

**Decision by Email** sent Mon, Nov 25, 2024 at 5:17 PM Eastern via email; e-Voting results listed below.  
All (12) Board of Director e-Votes received Mon, Nov 25, 2024 at 5:17 PM Eastern via email.

**Minutes Approval:** 11.27.2024 Decision by Email minutes were e-approved 11.30.2024 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 11.02.2024			
Executive Committee		Approved	Opposed / Abstained	No Vote	Recused
President	Doreen Atkinson	1,2,3,4,5			
President Elect	Tracey Erway	1,2,3, & 5	#4 Opposed		
Secretary	Amie Perryman	1,2,3 & 5		#4 NO VOTE	
Treasurer	Leesa Nero	2,3,4&5			#1
At Large Director 1	Amy Star	1,2,3 & 5		#4 NO VOTE	
At Large Director 2	Cera Olson	1,2,3 & 5		#4 NO VOTE	
<b>Regional Directors</b>					
R1 Director	Sara Mackenzie	1,2,3 & 5		#4 NO VOTE	
R2 Director	To be appointed	-	-	-	
R3 Director	Chris Stanko	1,2,3,4,5			
R4 Director	Kiki Pantaze	1,2,3,4,5			
R5 Director	Sara Barnwell	1,2,3 & 5		#4 NO VOTE	
R6 Director	Holly Linz	1,2,3 & 5		#4 NO VOTE	
R7 Director	Pat Melton	1,2,3 & 5		#4 NO VOTE	

Current # of Board members = 12 | BOD members required for e-Quorum = 12 | 12 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 #1 Appoint Treasurer Leesa Nero - Confirm appointment of Leesa Nero to Treasurer for the 2024-2025 term**

**Rationale:** Review team recommends re-appointing Leesa Nero to the position of Treasurer effective Dec 1, 2024 through November 30, 2025. This board position Bylaws requires an annual BOD review and appointment.

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

**Motion 1:** Approve appointment of **Leesa Nero** to the position of Treasurer for the term of Dec. 1, 2024 through Nov 30, 2025.

→ **Motion passed, eVote unanimously approved; 11 in favor, 0 opposed, 0 abstain, 1 recuse (Leesa Nero, Treasurer), 0 absent 0 No VOTE**

**Motion #2 Appoint Treasurer Assistant, Kathy Orr - Confirm appointment of Kathy Orr to Treasurer's Assistant for the 2024-2025 term**

**Rationale:** Review team recommends re-appointing Kathy Orr to the position of Treasurer's Assistant effective Dec 1, 2024 through November 30, 2025. This board position Bylaws requires an annual BOD review and appointment.

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

**Motion 2:** Approve appointment of **Kathy Orr** to the position of Treasurer's Assistant for the term of Dec. 1, 2024 through Nov 30, 2025.

→ **Motion passed, eVote unanimously approved; 12 in favor, 0 oppose, 0 abstain, 0 recuse, 0 absent 0 No VOTE**

**Motion #3 Appoint Clerical Assistant - Confirm appointment of Kristine Strasburger to Clerical Assistant through the end of Dec 2024.**

**Rationale:** Review team recommends re-appointing Kristine Strasburger to the position of Clerical Assistant effective Dec 1, 2024 through Dec 31, 2024 as she has agreed to stay on and help through the end of the year. This board position Bylaws requires an annual BOD review and appointment.

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

**Motion 3:** Approve appointment of **Kristine Strasburger** (R3-NE) to the position of Clerical Assistant for the term of Dec. 1, 2024 through Dec 31, 2024.

→ **Motion passed, eVote unanimously approved; 12 in favor, 0 oppose, 0 abstain, 0 recuse, 0 absent 0 No VOTE**

**Motion #4 Approve budget for the Licensed Officials Committee's "The 2025 Licensed Officials Seminar With Claudia Elsner Matos "**

**Rationale:** The LOC has planned an educational event with WAVE Judge, Claudia Matos, January 17, 18, 19 2025 in Las Vegas, Nevada. The dates were chosen based on Ms. Matos' availability. The location was chosen based on ease of accessibility in January. This seminar will continue the LOC's efforts to educate the judges, professional instructors and all USAWE members. The seminar will take place over three days, estimated from 8:30 am to 5:00 pm. It will be a combination of lecture, videos, interactive live judging off of videos and Q and A with Claudia.

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

**Motion 4:** Approve submitted event budget for the Licensed Officials Committee's "2025 Licensed Officials Seminar with Claudia Elsner Matos" January 17-19, 2025 in Las Vegas, NV.

