

Documented email votes from Full Board of Directors captured in the minutes (pg 4-10).

USAWE Secretary <secretary@usawe.org>

Thu, Oct 19,  
6:39 PM (4  
days ago)

to Full, me

**e-Vote due 5pm Mon Oct 23, 2023** - President Stanko reviewed submitted BOD agenda items and determined (3) topics lend themselves to Decisions by Email.

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**DECISIONS BY EMAIL – By 5pm Mon October 23, please REPLY ALL back to this email** with your e-Vote(s) on (3) Motions and ensure your response provides a reply signature.

Approve all (3) e-Motions ~OR~ Individual Vote (approve, oppose)

- 1.
- 2.
- 3.

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Per Bylaws of USA Working Equitation, **Decisions by Email require unanimous consensus.**  
If an e-Motion(s) is not unanimously approved by the current (12) Board of Directors, e-voting will be suspended and the topic will be placed on the next BOD agenda for live discussion and vote.

**CORPORATE: REGIONAL DIRECTOR VACANCY APPOINTMENT – REGION 6**

**Rationale:** Karen Miller, Region 6 Director resigned 10/11/2023. Per the Bylaws, President Chris Stanko asked the board for appointment recommendations to fill the term; **Amie Perryman** (R6-VA) was recommended (Bio attached) KRIS BLACKLOCK, SECRETARY, moved; DOREEN ATKINSON, PRESIDENT ELECT, seconded

**Motion:** Appoint **Amie Perryman** (R6-VA) to fill the remaining term as Region Director 6 through November 30, 2024.

→ **Motion # approved, # opposed.**

**COMPETITIONS: CHAMPIONSHIP QUALIFYING DATES CHANGE** – Kim Hillyer, Competitions Chair and Bridgett Klingler, Awards Chair

**Rationale:** Reverse the Competitions Committee requested motion that was BOD approved 11/21/2022.

11/21/2022	BOD	Change to the 2024 qualifying period for Zone Championship Shows. For competition year 2023, at least one of the scores must be earned during the current competition year. The qualifying period is January 1 of the previous competition year through the show entry deadline for the zone championship in the current year. Beginning in the competition year 2024, both scores must be earned during the current competition year.
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1. Limiting the qualification period to a single competition year unfairly limits the opportunity for members from regions with few licensed competitions to participate in championships.
  - a. We see this as a particular concern for members from Regions 3, 4, and 7, which currently offer fewer licensed competitions than other regions.
  - b. It is important that the organization not lose sight of members from our less active regions.
2. Allowing members sufficient time to earn qualifying scores can increase participation in the Championships.
3. This change would also help encourage members to continue to support competitions scheduled after the championships in a given competition year.

ROBIN BOND, AT LARGE DIRECTOR 1, moved; KRIS BLACKLOCK, SECRETARY, seconded

**Motion:** Reverse the Competitions Committee requested motion/BOD vote from 11/21/2022 that stated, *“Beginning in the competition year 2024, both scores must be earned during the current competition year”* and instead return to *“The qualifying period is January 1 of the previous competition year through the show entry*

**deadline for the championship in the current year. At least one qualifying score must be earned in the current competition year."**

→ **Motion # approved, # opposed.**

**COMPETITIONS: WESTERN ZONE CHAMPIONSHIP PROPOSAL** – Kim Hillyer, Competitions Chair

**Rationale:** Reviewed by Championship Evaluation Committee (Kim Hillyer, Katie Franklin and Heather Humelbaugh) on October 10, 2023; Proposal sent 10/11/2023 for BOD review by Kim Hillyer). The Competitions Committee is seeking approval of the Western Zone Championship show for 2024 as submitted.

ROBIN BOND, AT LARGE DIRECTOR 1, moved; KRIS BLACKLOCK, SECRETARY, seconded

**Motion:** Approve the 2024 Western Zone Championship proposal submitted by the organizing committee headed by show manager Kristine Strasburger, to be held September 18 – 22, 2024 at the Oregon Horse Center in Eugene OR.

→ **Motion # approved, # opposed.**

Zone Championship proposal is to be evaluated using the following criteria (per *Policies and Procedures 2.4.3 Zone Championship Show Requirements and License Approval, Section 2 License Approval*). Western Zone Championship Proposal and Championship Evaluation Committee Review attached.

License Approval

Licenses for zone championship shows are awarded based on a proposal process. Show organizers who want to hold a zone championship show must prepare a Championship Show proposal that outlines their show plan and capabilities. Show proposals must contain following information:

- a. Show name/dates
- b. Show location (accessibility to member base, availability of hotels and restaurants)
- c. Organizing committee
  - (1) Members
  - (2) Experience in managing large shows
  - (3) Experience in managing WE shows
- d. Facility and amenities (pictures are encouraged)
  - (1) Arena(s) - Indoor/outdoor, size, footing
  - (2) Warmup arena(s)
  - (3) Stabling (quantity available, structure)
- e. Show officials (Judges, TD)
- f. Show staffing plan
  - (1) Key positions and designees (Show Manager, Show Secretary, Gate Steward, Paddock Steward, Scorer, Scribes)
  - (2) All other positions to be filled. Include names if known.
- g. Financial plan:

Income estimates

- Number of entries
- Entry fees
- Stabling fees
- Other fees
- Sponsorships
- Other

Expense estimates

- Facility expenses (arenas, stalls, camping sites, vendor spaces, etc.)
- Awards budget
- Food budget
- Expenses for officials (including travel and per diem)
- Hotel expenses
- Other

- h. What will you do to make this show special?

