

Decision by Email sent 12.14.2023 2:45 PM Central via email; e-Voting results listed below.

All (12) Board of Director e-Votes received 12.16.2023 7:31 AM Central via email.

Minutes Approval: 12.16.2023 Decision by Email minutes were e-approved 12.21.2023 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 12.16.2023				
Executive Committee		Approved	Opposed	Abstained	Recused	No Vote
President	Doreen Atkinson	1,2,3,4,5				
President Elect	Tracey Erway	2	1,3,4,5			
Secretary	Amie Perryman	1,2,3,4,5				
Treasurer	Leesa Nero	1,2,3,4,5				
At Large Director 1	Robin Bond	2		1,3,4,5		
At Large Director 2	Stephanie Hayes	1,2,3,4,5				
Regional Directors						
R1 Director	Sara Mackenzie	1,2	3,4,5			
R2 Director	Katie Franklin	1,2,3,4,5				
R3 Director	Chris Stanko	1,2,3,4,5				
R4 Director	Kiki Pantaze	2				1,3,4,5
R5 Director	Sara Barnwell	1,2,3,4,5				
R6 Director	To be Appointed	--	--		--	--
R7 Director	Pat Melton	1,2,3,4,5				

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

Per Bylaws of Working Equitation (USAWE) > Article V > Section 14 Decisions by Mail or Email: **Decisions by Email require unanimous consensus.** DECISION BY EMAIL (5) motions sent to Board of Directors. Documented email votes from Full Board of Directors captured in the minutes (pg 4-12).

MOTION BY AMIE PERRYMAN, SECRETARY; SECOND BY DOREEN ATKINSON, PRESIDENT

Motion 1: Appoint **Cera Olson** (R6-MD) to fill the remaining term as Region Director 6 through November 30, 2024, effectively immediately.

→ **Motion failed, vote not unanimous; 9 approved, 1 opposed, 1 abstained, 0 recused, 1 no vote.**

MOTION BY AMIE PERRYMAN, SECRETARY; SECOND BY KIKI PANTAZE, REGION 4 DIRECTOR

Motion 2: Appoint **Linette Bond** (R6-VA) as a member of the Marketing and Promotion committee, effective January 1, 2024.

→ **Motion passed by e-vote with 12 approved, 0 opposed, 0 abstained, 0 recused.**

MOTION BY DOREEN ATKINSON, PRESIDENT; SECOND BY CHRIS STANKO, REGION 3 DIRECTOR

Motion 3: Appoint the **Secretary** and **Clerical Assistant** to the Elections committee; and reaffirm **Jody Fontanetta** (R7-TN) as committee member and **Biddie Lowry** (R6-VA) as committee chair, effective December 13, 2023.

→ **Motion failed, vote not unanimous; 8 approved, 2 opposed, 1 abstained, 0 recused, 1 no vote.**

MOTION BY DOREEN ATKINSON, PRESIDENT; SECOND BY KIKI PANTAZE, REGION 4 DIRECTOR

Motion 4: Appoint the **Secretary** and **Clerical Assistant** to the Bylaw Review Task Force; and reaffirm **Jeanne Bond** (R6-MD), **Leslie Martien** (R3-CO) and **Kristine Strasburger** (R3-NE) as task force members, effective December 13, 2023.

→ **Motion failed, vote not unanimous; 8 approved, 2 opposed, 1 abstained, 0 recused, 1 no vote.**

MOTION BY DOREEN ATKINSON, PRESIDENT; SECOND BY CHRIS STANKO, REGION 3 DIRECTOR

Motion 5: Appoint the **Secretary** and **Clerical Assistant** to the Website committee as committee members and as Website Editors; reaffirm **Adrienne Raymond** (R1-WA), **Amie Perryman** (R6-VA) as committee member; and **Kristine Strasburger** (R3-NE) as committee chair, effective December 13, 2023.

→ **Motion failed, vote not unanimous; 8 approved, 2 opposed, 1 abstained, 0 recused, 1 no vote.**

eMail Vote – sent by Clerical Assistant at the request of the President

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.

