

Decision by Email sent 6.29.2024 11:17 AM Central via email; e-Voting results listed below.
All (13) Board of Director e-Votes received 6.30.2024 8:05 PM Central via email.

Minutes Approval: 6.30.2024 Decision by Email minutes were e-approved 07.08.2024 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 6.30.2024		
Executive Committee		Approved	Opposed / Abstained	Recused
President	Doreen Atkinson	1,2,3,4,5,6a,6b,7,8,9		
President Elect	Tracey Erway	1,2,3,4,5,6a,6b,7,8,9		
Secretary	Amie Perryman	1,2,3,4,5,6a,6b,7,8,9		
Treasurer	Leesa Nero	1,2,3,4,5,6a,6b,7,8,9	Defer 6a, 6b as BOD approves	
At Large Director 1	Robin Bond	1,2,3,4,5,7,8,9	6a, 6b abstain	
At Large Director 2	Stephanie Hayes	1,2,3,4,5,7,8,9	6a, 6b abstain	
Regional Directors				
R1 Director	Sara Mackenzie	1,2,3,4,5,7,8,9	6a prefer, 6b abstain	
R2 Director	Mary Young	1,2,3,4,5,6a,6b,7,8,9		
R3 Director	Chris Stanko	1,2,3,4,5,7,8,9	6a abstain, 6b prefer	
R4 Director	Kiki Pantaze	1,2,3,4,5,6a,6b,7,8,9		
R5 Director	Sara Barnwell	1,2,3,4,5,6a,6b,7,8,9		
R6 Director	Cera Olson	1,2,3,4,5,7,8,9	6a abstain, 6b prefer	
R7 Director	Pat Melton	1,2,3,4,5,6a,6b,7,8,9	6a, 6b defer to Treasurer	

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 (pg 2-10).

MOTION BY ROBIN BOND, AT-LARGE DIRECTOR 1; SECOND BY STEPHANIE HAYES, AT-LARGE DIRECTOR 2

Motion #1: Authorize **Doreen Atkinson** (President), **Tracey Erway** (President-Elect), **Amie Perryman** (Secretary) and **Leesa Nero** (Treasurer) as USA Working Equitation account signers on all accounts at JPMorgan Chase Bank, N.A., effective July 1, 2024. Authorize **Leslie Martien**, Registered Agent of USA Working Equitation to make deposits to the USA Working Equitation accounts.

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

MOTION BY ROBIN BOND, AT-LARGE DIRECTOR 1; SECOND BY STEPHANIE HAYES, AT-LARGE DIRECTOR 2

Motion #2: Amend BOD 3/8/2023 motion “**Authorize Account Signers (President, President Elect, Secretary), with secondary approval, to move USAWE funds between accounts.**” To read “Authorize Account Signers (President, President Elect, Secretary), with secondary (2-officer) Executive Committee approval, to move USAWE funds between accounts.”

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

MOTION BY ROBIN BOND, AT-LARGE DIRECTOR 1; SECOND BY STEPHANIE HAYES, AT-LARGE DIRECTOR 2

Motion #3: Amend BOD 5/10/2023 motion “**Authorize Treasurer Erin O’Shaughnessy full account access with secondary approval to move USAWE funds between accounts.**” To read “Authorize Treasurer (during term in office) full account access with secondary (2-officer) Executive Committee approval to move USAWE funds between accounts.”

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

MOTION BY LEESA NERO, TREASURER; SECOND BY DOREEN ATKINSON, PRESIDENT

Motion #4: Authorize opening a 2-Month Term Certificate of Deposit (CD) at JPMorgan Chase Bank, N.A. for the majority of USAWE surplus funds (to be transferred to USAWE accounts as necessary); CD term starting July 1, 2024.

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

MOTION BY LEESA NERO, TREASURER; SECOND BY DOREEN ATKINSON, PRESIDENT

Motion #5: Authorize opening a 2-Month Term Certificate of Deposit (CD) at JPMorgan Chase Bank, N.A. for additional surplus USAWE funds (to be transferred to USAWE accounts as necessary); CD term starting August 1, 2024.

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

MOTION BY LEESA NERO, TREASURER; SECOND BY DOREEN ATKINSON, PRESIDENT

Motion #6a: Authorize opening a Savings Account at JPMorgan Chase Bank, N.A., by August 30, 2024.

→ **Motion failed, eVote not unanimously approved; 8 in favor, 0 oppose, 5 abstain, 0 recuse, 0 absent.**

MOTION BY LEESA NERO, TREASURER; SECOND BY DOREEN ATKINSON, PRESIDENT

Motion #6b: Authorize opening (3) three Savings Accounts at JPMorgan Chase Bank, N.A. for restricted funds (one account each for Emergency, International, Youth), by August 30, 2024.