→ Motion failed, eVote not unanimously approve; 4 in favor, 1 oppose, 0 abstain, 0 recuse, 0 absent 7 No VOTE

**Motion #5 Appoint Competitions Committee member Lynsey Moritz R6 - Competitions Chair, Kim Hillyer has requested adding a member to the committee.**

**Rationale:** Lynsey Moritz has offered to help. She would monitor the TD Reports and address issues as needed, and will help with non time sensitive projects like the show managers guide book. Lynsey has been competing in WE since 2019 a licensed TD since 2023. She is a founding member NOVAVE, BTRWE, WEE and board member on WEE. She has experience hosting clinics, schooling shows and licensed shows

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

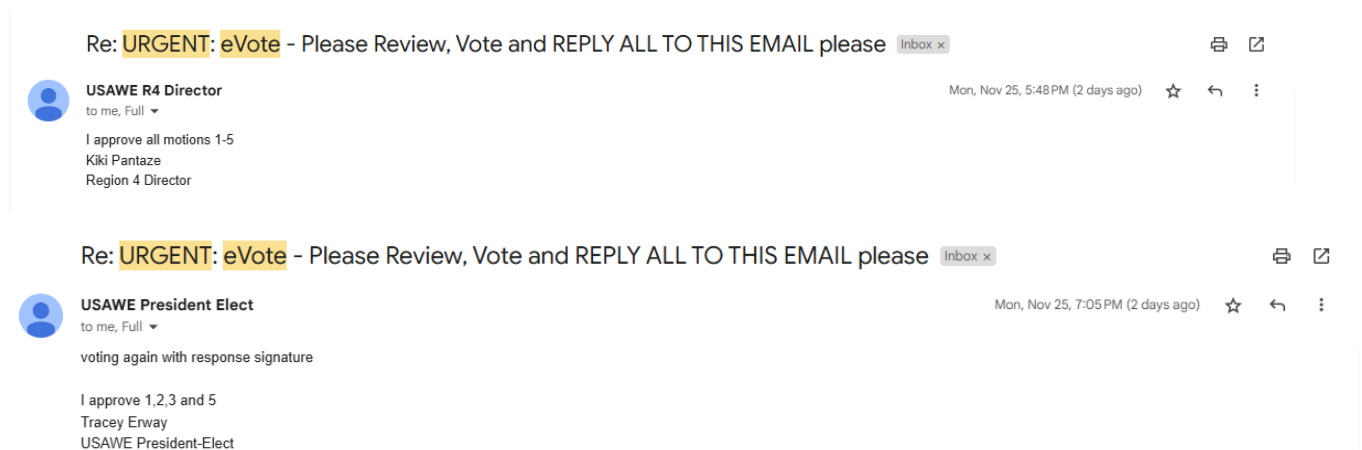
**Motion 5:** Approve appointment of **Lynsey Moritz (R6-MD)** as member of the Competitions Committee, effective immediately.

→ Motion passed, eVote unanimously approved; 12 in favor, 0 oppose, 0 abstain, 0 recuse, 0 absent 0 No 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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Re: URGENT: eVote - Please Review, Vote and REPLY ALL TO THIS EMAIL please Inbox x


USAWE R4 Director  
to me, Full ▾  
I approve all motions 1-5  
Kiki Pantaze  
Region 4 Director  
Mon, Nov 25, 5:48 PM (2 days ago) ☆ ↶ ⋮

Re: URGENT: eVote - Please Review, Vote and REPLY ALL TO THIS EMAIL please Inbox x

USAWE President Elect  
to me, Full ▾  
voting again with response signature  
I approve 1,2,3 and 5  
Tracey Erway  
USAWE President-Elect  
Mon, Nov 25, 7:05 PM (2 days ago) ☆ ↶ ⋮


 **USAWE President**  
to me, Full ▾  
I approve all 5  
Doreen  
President  
USAWE

Mon, Nov 25, 7:48 PM (2 days ago) ☆ ↶ ⋮

 **USAWE R3 Director**  
to USAWE, USAWE, USAWE, me, Full ▾  
I approve all motions!  
  
Claudia is an amazing teacher and her knowledge is extremely high!  
  