Clerical Assistant

Dec 14, 2023,
2:45 PM (2
days ago)

to Full, Clerical

Board Members, an e-Vote reply is due 12.17.2023 - In follow up to the 12.13.2023 Board of Directors meeting, President Atkinson determined (5) topics lend themselves to Decisions by Email (see below). Clerical Assistant Kris Blacklock is assisting Secretary Amie Perryman with capturing BOD e-votes.

DECISIONS BY EMAIL – By Dec 17, please reply back to this email by 5pm Pacific with your e-Vote(s) on the (5) Motions and ensure your response provides a reply signature. Thank you!

Approve all (5) e-Motions

~OR~

Individual Vote (in favor, oppose, abstain, recuse); **In Favor** = Yes, **Oppose** = No, **Abstain** = decline to vote, **Recuse** = remove oneself from vote to avoid a conflict of interest

- 1.
- 2.
- 3.
- 4.
- 5.

Per Bylaws of Working Equitation (USAWE) > Article V > Section 14 Decisions by Mail or Email: **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 January 10, 2024 agenda for live BOD discussion and vote.

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.

CORPORATE – REGION 6 DIRECTOR APPOINTMENT – by Amie Perryman, Secretary

Rationale: Fill Region 6 Director vacancy through November 30, 2024 due to Amie Perryman’s resignation as Region 6 Director appointment to Secretary on December 13, 2023.

MOTION BY AMIE PERRYMAN, SECRETARY; SECOND BY DOREEN ATKINSON, PRESIDENT

Motion 1: Appoint **Cera Olson** (R6-MD) to fill the remaining term as Region Director 6 through November 30, 2024, effectively immediately.

in favor, # opposed, # abstained, # recused

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

Rationale: Fill committee vacancy with a highly qualified 2024 member Linette Bond (R6-VA). Effective date matches membership date.

MOTION BY AMIE PERRYMAN, SECRETARY; SECOND BY KIKI PANTAZE, REGION 4 DIRECTOR

Motion 2: Appoint **Linette Bond** (R6-VA) as a member of the Marketing and Promotion committee, effective January 1, 2024.

in favor, # opposed, # abstained, # recused

COMMITTEE APPOINTMENTS – by Doreen Atkinson, President

Rationale: Update committees based on 12/13/23 BOD appointments.

MOTION BY DOREEN ATKINSON, PRESIDENT; SECOND BY CHRIS STANKO, REGION 3 DIRECTOR

Motion 3: Appoint the **Secretary** and **Clerical Assistant** to the Elections committee; and reaffirm **Jody Fontanetta** (R7-TN) as committee member and **Biddie Lowry** (R6-VA) as committee chair, effective December 13, 2023.

in favor, # opposed, # abstained, # recused

MOTION BY DOREEN ATKINSON, PRESIDENT; SECOND BY KIKI PANTAZE, REGION 4 DIRECTOR

Motion 4: Appoint the **Secretary** and **Clerical Assistant** to the Bylaw Review Task Force; and reaffirm **Jeanne Bond** (R6-MD), **Leslie Martien** (R3-CO) and **Kristine Strasburger** (R3-NE) as task force members, effective December 13, 2023.

in favor, # opposed, # abstained, # recused

MOTION BY DOREEN ATKINSON, PRESIDENT; SECOND BY CHRIS STANKO, REGION 3 DIRECTOR

Motion 5: Appoint the **Secretary** and **Clerical Assistant** to the Website committee as committee members and as Website Editors; reaffirm **Adrienne Raymond** (R1-WA), **Amie Perryman** (R6-VA) as committee member; and **Kristine Strasburger** (R3-NE) as committee chair, effective December 13, 2023.

in favor, # opposed, # abstained, # recused

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Kris Blacklock

USAWE Clerical Assistant, authorized to receive/send email from info@usawe.org
(608) 370-4629 Central Time



e-Votes from Full Board of Directors (12 responses)

Region 2 Director

Thu, Dec 14,
3:00 PM (2
days ago)

to USAWE, Clerical, Full, me

I Approve all (5) e-Motions

*Thanks Again
Katie Franklin
Region 2 Director USAWE*

USAWE Treasurer

Thu, Dec 14,
3:11 PM (2
days ago)

to Clerical, Full

I approve all 5 motions.

