

Decision by Email sent 5.15.2024 5:11 PM Eastern via email; e-Voting results listed below.
All (13) Board of Director e-Votes received 5.16.2024 5:36 PM Central via email.

Minutes Approval: 5.16.2024 Decision by Email minutes were e-approved 05.19.2024 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 5.16.2024 | | |
|---------------------|-----------------|------------------|----------------------|---------|
| Executive Committee | | Approved | Opposed Abstained | Recused |
| President | Doreen Atkinson | Approved | | |
| President Elect | Tracey Erway | Approved | | |
| Secretary | Amie Perryman | Approved | | |
| Treasurer | Leesa Nero | Approved | | |
| At Large Director 1 | Robin Bond | Approved | | |
| At Large Director 2 | Stephanie Hayes | Approved | | |
| Regional Directors | | | | |
| R1 Director | Sara Mackenzie | Approved | | |
| R2 Director | Mary Young | Approved | | |
| R3 Director | Chris Stanko | Approved | | |
| R4 Director | Kiki Pantaze | Approved | | |
| R5 Director | Sara Barnwell | Approved | | |
| R6 Director | Cera Olson | Approved | | |
| R7 Director | Pat Melton | Approved | | |

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

Per Bylaws of Working Equitation > 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 (pgs. 2-5).

DOREEN ATKINSON, PRESIDENT made a motion; AMIE PERRYMAN, SECRETARY, seconded

Motion #1: Authorize the Professional Development committee to purchase name badges for all USAWE professionals recognized within the Professional Development Program. Badges should include USAWE logo, recognized professional name, and position, not to exceed \$25 per badge for production and shipping. effective immediately

→ **Motion passed by e-vote 13 in favor, 0 oppose, 0 abstain, 0 recuse, 0 absent.**

5.1 Professional Instructor Program Fees

- \$22 PI Program Application - To declare intention to pursue PI program.
- \$70 PI Program Membership - Once all requirements have been met.
- \$60 PI Annual Renewal - Due July 1.
- \$60 PI Reinstatement - Requirements outstanding over 90 days.

DOREEN ATKINSON, PRESIDENT made a motion; LEESA NERO, TREASURER, seconded

Motion #2: Approve the fee changes for the Professional Development Program, effective immediately.

→ **Motion passed by e-vote 13 in favor, 0 oppose, 0 abstain, 0 recuse, 0 absent.**

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



BOARD OF DIRECTORS DECISION BY EMAIL – 5.16.2024



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)

Wed, May 15, 5:11 PM (1 day ago)

USAWE Secretary <secretary@usawe.org>

to Full, Professional

President Doreen Atkinson has determined (2) time sensitive topics lend themselves to BOD Decisions by Email. If you have any questions and/or concerns, please reach out to Sue Watkins, Professional Development Chair (cc'd on this eVote request) as the fees and name tags are critical to the Professional Development (annual fees to be invoiced June 1), name tags ordered thereafter.

Note: A provisional policy review will be set up as soon as the Professional Program is formatted for BOD review (currently in process with Sue Watkins and Jeanne Bond).

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 June 12, 2024 agenda for live BOD discussion and vote.

DECISIONS BY EMAIL – (2) Motions - please vote by 5pm Sat May 18, 2024

PROFESSIONAL INSTRUCTORS NAME BADGES – requested by Sue Watkins, Chair

Rationale: The Professional Development (ProDev) committee is asking BOD approval to purchase name badges for all USAWE professionals recognized within the Professional Development Program. There are currently 19 recognized Professional Instructors.

ProDev will be following the process provided by Leslie Martien, LOC Admin who is responsible for purchasing similar name badges for the LO program approved by the BOD 8/23/2021. The USAWE PayPal Debit Card will be used to order badges (similar to the LOC badge ordering process).

Table with 3 columns: Date (8/23/2021), Action (BOD), and Description (Authorize the LOC to purchase name badges for all Licensed Officials. Badges should include USAWE logo, officials' names, and position, not to exceed \$25 per badge for production and shipping).

Table with 4 columns: Name (Name Badges Inc * PayPal MC), Description (NAME BADGES Name badges issued by LOC to accredited licensed officials (TDs and Judges 'L, r, R, S'); not to exceed \$25 each. Vendor: Name Badges Inc. 800-243-9227 support@namebadge.com Name Badge: 1.5x3" premium silver magnetic fastener template 13), BOD approved (8/23/2021), and Payment (Pay for as needed \$25 ea PayPal Debit Card).