Chris  
R3

Tue, Nov 26, 9:18 AM (1 day ago) ☆ ↶ ⋮

Re: **URGENT: eVote** - Please Review, Vote and REPLY ALL TO THIS EMAIL please Inbox x

 **USAWE R1 Director**  
to me, Full ▾  
Yes to 1,2,3 and 5.  
More information needed prior to visiting on motion 4.  
Thanks!  
Sara  
  
Sara Mackenzie  
Region 1 Director  
USAWE

Tue, Nov 26, 9:25 AM (1 day ago)

Re: **URGENT: eVote** - Please Review, Vote and REPLY ALL TO THIS EMAIL please Inbox x

 **USAWE R5 Director**  
to me, fullbodgroup ▾  
I approve 1, 2, 3, and 5. I will respond to 4 when we get answers to the questions! Thanks 😊  
  
Sara Barnwell  
Region 5 Director  
USAWE  
Email: [r5director@usawe.org](mailto:r5director@usawe.org)  
Cell: (517)795-5557

Tue, Nov 26, 9:32 AM (1 day ago) ☆

↶ **USAWE Treasurer**  
to me, Full ▾

Tue, Nov 26, 10:33 AM (1 day ago) ⋮

I approve Motions 2,3,4 & 5.  
I assume I should not vote on 1, and recuse myself, but since this is an email vote I would vote to approve it too if needed.

**Leesa Nero**  
**USAWE Treasurer**  
**(813) 334-3235**





BOARD OF DIRECTORS DECISION BY EMAIL – 11.27.2024



Re: URGENT: eVote - Please Review, Vote and REPLY ALL TO THIS EMAIL please Inbox x



USAWE R7 Director  
to USAWE, me, Full ▾

Tue, Nov 26, 11:35AM (1 day ago)

I approve motions #1, 2, 3, and 5 and reserve a decision on #4 when we get answers to all of the questions. Thanks

Pat Melton  
USA Working Equitation  
Region 7 Director  
704-616-9589 (Eastern Time)



Re: URGENT: eVote - Please Review, Vote and REPLY ALL TO THIS EMAIL please Inbox x



USAWE R6 Director  
to USAWE, USAWE, fullbodgroup@usawe.org ▾

Tue, Nov 26, 4:21PM (1 day ago) ✉

I vote to approve 1, 2, 3, and 5.  
Still reviewing additional information on 4.

Holly Linz  
R6 Director

Re: URGENT: eVote - Please Review, Vote and REPLY ALL TO THIS EMAIL please Inbox x



At Large Director 1  
to me, Full ▾

Tue, Nov 26, 1:38PM (1 day ago) ☆ ↶ ⋮

I approve Motions 1, 2, 3, and 5.

Motion 4 I have some questions. Was Las Vegas selected because of the availability of affordable airfares? I know that Claudia has some excellent teaching materials for WAVE levels. What is her status and as a LO educator with WAVE, do we need or do we have WAVE's consent to have her teach? She is a very good teacher for WAVE levels.

What is the committee's plan for teaching the USAWE levels 1-5 judging. Has the Committee developed a curriculum for our domestic levels. IN the past Claudia has been unwilling to teach anything about judging our lower levels. I really think that USAWE has not offered good education for judging the lower levels, I have a hard time supporting a judges training that again the teacher caters exclusively to WAVE levels.

What are we printing? Has it been met our branding guidelines? IF they are using Claudia's curriculum do we have written permission? Do we have signed acknowledgement and permission to video Claudia? How is the video going to be used? Taking a video of video really doesn't work well, and most of Claudia's teaching value is in her video library. Who is the videographer? Where will the video be stored for USAWE.

Why has this already been advertised, if the budget has not yet been approved. Why has a contract with Claudia been signed without BOD approval?

Paying for 3 LOC committee members seems a bit much. I really think 2 members could coordinate this event.

This budget is based on attendance by 75 people. Getting that many people to attend a training in January, right after the Holidays, and only giving them 6 weeks notice to sign up (yes I understand a save the dates was sent in Sept, but it had no cost estimate), I really think it will be hard to get that attendance. I fear this budget will not be viable.

Looking forward to hearing from the LOC committee on this items.

Amy Star

Re: URGENT: eVote - Please Review, Vote and REPLY ALL TO THIS EMAIL please Inbox x



At Large Director 2  
to me, Full ▾

Tue, Nov 26, 8:24 PM (21 hours ago) ☆

I approve 1, 2, 3, 5. Still reviewing all the conversations and information on 4. There is alot to consider.

Cera Olson  
USA Working Equitation  
At Large Director 2  
541.619.3304



Re: **URGENT: eVote** - Please Review, Vote and REPLY ALL TO THIS EMAIL please



**USAWE Secretary** <secretary@usawe.org>  
to Full ▾

3:39 PM (2 hours ago) ☆

I vote yes on 1, 2, 3 and 5. Number 4 failed, so no vote needed.



**Amie Perryman**  
**Secretary**  
**352-209-0068**  
**Eastern Time Zone**



This email is confidential and information intended only for the use of the individual or entity named above.

Re: **URGENT: eVote** - Please Review, Vote and REPLY ALL TO THIS EMAIL please Inbox x



**USAWE President Elect**  
to me ▾

6:37 PM (4 minutes ago)

I vote no to #4  
Tracey Erway  
USAWE President-Elect