*Leesa Nero
USA Working Equitation
Treasurer*

USAWE President Elect

Thu, Dec 14,
4:56 PM (2
days ago)

to Clerical, Full

So we are being asked to appoint POSITION holders to committees, not individual members? What is the reasoning for that? What is the background on the marketing person?

Clerical Assistant

Thu, Dec 14,
5:03 PM (2
days ago)

to USAWE, Full

Tracey,

Yes, similar to the International Committee where the President and President-Elect are committee members.

Both Secretary and Clerical Assistant are integral to the Bylaws, Elections and Website. These committee appointments are in alignment with their position duties and responsibilities.

The Elections went alot smoother by having Secretary involved this past year (feel free to confirm with Biddie Lowry, Elections chair). Bylaws are a responsibility of Secretary and Clerical Assistant. Website and Website Editor access is critical for making updates, posting agendas, minutes, etc.

Amie Perryman can provide Marketing appointment background.

e-Approved 12.21.2023 - DECISION BY EMAIL – 12.16.2023



BOARD OF DIRECTORS DECISION BY EMAIL – 12.16.2023



Kris Blacklock

USAWE Clerical Assistant authorized to send/respond to email sent to info@usawe.org

USAWE Secretary <secretary@usawe.org>

Thu, Dec 14,
5:08 PM (2
days ago)

to USAWE, Clerical, Full

Linette is a professional graphic designer, website designer and marketing specialist. Here's more about her:

https://www.linkedin.com/in/linettebond?utm_source=share&utm_campaign=share_via&utm_content=profile&utm_medium=ios_app

I work with her on many website and ad projects and she has done several for USAWE to date. She has a cute Arabian mare I work with and she takes lessons on my L3 Paint mare.

She just joined USAWE and wants to give her time to help us better promote our brand!

Amie Perryman
Secretary

USAWE Secretary <secretary@usawe.org>

Thu, Dec 14,
5:10 PM (2
days ago)

to Clerical, Full

I approve all motions

Amie Perryman
Secretary
352-209-0068

At Large Director 2

Thu, Dec 14,
5:32 PM (2
days ago)

to me, Clerical, Full

I approve all 5 motions.

Stephanie Hayes
USA Working Equitation
At Large Director 2



BOARD OF DIRECTORS DECISION BY EMAIL – 12.16.2023



USAWE R7 Director

to At, me, Clerical, Full

I approve all 5 motions

Pat Melton
USA Working Equitation
Region 7 Director

USAWE President

to USAWE, At, me, Clerical, Full

I approve all 5 motions
Doreen

USAWE R5 Director

to Clerical, Full

I approve all 5 motions.

Sara Barnwell

Region 5 Director
USAWE
Email: r5director@usawe.org

USAWE R3 Director

to USAWE, Clerical, Full

I approve all 5 motions

USAWE President Elect

to me, Clerical, Full

Thank you for sharing her info! She seems lovely. /t

USAWE President Elect

to Clerical, Full

Thu, Dec 14,
6:49 PM (2
days ago)

Thu, Dec 14,
8:00 PM (2
days ago)

Thu, Dec 14,
8:19 PM (2
days ago)

Thu, Dec 14,
8:21 PM (2
days ago)

Fri, Dec 15,
1:15 AM (1
day ago)

Fri, Dec 15,
3:37 AM (1
day ago)



BOARD OF DIRECTORS DECISION BY EMAIL – 12.16.2023



Board Members,

I am surprised that these approvals arrived unexpectedly today after we just met yesterday. There was no mention in the board meeting of most of these coming. I don't believe Robert's Rules supports background motions and seconds without the board being aware they are occurring. Roberts Rules supports email voting if it is in the bylaws which we do have, but how the motions are created and seconded.... Please explain the process to me. If the requirement is that every board member must approve to these for these to pass, then there should be greater information released as to why they are being requested in such an unexpected manner. I am unable to approve all of these.