→ **Motion failed, eVote not unanimously approved; 8 in favor, 0 oppose, 5 abstain, 0 recuse, 0 absent.**

MOTION BY LEESA NERO, TREASURER; SECOND BY AMIE PERRYMAN, SECRETARY

Motion #7: Authorize opening (2) two Credit Cards at JPMorgan Chase Bank, N.A. (one for **President** during term in office, one for **President-Elect** during term in office) not to exceed a \$5,000 credit limit, by August 30, 2024.

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

MOTION BY LEESA NERO, TREASURER; SECOND BY AMIE PERRYMAN, SECRETARY

Motion #8: Authorize opening a Checking Account at JPMorgan Chase Bank, N.A. by August 30, 2024.

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

MOTION BY LEESA NERO, TREASURER; SECOND BY AMIE PERRYMAN, SECRETARY

Motion #9: Authorize closing all USAWE bank accounts after all funds have been transferred from USBank to JPMorgan Chase Bank, N.A.

→ **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 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)

eVote by 5pm Pacific Sun June 30th - USAWE Bank Accounts

USAWE Secretary

Jun 29, 2024,
11:17 AM (1 day ago)

to Full, USAWE, me

e-Vote due 5pm Sunday June 30 - Treasurer Leesa Nero, as follow-up to June 12, 2024 BOD meeting, is asking for Decisions by Email which requires 100% response from all (13) Board of Directors.

By 5pm Pacific Sunday June 30, please reply back to this email with your e-Vote(s) and ensure your response provides a reply signature.

DECISIONS BY EMAIL – Approve all (9) e-Motions ~OR~ Individual Vote (in favor, oppose, recuse); **In Favor** = Yes, **Oppose** = No, **Recuse** = remove oneself from vote to avoid a conflict of interest

- 1.
- 2.
- 3.
- 4.
- 5.
- 6a.
- 6b.
- 7.
- 8.
- 9.

Per Bylaws of USA Working Equitation, **Decisions by Email require unanimous consensus**; if not unanimous, motion fails.

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.

USAWE BANK ACCOUNTS - eVote

Rationale: Per the BODs 6/12/2024 approval to move the organization’s funds from U.S. Bank to JPMorgan Chase Bank, N.A.(Chase), the necessary paperwork has been completed for Chase by Leesa Nero, Treasurer, and is being processed. Now BOD to determine what accounts to open and the amounts to fund accounts.

Leesa Nero, Treasurer recommends the following bank accounts for BOD approval.

Please call Leesa (813-334-3235 Eastern Time Zone) if anyone has any questions or concerns – need 100% BOD e-approval by July 1st for Motion #1 (deadline to open the \$100k Certificate of Deposit (CD) on July 1, 2024). A 100k minimum balance is required for a USAWE Account Relationship with Chase.

1. July 1st - **Open a 2-Month CD for \$100,000** for the 4.64% Interest Rate/4.75% APY*

*Chase Interest rate quote June 21, 2024.



BOARD OF DIRECTORS DECISION BY EMAIL – 6.30.2024



2. August 1st - **Open a 2-Month CD for \$50,000** for the 4.16% Interest Rate/4.25% APY*

*Chase Interest rate quote June 21, 2004.

CD's are staggered so we can deposit/withdraw, if necessary, at the beginning of September and October, etc.

3. **Savings Account** – Open a Savings Account (or 3 separate savings accounts) with about \$ **35,068.52**** which would only earn about 0.02% Interest*; Savings is a liquid account (money is not locked up for 2 months like the CD's); *Chase Interest rate quote June 21, 2004.

(1) One Savings Account comprised of:

\$**25,338.05**** +/- Emergency Fund

\$**7,53.54**** +/- International Funds

\$**2,191.93**** +/- Youth Restricted Funds.

** Opening Amount based on current funds as of 6/21/24 (could change within the next few weeks).

~OR~

(3) Three separate Savings Accounts

\$**25,338.05**** +/- Emergency Fund

\$**7,53.54**** +/- International Funds

\$**2,191.93**** +/- Youth Restricted Funds.

** Opening Amount based on current funds as of 6/21/24 (could change within the next few weeks).

It appears that no matter the starting savings balance the interest rate is the same so we "might" be able to have 3 different savings accounts with Chase and open more as needed. If Chase does not allow this the separation of funds can be tracked in QuickBooks.

4. **Credit Cards** - Apply for (2) two Chase Credit Cards: one for the *President* and one for the *President-Elect*.