ProDev will use the same company 'Name Badges Inc' as they already have the logo and badge template layout. Per Leslie the magnetic badges average \$25.00 each including layout and shipping. USAWE to pay for the initial badges for each professional. Replacements, if needed, would have to be purchased by the recognized professional. Badge to include USAWE logo, the professional's name, and Professional Instructor. As the program grows, people holding different recognitions would get a separate badge for each (to clarify which role they are fulfilling at a given event). Due to the additional fees the ProDev Committee has added to the program and the great increase in members interested in participating in the program, these costs should not impact the budget over the course of the year.

DOREEN ATKINSON, PRESIDENT made a motion; AMIE PERRYMAN, SECRETARY, seconded

Motion #1: Authorize the Professional Development committee to purchase name badges for all USAWE professionals recognized within the Professional Development Program. Badges should include USAWE logo, recognized professional name, and position, not to exceed \$25 per badge for production and shipping. effective immediately

eVote with # in favor, # oppose, # abstain, # recuse, # absent.

PROFESSIONAL DEVELOPMENT FEES – requested by Sue Watkins, Chair

Rationale: The Professional Development (ProDev) committee is asking BOD approval for fee changes within the Professional Development Program Policies and Procedures > 5. **FEE AND PAYMENT PROCEDURE.** Previously, the Coaches Network fees were **\$150** application fee and **\$75** bi-annual renewal fee. Previous recognition was valid for two years (which is difficult to track); hence a change from 2yr fees to annual fees (just like all other USAWE fees).

5.1 Professional Instructor Program Fees

\$22 PI Program Application - To declare intention to pursue PI program.

\$70 PI Program Membership - Once all requirements have been met.

\$60 PI Annual Renewal - Due July 1.

\$60 PI Reinstatement - Requirements outstanding over 90 days.

DOREEN ATKINSON, PRESIDENT made a motion; LEESA NERO, TREASURER, seconded

Motion #2: Approve the fee changes for the Professional Development Program, effective immediately

eVote with # in favor, # oppose, # abstain, # recuse, # absent.



Amie Perryman
Secretary

USAWE R7 Director

Wed, May 15,
7:58 PM (21 hours
ago)

to me, Full, Professional

I vote in favor of both Motion #1 and Motion #2 as described in the above.

Pat Melton
USA Working Equitation
Region 7 Director

USAWE President

Wed, May 15,
9:14 PM (20 hours
ago)

to USAWE, me, Full, Professional

I approve both

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Doreen Atkinson
President USAWE



BOARD OF DIRECTORS DECISION BY EMAIL – 5.16.2024



Wed, May 15,
9:45 PM (19 hours ago)

USAWE Treasurer

to me, Full, Professional

I approve both motion. Leesa.

At Large Director 2

Wed, May 15,
9:53 PM (19 hours ago)

to USAWE, USAWE, me, Full, Professional

I approve both motions.

*Stephanie Hayes
USA Working Equitation
At Large Director 2*

USAWE R3 Director

Wed, May 15,
10:28 PM (18 hours ago)

to At, Full, Professional, USAWE, USAWE, me

I approve both motions

Chris

USAWE R2 Director

12:45 AM (16 hours ago)

to USAWE, At, Full, Professional, USAWE, USAWE, me

I approve both motions

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Mary Young
Region 2 Director USAWE

USAWE R1 Director

8:02 AM (9 hours ago)

to USAWE, Full, Professional, me



I approve both.

Sara Mackenzie
Region 1 Director
USAWE

USAWE R5 Director

8:34 AM (8
hours ago)

to me, Full, Professional

I approve of both motions.

Sara Barnwell
Region 5 Director
USAWE

At Large Director 1

9:52 AM (7
hours ago)

to me, Full, Professional

I approve both motions

Robin Bond
USAWE
At Large Director 1

Tracey Erway

12:51 PM (4
hours ago)

to me, Full, Professional

I approve both.

Tracey Erway
President-Elect

USAWE R4 Director

2:15 PM (3
hours ago)

to Tracey, Full, Professional, me



I approve both motions.

Kiki Pantaze
R4 Director

USAWE R6 Director

4:19 PM (1
hour ago)

to USAWE, Tracey, Full, Professional, me

I approve both motions

Cera Olson
USAWE Region 6 Director

USAWE Secretary <secretary@usawe.org>

5:36 PM (3
minutes ago)

to USAWE, Full, Professional, Tracey, USAWE

I approve both motions.

Amie Perryman
Secretary

All (13) Board of Director e-Votes received 5.16.2024 5:36 PM Central via email.