2. I approve motion 2 for the Marketing committee member. I support the Marketing director's choice for a new committee member and it was brought up in the BOD meeting so I'm comfortable with this. Excited about this committee member!

1. I oppose motion 1. I thought we discussed in the BOD that we would be asking if anyone else was interested in the Region 6 Director position (maybe I misunderstood). I like this candidate very much, but feel we have an obligation to ask if anyone else would be interested before putting someone into that position. These are elected positions and most of us are not in the region to be making a choice for them. I would expect the exiting Region 6 Director to announce their resignation to that region and put out a request for candidates for board approval. Perhaps that has been done, I am just not aware.

3, 4, 5: I oppose motions 3, 4 and 5. **What does: "Rationale: Update committees based on 12/13/23 BOD appointments." mean?** These are not updates, these are new appointments. I do not understand this rationale. I just have not seen justification as to why the Secretary and clerical assistant should be blandly applied to committees when recent discussions focused on how the two current role holders are already stretched thinly across many committees and roles. I haven't seen any information that states why they would be significant contributors to the committees. If such information exists, I'd be happy to review, I just don't feel comfortable expanding roles that have recently be described as "a second job" for volunteers who have "first jobs". Again, we should strive to keep the required contributions of our volunteers to acceptable and reasonable levels, and while the current role holders might want to be part of those committees, they should do so as members, not as position holders. By approving positions to be placed on those committees it forces future members who are voted or placed in those positions to have to take on those roles as well. I simply don't see a need for their participation at this time. I personally asked for a prioritization of the duties of the secretary to lessen the load and I stated concerns of putting too much load on the clerical assistant role and instead, immediately, the roles expanded. To be consistent in my approach, I am not approving these official expansions of duties of these roles.

We should indeed have collaboration which can be done unofficially, or as individual members.

Tracey

USAWA Secretary <secretary@usawe.org>

Fri, Dec 15,
7:07 AM (1
day ago)

to USAWE, Clerical, Full

I did speak to the replacement of the R6 position in my letter to the board and desire to take on the Sec position. It was a prerequisite for me personally, to find a solid replacement so that position does not go into the new year empty. I spoke to no less than a dozen qualified members before settling on the one I presented to the board. It should be noted NO other person was willing or able to take it - which was the same situation when I was appointed. I tried to bring discussion up in our BOD meeting re: the R6 appointment. I will continue to monitor that email and perform the duties of R6 until the next BOD meeting. In the mean time I can announce on FB and perhaps an email to R6 members for anyone to volunteer.

Regarding the other motions, it would have been nice to get a little more background and instruction to the new members of the BOD so there was clarity as to why these appointments are made. I do think that having a presence

on some committees that are reluctant to the position is important. Even if it's just a courtesy and for information sharing. We need more of this. The committees should have some more collaboration/communication. (Speaking as marketing chair) I'd like marketing to have a communications director at some point to help our messaging improve both internally and externally.



Amie Perryman
Secretary

USAWE R5 Director

Dec 15,
2023,
7:31 AM (1
day ago)

to USAWE, Clerical, Full

Hi Tracey -

I considered the points you made and actually thought about all of that prior to approving all of the motions.

I remembered Amie sharing that she had talked to and considered many people before making a recommendation for a new R6 director. I feel comfortable with her recommendation and am good to move forward without additional steps.

Regarding the additional committee appointments, your points are valid and I agree with them! However, I approved the motions because I also see the logic of these folks serving on these committees. That being said, I think this could be an opportunity, moving forward, to consider how the committees may be constructed AND how the various roles are structured to ensure we aren't causing burn out with volunteers. There may be the option of people being on committees in an "advisory" role rather than an active role so they are kept in the loop but don't have a long list of associated "to dos" - something to think about!

I am not sharing this so you change your vote but rather to say that I think the points are valid (but they also didn't cause me to vote no on the motions). I think we have some awesome opportunities to continue to improve our processes/procedures moving forward! I am excited to be part of this! Thank you!