Proposals must be submitted no later than May 31 of the year prior to the show. Late proposals will only be considered after the deadline if no other proposals were received before the deadline. \* **Note:** Proposals for 2022 shows can be submitted until December 15, 2021.

A Championship Evaluation Committee is designated for each zone; each committee is comprised of the Regional Directors within the zone and a representative of the Competitions committee who does not reside in the zone. The Championship Evaluation Committee will assess all proposals received and submit the top two candidates in each zone to the Board for final selection. Submit all proposals to [competitions@usawe.org](mailto:competitions@usawe.org); proposals will be forwarded to the respective Championship Evaluation Committee.

----- 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 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)

**At Large Director 2**

Thu, Oct 19,  
7:21 PM (15  
hours ago)

to me, Full

I approve all three motions.

*Stephanie Hayes*  
*USA Working Equitation*  
*At Large Director 2*

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**Region 7 Director**

Thu, Oct 19,  
10:16 PM (12  
hours ago)

to At, me, Full

Motion 1 : approve  
Motion 2 : oppose  
Motion 3 : oppose ( would like further discussion re: location)

Rebecca Algar  
Region 7 Director  
Sent from my iPhone

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**USAWE R5 Director**

6:31 AM  
(4 hours  
ago)

to me, Full

Good morning,



BOARD OF DIRECTORS DECISION BY EMAIL – 10.23.2023



- 1- approve
- 2- oppose
- 3- approve

Thank you,  
Becky Sherven  
USAWE Region 5 Director

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**Region 2 Director**

8:20 AM  
(2 hours  
ago)

to USAWE, me, Full

- 1- approve
- 2- approve
- 3- approve

*Thanks Again  
Katie Franklin  
Region 2 Director USAWE*

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**USAWE R4 Director**

8:41 AM  
(2 hours  
ago)

to Region, Full, USAWE, me

I approve  
1  
2

Would like to talk about 3.  
It didn't get email approval and we have to take it to a meeting anyways.

Kiki Pantaze  
R4 Director

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**Chris Stanko**

2:01 PM  
(9  
minutes  
ago)

to Doreen, Full, Region, USAWE, USAWE, me

I approve #1 and it looks like we need to discuss the other 2

Chris Stanko  
USAWE President

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BOARD OF DIRECTORS DECISION BY EMAIL – 10.23.2023



**USAWE Treasurer**

Oct 20, 2023,  
2:45 PM (3  
days ago)

to me, Full

I approve #1 and Abstain from #2 & #3 since they will require further discussion.

*Leesa Nero*  
*USA Working Equitation*  
*Treasurer*

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**At Large Director 1**

Oct 20, 2023,  
7:41 PM (3  
days ago)

to me, Full

I approve all three motions

Robin Bond  
At Large Director 1  
[aldirector1@usawe.org](mailto:aldirector1@usawe.org)

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**USAWE Secretary** <secretary@usawe.org>

Oct 21, 2023,  
6:15 PM (2  
days ago)

to me

Approve 1  
Abstain 2 and 3 (needs board discussion)

Sincerely,

Kris Blacklock  
Secretary, USA Working Equitation

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**USAWE R4 Director**

Oct 22, 2023,  
2:13 PM (1  
day ago)

to At, Full, me

Hi All,

I have been thinking about Motion #2 requesting the BOD approval for the 2024 Western Zone Championship. It is my understanding that the cutoff date for Zone submissions was the last day of May, 2023.

Checking the records, I see that the BOD decided to move away from Zone Championship on August 9.

I see Julie submitted a request for approval to the Competitions committee for a Western Zone show on August 17.



BOARD OF DIRECTORS DECISION BY EMAIL – 10.23.2023



The BOD didn't receive the request for final approval until October 11.

I'm confused. The Competitions Committee was informed of the boards August 9 decision. I was surprised to see the proposal for Western Zones. At no time has this proposal met a deadline, and the recent request for approval was submitted well past the boards decision to move away from this type of event.

I would certainly hope that this event would continue as a Regional show and wish that group every success.

But it is not possible to approve as a Zone Championship.