5. **Checking Account** - At some point, we open the Chase Checking account with any leftover funds in USBank checking #1 and USBank Checking #2 \$665.00

6. **Transfer & Close Accounts at USBank** - When all accounts are moved from USBank to Chase, change QuickBooks to Chase Bank to receive deposits and be able to print ending bank statements to reconcile in QuickBooks and close out the U.S. Bank Accounts after all the above is completed.

(9) MOTIONS

MOTION BY ROBIN BOND, AT-LARGE DIRECTOR 1; SECOND BY STEPHANIE HAYES, AT-LARGE DIRECTOR 2

Motion #1: Authorize **Doreen Atkinson** (President), **Tracey Erway** (President-Elect), **Amie Perryman** (Secretary) and **Leesa Nero** (Treasurer) as USA Working Equitation account signers on all accounts at JPMorgan Chase Bank, N.A., effective July 1, 2024. Authorize **Leslie Martien**, Registered Agent of USA Working Equitation to make deposits to the USA Working Equitation accounts.

in favor, ## opposed, ## recused

MOTION BY ROBIN BOND, AT-LARGE DIRECTOR 1; SECOND BY STEPHANIE HAYES, AT-LARGE DIRECTOR 2

Motion #2: Amend BOD 3/8/2023 motion "Authorize Account Signers (President, President Elect, Secretary), with secondary approval, to move USAWE funds between accounts." To read "Authorize Account Signers (President, President Elect, Secretary), with secondary (2-officer) Executive Committee approval, to move USAWE funds between accounts."

in favor, ## opposed, ## recused

MOTION BY ROBIN BOND, AT-LARGE DIRECTOR 1; SECOND BY STEPHANIE HAYES, AT-LARGE DIRECTOR 2

Motion #3: Amend BOD 5/10/2023 motion “Authorize Treasurer Erin O’Shaughnessy full account access with secondary approval to move USAWE funds between accounts.” To read “Authorize Treasurer (during term in office) full account access with secondary (2-officer) Executive Committee approval to move USAWE funds between accounts.”

in favor, ## opposed, ## recused

MOTION BY LEESA NERO, TREASURER; SECOND BY DOREEN ATKINSON, PRESIDENT

Motion #4: Authorize opening a 2-Month Term Certificate of Deposit (CD) at JPMorgan Chase Bank, N.A. for the majority of USAWE surplus funds (to be transferred to USAWE accounts as necessary); CD term starting July 1, 2024.

in favor, ## opposed, ## recused

MOTION BY LEESA NERO, TREASURER; SECOND BY DOREEN ATKINSON, PRESIDENT

Motion #5: Authorize opening a 2-Month Term Certificate of Deposit (CD) at JPMorgan Chase Bank, N.A. for additional surplus USAWE funds (to be transferred to USAWE accounts as necessary); CD term starting August 1, 2024.

in favor, ## opposed, ## recused

MOTION BY LEESA NERO, TREASURER; SECOND BY DOREEN ATKINSON, PRESIDENT

Motion #6a: Authorize opening a Savings Account at JPMorgan Chase Bank, N.A., by August 30, 2024.

in favor, ## opposed, ## recused

~OR~

MOTION BY LEESA NERO, TREASURER; SECOND BY DOREEN ATKINSON, PRESIDENT

Motion #6b: Authorize opening (3) three Savings Accounts at JPMorgan Chase Bank, N.A. for restricted funds (one account each for Emergency, International, Youth), by August 30, 2024.

in favor, ## opposed, ## recused

MOTION BY LEESA NERO, TREASURER; SECOND BY AMIE PERRYMAN, SECRETARY

Motion #7: Authorize opening (2) two Credit Cards at JPMorgan Chase Bank, N.A. (one for **President** during term in office, one for **President-Elect** during term in office) not to exceed a \$5,000 credit limit, by August 30, 2024.

in favor, ## opposed, ## recused

MOTION BY LEESA NERO, TREASURER; SECOND BY AMIE PERRYMAN, SECRETARY

Motion #8: Authorize opening a Checking Account at JPMorgan Chase Bank, N.A, by August 30, 2024.

in favor, ## opposed, ## recused

MOTION BY LEESA NERO, TREASURER; SECOND BY AMIE PERRYMAN, SECRETARY

Motion #9: Authorize closing all USAWE bank accounts after all funds have been transferred from USBank to JPMorgan Chase Bank, N.A.

in favor, ## opposed, ## recused

--- END of eVote



Amie Perryman
Secretary

USAWE President

Jun 29, 2024,
11:23 AM (1 day ago)

to USAWE, Full, me

I approve

--

Doreen Atkinson
President USAWE

USAWE President Elect

Sat, Jun 29,
11:24 AM (1 day ago)

to USAWE, Full, me

I approve

USAWE Secretary

Sat, Jun 29,
11:24 AM (1 day ago)

to Full, me

I approve all motions as stated.