Sara Barnwell
Region 5 Director
USAWE
Email: r5director@usawe.org

At Large Director 2

Fri, Dec 15,
7:47 AM (1
day ago)

to USAWE, USAWE, Clerical, Full

Going forward for those new to the board, a reminder that "**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 January 10, 2024 agenda for live BOD discussion and vote. "

If you are in question about the motion, need more information or have concerns, it may be best to ask first and have a discussion before you place a NO vote so that things don't get held up unnecessarily. Of course if you're a firm NO on something that is your prerogative. I think taking the time to gather more information or share your concern before voting will help us move things forward in a timely manner.



BOARD OF DIRECTORS DECISION BY EMAIL – 12.16.2023



Stephanie Hayes
USA Working Equitation
At Large Director 2

USAWE President Elect

Fri, Dec 15,
10:30 AM (22
hours ago)

to At, USAWE, Clerical, Full

Folks,

None of these requests are urgent, nor did they need an email vote. January would have been soon enough.

Why is the clerical ASSISTANT sending out our voting emails? Why would the clerical assistant be placed on committees? Inappropriate. The clerical assistant is not on the board.

The other issues border on ethical issues, whether intentionally or not.

1) Opportunities to be on the board should be made available to all members (in this case R6).

USAWE R1 Director

Fri, Dec 15,
10:30 AM (22
hours ago)

to Clerical, Full

I have to say I am feeling torn about some of these votes.

Motion 1- I approve but with concern.

I have no concerns about Cera- she seemed like she would be a lovely addition to the team.

My concern is a process concern in regards to how we nominate people to fill positions that don't have an immediate fill requirement (my interpretation of bylaws). Are we transparently announcing there is a vacancy within the region (if regional) and asking our full membership of the region if anyone would like to be considered for appointment to complete the term? If not, we miss an opportunity to engage membership, expand our perspectives, and be transparent about the process and workings of the board.

Motion 2 I approve without concern as a committee chair has the role of appointing members to the committee.

Motions 3-5 I do not approve.

I have no concerns with the reappointments and approve those but suspect as linked into motion, that isn't allowed without separate vote. I have concern with the assignment of secretary and clerical assistant to these committees as requirements of the committees without discussion. This aspect of the motions would create a permanent structure change to the committees and, while this may be a good thing, I don't know enough to vote for it at this time. It does not necessarily seem to me that the roles and responsibilities required of the secretary and clerical assistant require membership on these committees (just, potentially, good working relationships as they would need with all committees).

Thoughts to ponder regarding recruitment for vacated positions and committee membership:

I suspect this will come up in the work we are planning but I am unclear how committee membership is structured and appointed. And yet, the committees are where the work of our organization happens and so membership on committees is super important!

Some committees appear to list mandatory inclusions (president, prez at large, regional director) while others seem unclear as to who is required and the only rule being that the committee chair requests appointments.

Page 9 of 12



BOARD OF DIRECTORS DECISION BY EMAIL – 12.16.2023



I recognize we are all volunteers and it can be hard to get people to step up and be part of the system but committees are a great way to engage members!

I definitely believe it is important for committee chairs to have a say. What I wonder is how we ensure wide representation from membership on committees. We have a button on the committee page for the "interested in volunteering and serving" form - do we use that when we have a vacancy? Do we reach out broadly with a call to add members when we have vacancies to recruit or just look to our smaller communities?

I am a strong believer that we all do our best work (and we will be a stronger organization) when we work with people who bring different perspectives to the table. That is the best way for each of us to see our own blindspots and to be respectfully pushed to challenge how we see the world. That can be really hard to do if we don't have a system in place to help us resist doing the easier thing of asking friends to fill roles.

Thanks for considering...
Sara

Sara Mackenzie
USA Working Equitation
Region 1 Director

USAWE President Elect

Fri, Dec 15,
10:49 AM (22
hours ago)

to Full

Folks,

None of these requests are urgent; they did not require an email vote.

Many of these issues border on ethical issues, whether intentionally or not. I have removed the clerical assistant from this reply.

