

**Decision by Email** sent 10.24.2023 5:06 AM Pacific via email by Secretary Kris Blacklock; e-Voting results listed below.

**Minutes Approval:** 10.25.2023 Decision by Email minutes were e-approved 10.28.2023 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 10.25.2023		
Executive Committee		Approved	Opposed Abstain	Recused
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		
<b>Regional Directors</b>				
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	Amie Perryman	Approved		
R7 Director	Rebecca Algar	Approved		

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

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DECISION BY EMAIL (1) motion sent to Board of Directors 10.24.23 5:06 AM Pacific.

All (13) Board of Director e-Votes received 10.25.2023 9:33 AM Central via email.

Documented email votes from Full Board of Directors captured in the minutes (pg 2-6).

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

**Motion 1:** Appoint **Terri O'Neal** (R1-ID) chair, **Katherine Adams** (R2-CA) member and affirm **Brittney Flowers** (R1-AK) member of the Financial Oversight Committee, effective immediately

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

## 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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## eMail Vote Documentation

**e-Vote due 10.26.23 to fill a Financial Oversight Committee vacancy**

USAWE Secretary <secretary@usawe.org>

7:06 AM  
(9  
minutes  
ago)

to Full, Amie, me

**e-Vote due 10.26.23** - to fill a committee vacancy, please decision (1) eVote by email

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**DECISIONS BY EMAIL – By 5pm Thursday, 10.26.2023, please **REPLY ALL** back to this email** with your e-Vote and ensure your response provides a reply signature.

(1) e-Motion (approve, oppose, abstain, recuse)

### COMMITTEE APPOINTMENT – FINANCIAL OVERSIGHT

**Rationale:** Brittney Flowers stepped down as chair on 10/18/23 and wishes to remain on the Financial Oversight Committee (FOC) as member. Current FOC committee members were asked if they wish to fill the chair position. Terry O’Neal, member of the FOC is willing to be appointed committee chair and from the *USAWE Members Interested in Volunteering and Serving Form* submission, Katherine Adams expressed interest in serving on this committee.

*Bio – Terry O’Neal – see attached*

*Bio – Katherine Adams*

I am the Fiscal Manager at Walnut Avenue Family & Women's Center. I handle all the daily finances. Including managing grant receivables and expenditures following multiple grants many unique criteria. I have been with the agency for over six years. Our annual revenue is over two million dollars. Prior to getting back into finance I had my own personal training business for seventeen years. And started and maintained a company that created and manufactured clothing for women dealing with breast cancer.

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

<b>Motion 1:</b> Appoint <b>Terry O’Neal</b> (R1-ID) chair, <b>Katherine Adams</b> (R2-CA) member and affirm <b>Brittney Flowers</b> (R1-AK) member of the Financial Oversight Committee, effective immediately
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**# approved, # opposed, #abstained, # recused.**

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Per Bylaws of USA Working Equitation, **Decisions by Email require unanimous approved consensus.** If an e-Motion(s) is not unanimously approved (opposed, abstained, no vote) by the current (13) Board of Directors, e-voting will be suspended and the topic will be placed on the next BOD agenda for live discussion and vote.

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Per Bylaws of Working Equitation (USAW) > Article V > Section 14 Decisions by Mail or Email:

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Sincerely,

*Kris Blacklock*  
Secretary, USA Working Equitation

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

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

7:09 AM  
(10  
minutes  
ago)

to Full, Amie

Approve Motion#1

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*Kris Blacklock, USAWE Secretary*

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**USAWE R4 Director**

7:22 AM  
(1  
minute  
ago)

to me, Amie, Full

I approve  
Kiki Pantaze  
RD4

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**Region 2 Director**

7:48 AM  
(7  
minutes  
ago)

to USAWE, me, Full

I approve motion 1

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

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**USAWE Treasurer**

8:39 AM  
(2  
minutes  
ago)

to Full, me, Amie

I approve the FOC motion. Leesa

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BOARD OF DIRECTORS DECISION BY EMAIL – 10.25.2023



**Amie Perryman**

8:43 AM  
(0  
minutes  
ago)

to me, Full

Approve Motion#1

Amie D (Fulks) Perryman

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**At Large Director 2**

8:47 AM  
(1 hour  
ago)

to USAWE, me, Full, Amie

I approve the motion

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

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**Chris Stanko**

8:54 AM  
(1 hour  
ago)

to At, Amie, Full, me, USAWE

I approve.

Chris Stanko  
USAWE President

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**Doreen Atkinson**

9:05 AM  
(1 hour  
ago)

to me, Full, Amie

I approve  
Excellent candidates  
Thank you  
Doreen

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BOARD OF DIRECTORS DECISION BY EMAIL – 10.25.2023



Doreen Atkinson  
President Elect

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**At Large Director 1**

9:06 AM  
(1 hour  
ago)

to me, Full, Amie

I approve this motion

Robin Bond  
At Large Director 1

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**Region 7 Director**

10:17 AM  
(4  
minutes  
ago)

to At, me, Full, Amie

I approve this motion

Rebecca Algar  
Region 7 Director

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**USAWE R1 Director**

12:54 P  
M (5  
hours  
ago)

to me, Full, Amie

Approve

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

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**USAWE R5 Director**

Tue, Oct 24,  
10:09 PM (2  
hours ago)

to USAWE, Amie, Full, me

I approve.

Becky Sherven  
USAWE Region 5 Director

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**BOARD OF DIRECTORS DECISION BY EMAIL – 10.25.2023**

**USAWE R3 Director**



9:33 AM  
(8  
minutes  
ago)

to me, Full, Amie

I approve

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All (13) e-Votes cast 10.25.2023 9:33 AM Central