Kiki Pantaze  
R4 Director

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**USAWE R4 Director**

Sun, Oct 22,  
2:24 PM (1  
day ago)

to At, Full, me

Hi again - oops, sorry - I wrote my email in Notes and the font was larger than expected. I was not yelling.  
Kiki

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**At Large Director 2**

Oct 22, 2023,  
6:08 PM (21  
hours ago)

to USAWE, At, Full, me

A few days after I submitted my vote of approval I realized what Kiki just wrote. That we voted to not have Zones. So to me it sounds like this should be a Region 1 Championship show proposal. ? I've been gone all weekend and just got to my computer so thank you Kiki for putting this out there.

*Stephanie Hayes*  
*USA Working Equitation*  
*At Large Director 2*

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**Region 2 Director**

Oct 22, 2023,  
6:46 PM (21  
hours ago)

to USAWE, me, Full

Are we not referring to this under competition resources?

USAWE will move to a Regional or Multi-Regional Championship/National Championship show structure; the final structure and timing of shows are to be determined and finalized no later than 10/1/2023 by a task force appointed by the BOD.

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

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**At Large Director 1**

Sun, Oct 22,  
10:23 PM (17  
hours ago)

to Region, Full, me, USAWE



**BOARD OF DIRECTORS DECISION BY EMAIL – 10.23.2023**



It is my recollection that when we approved the one zone show that had already submitted, we agreed to allow the other two zones to go forward if they did present a proposal. Under our current rules, we could still accept bids.

I see no logical reason to deny this.

The change will be coming for 2025, unless we want to retroactively deny the other zone show.

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Robin Bond  
USAWE  
At Large Director 1  
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**USAWE R4 Director**

8:15 AM  
(7 hours  
ago)

to At, Full, me, Region, USAWE

Hi Robin - it is my recollection that we decided no more zones. We accepted the Eastern Zone event, because they had a proposal ready, before the deadline and at the time we started the discussion Championship events.

Kiki  
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**At Large Director 1**

9:23 AM  
(6 hours  
ago)

to USAWE, Full, me, Region, USAWE

Hello All,

Our membership did tell us through our survey that they prefer to move to the regional/national structure. Personally, I am in favor of this.

Fact: not that many of our members are aware of the change in process.

Also a fact: the time frame we gave ourselves to make this change was too ambitious.

From the view of our membership, it will appear grossly unfair to allow one zone show and not another. I understand that the proposal was not by the deadline. I also know that some zone show proposals of 2023 were not submitted by the deadline, but there was still a process by which they could be approved.

We must also consider our agreement with WAVE, which tells us we must hold a Zone show, in lieu of a National, with a WAVE judge in 2024 or lose our protocol. The Eastern Zone show does not have a WAVE judge. This Western Proposal does.

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**Chris Stanko**

10:38 A  
M (5  
hours  
ago)

to At, Full, me, Region, USAWE, USAWE



BOARD OF DIRECTORS DECISION BY EMAIL – 10.23.2023



I will answer this quickly right now and get back to you all with a more thorough answer later. WAVE does not care if it is a Zone or Regional show. We do need two championship shows( Zone or Regional/multi regional) with at least one WAVE judge affiliating each show.

Chris Stanko  
USAWE President

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**USAWE R4 Director**

11:44 A  
M (4  
hours  
ago)

to Chris, At, Full, me, Region, USAWE

Hi All - it doesn't matter what any of us recall. We voted to move away from the zone format. It's in the records.

We accepted Easterns because of the timing. Regionals still fit the definition of a Championship event. People could do a multi regional. Have a wave judge at a regional. But don't call it a Zone championship or get the \$2,000 from USAWE.

Clearly this topic needs more discussion.

Kiki Pantaze  
Region 4 Director

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From: **Region 7 Director** <[r7director@usawe.org](mailto:r7director@usawe.org)>  
Date: Sun, Oct 22, 2023 at 4:00 PM  
Subject: Re: e-Vote by 5pm Mon Oct 23  
To: USAWE R4 Director <[r4director@usawe.org](mailto:r4director@usawe.org)>

Hi Kiki,  
An Eastern Zone championship has already been approved for 2024. I think they are changing in 2025, but if I remember correctly, I think we said the name could be changed.

Rebecca Algar  
Region 7 Director

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**USAWE R4 Director**

11:47 A  
M (4  
hours  
ago)

to Chris, At, Full, me, Region, USAWE

Hi Rebecca - yup - I know the Eastern Zones were approved in the same meeting we decided not more Zones going forward. :)  
Kiki

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**USAWE R1 Director**

12:34 P  
M (3  
hours  
ago)

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BOARD OF DIRECTORS DECISION BY EMAIL – 10.23.2023



to me, Full

1. approve
2. oppose..only because I think there are some modifications based on the newer championship format recommendations that I thought were good around this and don't want to change..then change again.
3. Approve

***Heather Humelbaugh***  
***USA Working Equitation***  
***Region 1 Director***

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**USAWE R3 Director**

12:40 P  
M (3  
hours  
ago)

to me, Full

I approve Motion #1  
looks like we need to discuss the other 2 more

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All (12) Board of Director e-Votes received 10.23.2023 12:40 PM Central via email.