Why is the clerical ASSISTANT sending out our voting emails? In appropriate. The clerical assistant is not on the board and should not be on this thread. Period. This is what the Secretary does.

Why would the clerical assistant be placed on committees? Inappropriate. This role might just be a temp hire working in the future.

Opportunities to be on the board should be made available to all members (in this case R6). Even if a good candidate is proposed, the process is inappropriate and could be described as nepotism.

According to the bylaws, committee chairs should propose new members for board approval. Why is the board proposing candidates?

I will not approve, nor should the board approve, the position of clerical assistant to any committee.

We cannot choose to "bend" rules when it is convenient for our purposes, yet hold others to a higher standard.

Tracey

USAWE President

Fri, Dec 15,
12:01 PM (20
hours ago)

to USAWE, Clerical, Full

Excellent perspective Sara and everyone

I too have those thoughts but also I have been on the board for 4 years and found some ways are just effective and a little more efficient.

Committee chairs are voted in by the board and the chairs recruit their members with board approval and many volunteers are on several committees.

I agree we can ask for more people to volunteer and each year we do our recruiting. I hope we get a good response and I do hope committees will look into the pool of candidates as needed. I also found, many put their hands up but really do not show up to work.

All this is not urgent and I do not want anyone on this board to feel rushed in a decision.

I'm happy to discuss at another time

The boards clerical assistant is allowed to assist me as I request. She also will assist the secretary. So if asked to email - she can

As far as clerical assistant being a part of the committee-it is also allowed but does not mean it's a set in stone policy. She will be assisting anyway throughout the year. It does not mean it will be a permanent assignment of a committee Unless the bylaws say so.

Let's all table this until after the holidays because as I said nothing is urgent. The motion of the marketing candidate can be voted on still for the others are not unanimous.

Thank you all for your comments and please if you have a concern with the conducting of some business of the board for the better-note it and we can work it through in time.

Thank you all

Doreen

USAWE R6 Director

Fri, Dec 15,
12:23 PM (20
hours ago)

to USAWE, Full

Because the Sec has the authority to delegate duties as seen fit. And one of my stipulations for taking this position was that Kris stay on as clerical assistant to help me. If that was an issue, it should have been brought up for discussion before the meeting and vote. There is no ethical issue here as far as I can see. I asked her to send that out while I was driving to FL. I want business to not be slowed by my being unavailable or new to the processes.

Amie Perryman
Region 6 Director

USAWE Secretary <secretary@usawe.org>

Dec 15, 2023,
12:53 PM (20
hours ago)

to USAWE, Full, USAWE

Sorry - that should have been from the Sec email. Thought I'd switched accounts!! My fingers are faster than my iPhone!



Amie Perryman
Secretary



BOARD OF DIRECTORS DECISION BY EMAIL – 12.16.2023



At Large Director 1

Fri, Dec 15,
5:37 PM (15
hours ago)

to Clerical, Full

I approve motion 2, the appointment of Linette Bond to the marketing committee.

As the other motions have already been slated for discussion. I will abstain from motions 1,3,4 and 5.

--

Robin Bond
USAWE
At Large Director 1

USAWE President Elect

Dec 15, 2023,
7:53 PM (13
hours ago)

to me, Clerical, Full

Understood . It's the R6 position that would be the ethical challenge. I think we just need to put out a call to action to your region to give anyone the opportunity to respond, if no one does that great gal is good to vote in.

From my point of view we can't have an appointed board member put forth a second appointment. For the underhanded it's a way to stack the board. Plus it makes the appointment transparent to the rest of the org which is fabulous. As a member I always found these appointments to be very mysterious.

We all know you've worked like a dog to find someone, please don't take this personally.

/t

USAWE Secretary <secretary@usawe.org>

Fri, Dec 15,
8:00 PM (12
hours ago)

to USAWE, Clerical, Full

Good points. Thanks!

USAWE R4 Director

7:31 AM
(1 hour
ago)

to me, Clerical, Full, USAWE

I approve Motion 2.

Kiki Pantaze
R4D

All (12) Board of Director e-Votes received 12.16.2023 5:31 AM Pacific via email.