

Decision by Email sent 10.26.2023 7:32 PM Pacific via email by Secretary Kris Blacklock; e-Voting results listed below. All (13) Board of Director e-Votes received 10.28.2023 9:08 AM Central via email.

Minutes Approval: 10.28.2023 Decision by Email minutes were e-approved 11.3.2023 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 10.28.2023		
Executive Committee		Approved	Opposed Abstained	Recused
President	Chris Stanko	1,2		
President Elect	Doreen Atkinson	1,2		
Secretary	Kris Blacklock	1,2		
Treasurer	Leesa Nero	1,2		
At Large Director 1	Robin Bond	1,2		
At Large Director 2	Stephanie Hayes	2		1
Regional Directors				
R1 Director	Heather Humelbaugh	1,2		
R2 Director	Katie Franklin	1,2		
R3 Director	Linda Frazier	1,2		
R4 Director	Kiki Pantaze	1,2		
R5 Director	Becky Sherven	1,2		
R6 Director	Amie Perryman	1,2		
R7 Director	Rebecca Algar	1,2		

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

DECISION BY EMAIL (2) motions sent to Board of Directors 10.26.23 7:32 PM Pacific.
Documented email votes from Full Board of Directors captured in the minutes (pg 2-6).

COMMITTEE APPOINTMENTS – COACHES NETWORK – requested by President Chris Stanko on behalf of the Coaches Network Committee members Nicole Coon and Michelle Lackey

Rationale: Appoint a new chair and members of the Coaches Network to replace chair and two members who recently resigned. Sue Watkins 'R' judge and Nicole Chastain Price 'S' judge are licensed officials; Stephanie Hayes and Michelle Lackey are both USAWE Coaches; Michelle Lackey and Nicole Coon are current member of the Coaches Network Committee.

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

Motion #1: Appoint Sue Watkins (R2-CA) as chair, Nicole Chastain Price (R2-CA) and Stephanie Hayes (R6-VT) members and reaffirm Nicole Coon (R1-OR) and Michelle Lackey (R5-OH) members of the Coaches Network Committee, effective immediately.

→ Motion passed by e-vote: 12 approved, 0 opposed, 0 abstained, 1 recused.

CORPORATE EMAIL ACCOUNTS – PRESIDENT and PRESIDENT ELECT – requested by Kristine Strasburger, USAWE Corporate Email Account Administrator

Rationale: Corporate email accounts should be assigned based on office held, or by committee needs. This was the original intention, and should be returned to. This will save the organization money in the long run, and allow for the continuity of communication according to the office.

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

Motion #2: Return to the original nomenclature for email accounts for offices of President and President Elect, and abandon personal name-based corporate email accounts, effective 12/1/23.

→ 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.

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

e-Vote by 5pm Oct 29 - (2) motions

Inbox

Search for all messages with label Inbox

Remove label Inbox from this conversation

9:32 PM

(2

minutes

ago)

USAWE Secretary <secretary@usawe.org>

to Full, me

e-Vote due 10.29.2023 - In an effort expedite two time sensitive requests, President Stanko reviewed the upcoming agenda items and determined both topics lend themselves to Decisions by Email.

DECISIONS BY EMAIL – By 5pm Sun October 29, please REPLY back to this email with your e-Vote(s) and ensure your response provides a reply signature.

Approve (2) e-Motions ~**OR~** Individual Vote (approve, oppose, abstain)

- 1.
- 2.

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.

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



BOARD OF DIRECTORS DECISION BY EMAIL – 10.28.2023



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.

----- (2) Motions for e-Vote -----

COMMITTEE APPOINTMENTS – COACHES NETWORK – requested by President Chris Stanko on behalf of the Coaches Network Committee members Nicole Coon and Michelle Lackey

Rationale: Appoint a new chair and members of the Coaches Network to replace chair and two members who recently resigned. Sue Watkins ‘R’ judge and Nicole Chastain Price ‘S’ judge are licensed officials; Stephanie Hayes and Michelle Lackey are both USAWE Coaches and Nicole Coon is a current member of the Coaches Network Committee.

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

Motion #1: Appoint Sue Watkins (R2-CA) as chair, Nicole Chastain Price (R2-CA) and Stephanie Hayes (R6-VT) members and reaffirm Nicole Coon (R1-OR) and Michelle Lackey (R5-OH) members of the Coaches Network Committee, effective immediately.

® e-Vote: # approved, # opposed, # abstain.

CORPORATE EMAIL ACCOUNTS – PRESIDENT and PRESIDENT ELECT – requested by Kristine Strasburger, USAWE Corporate Email Account Administrator

Rationale: Corporate email accounts should be assigned based on office held, or by committee needs. This was the original intention, and should be returned to. This will save the organization money in the long run, and allow for the continuity of communication according to the office.

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

Motion #2: Return to the original nomenclature for email accounts for offices of President and President Elect, and abandon personal name-based corporate email accounts, effective 12/1/23.

® e-Vote: # approved, # opposed, # abstain.

Sincerely,

Kris Blacklock
Secretary, USA Working Equitation

USAWE Secretary <secretary@usawe.org>

9:34 PM
(0
minutes
ago)

to Full

Approved both motions.

Note: In addition to Nicole Coon, Michelle Lackey is also a current member of the Coaches Network Committee

Kris Blacklock, USAWE Secretary
(608) 370-4629 (Central Time)

USAWE R4 Director

9:35 PM
(0
minutes
ago)



BOARD OF DIRECTORS DECISION BY EMAIL – 10.28.2023



to me, Full

I approve both motions
Kiki Pantaze
RD4

Chris Stanko

9:37 PM
(0
minutes
ago)

to USAWE, Full, me

I approve both motions

Chris Stanko
USAWE President

Region 2 Director

9:40 PM
(2
minutes
ago)

to Chris, Full, me

I approve both motions

*Thanks Again
Katie Franklin
Region 2 Director USAWE*

USAWE Treasurer

9:47 PM
(0
minutes
ago)

to me, Full

I approve both motions. Leesa.

Region 7 Director

Thu, Oct 26,
10:57 PM (9
hours ago)

to USAWE, me, Full

I approve both motions.

Rebecca Algar
Region 7 Director



BOARD OF DIRECTORS DECISION BY EMAIL – 10.28.2023



USAWE R5 Director

3:28 AM
(5 hours
ago)

to me, Full

Approved (1 and 2).

Becky Sherven
USAWE Region 5 Director

Doreen Atkinson

7:38 AM
(1 hour
ago)

to USAWE, Full, me

I approve both motions
Doreen

USAWE R1 Director

Fri, Oct 27,
11:37 AM (2
days ago)

to Doreen, USAWE, me, Full

Approve both

*Heather Humelbaugh
USA Working Equitation
Region 1 Director*

At Large Director 2

Fri, Oct 27,
11:58 AM (2
days ago)

to USAWE, Doreen, USAWE, me, Full

I recuse from motion#1 and approve motion #2.

*Stephanie Hayes
USA Working Equitation
At Large Director 2*

USAWE R6 Director

Fri, Oct 27,
2:33 PM (2
days ago)

to me

I approve both motions.



BOARD OF DIRECTORS DECISION BY EMAIL – 10.28.2023



Amie Perryman
Region 6 Director

At Large Director 1

to me, Full

I approve both motions

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Robin Bond
USAWE
At Large Director 1

Fri, Oct 27,
9:23 PM (2
days ago)

USAWE R3 Director

to me, Full

i approve both.

All (13) Board of Director e-Votes received 10.28.2023 9:08 AM Central via email.

Oct 28, 2023,
9:08 AM (1
day ago)