Amie Perryman
Secretary

Clerical Assistant <info@usawe.org>

Sat, Jun 29,
11:25 AM (1 day ago)

to USAWE, USAWE, Full, me

For 6a / 6b, please specify which you approve and which you oppose.



BOARD OF DIRECTORS DECISION BY EMAIL – 6.30.2024



Kris Blacklock, M.Ed.

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

USAWE R2 Director

Sat, Jun 29,
11:32 AM (1 day ago)

to USAWE, Full, me

I approve

--

Mary Young
Region 2 Director USAWE

USAWE R4 Director

Sat, Jun 29,
12:26 PM (1 day ago)

to USAWE, USAWE, Full, me

I approve
Kiki Pantaze
R4 Director

At Large Director 1

Sat, Jun 29,
12:27 PM (1 day ago)

to USAWE, Full, me

I reserve my vote until we have consensus on 6a or 6b. I am leaning toward 6a, but will accede to what the more financially minded say.

Robin Bond
USAWE
At Large Director 1

USAWE President

Sat, Jun 29,
12:33 PM (1 day ago)

to USAWE, Full, me

6B Three separate savings accounts will help see the funds in the bank as well as in quickbooks. Even though it gains same amount of savings. If Leesa says it's better bookkeeping I'd go with 6B Doreen



Tracey Erway

Sat, Jun 29,
12:38 PM (1 day ago)

to USAWE, USAWE, Full, me

She does not yet know if 6B can happen –
“we "might" be able to have 3 different savings accounts with Chase”

Tracey Erway
President-Elect

USAWE Secretary

Sat, Jun 29,
12:48 PM (1 day ago)

to Tracey, USAWE, Full, me

I understood it to be either/or - regarding the a/b choice. I defer to the Treasurer to determine best choice as available.

Amie Perryman
Secretary

USAWE Treasurer

Jun 29, 2024,
12:59 PM (1 day ago)

to USAWE, Tracey, Full, me, USAWE

If we can get 6 passed I will work with Chase to see which one we can do with them, a or b. If either than the board can tell which they would prefer. Thank you. Leesa.

At Large Director 2

Jun 29, 2024,
1:59 PM (1 day ago)

to USAWE, USAWE, Tracey, Full, me, USAWE

I approve motions 1-5 and 7-9.
I will wait to vote on 6 a or b or until I hear what the pros and cons are of each.

Stephanie Hayes



*USA Working Equitation
At Large Director 2*

USAWE R1 Director

Jun 29, 2024,
3:58 PM (1 day ago)

to At, Full, Tracey, me, USAWE, USAWE, USAWE

I approve all motions. I think I prefer 6a as I think through pros and cons but I would accept 6b if that is preferred by group.
Sara

Sara Mackenzie
Region 1 Director
USAWE

USAWE R3 Director

Jun 29, 2024,
4:04 PM (1 day ago)

to USAWE, At, Full, Tracey, me, USAWE, USAWE, USAWE

I approve motions 1-5, I prefer 6b(3 different savings accounts)
I approve 7-9

Chris Stanko
Region 3 Director

USAWE R6 Director

Jun 29, 2024,
7:40 PM (1 day ago)

to USAWE, Full, me

I approve all. I prefer 6b, but defer to the treasurer on the best decision/feasibility with Chase.

*Cera Olson
USAWE Region 6 Director*

USAWE R5 Director

Jun 29, 2024,
7:56 PM (23 hours ago)

to USAWE, Full, me

I approve all including 6a and 6b and would defer to the treasurer to determine which is better.



Sara Barnwell

Region 5 Director
USAWE

At Large Director 1

12:14 PM (7
hours ago)

- 1) approve
- 2) approve
- 3) approve
- 4) approve
- 5) approve
- 6a/6b) approve whichever the treasurer recommends
- 7) approve
- 8) approve
- 9) approve

Robin Bond
USAWE
At Large Director 1

USAWE R7 Director

5:18 PM (2
hours ago)

to USAWE, Full, USAWE, me

I approve motions 1-9, deferring the decision regarding 6a versus 6b to whichever method the Treasurer deems easier to monitor.

Pat Melton
USA Working Equitation
Region 7 Director

USAWE Treasurer

8:05 PM (2
minutes ago)

to USAWE, me

I vote yes for ALL MOTIONS and will go with 6a or 6b as the board approves. Leesa.

Sorry I thought I hit send but my vote was still in my draft folder.



BOARD OF DIRECTORS DECISION BY EMAIL – 6.30.2024



All (13) Board of Director e-Votes received 6.30.2024 8:05 PM Central via email.
Minutes captured by Clerical Assistant Kris Blacklock.