



Decision by Email: Sent 02.26.2025 via email; e-Voting results listed below

All (12) Board of Director e-votes received by Thursday, February 27, 2025

Minutes Approval: 02.26.2025 Decision by Email minutes were approved 03.04.2025 by the BOD and posted to the USAWE.org > Corporate > Records > Meeting Minutes and filed in USAE G-Drive > Board of Directors.

Motion 1: Appoint Kiki Pantaze (R4) as Interim Marketing Committee Chair.

Rationale: To maintain the operations of this committee, this appointment moves a current committee member into the Chair position temporarily. This allows project work to continue and delegates the email account to a specific person.

MOTION BY SARA BARNWELL; SECOND BY LEESA NERO

Board of Directors		e-Vote 11.27.2024			
Executive Committee		Approved	Opposed/Abstained	No Vote	Recused
President	Tracey Erway	x			
President Elect	Robin Bond	x			
Secretary	NA				
Treasurer	Leesa Nero	x			
At-Large Director 1	Amy Star			x	
At-Large Director 2	Holly Linz	x			
Regional Directors					
R1 Director	Sara Mackenzie	x			
R2 Director	Glynna Hoekstra	x			
R3 Director	Cyndi Harris	x			
R4 Director	Kiki Pantaze				x
R5 Director	Sara Barnwell	x			
R6 Director	Cera Olson	x			
R7 Director	Pat Melton	x			

Current # of Board Members = 12 | BOD members required for e-Quorum = 11 | 11 BOD members voted

→ **Motion fails. 10 in favor, 0 opposed, 0 abstain, 0 recuse, 0 absent 1 No Vote**

Per bylaws of USA Working Equitation, Decisions by Email require unanimous consent; if not unanimous, motion fails.



Motion 2: Appoint Julie Alonzo, (R1) as Interim Secretary.

Rationale: Per the USAWE bylaws, the Executive Committee positions must all be filled to be able to conduct business. This Interim appointment allows USAWE business to continue and provides the BOD an opportunity to determine the best candidate to fill the remainder of the Secretary term (through November, 2026).

MOTION BY SARA BARNWELL; SECOND BY LEESA NERO

Board of Directors		e-Vote 11.27.2024			
Executive Committee		Approved	Opposed/Abstained	No Vote	Recused
President	Tracey Erway	x			
President Elect	Robin Bond	x			
Secretary	NA				
Treasurer	Leesa Nero	x			
At-Large Director 1	Amy Star	x			
At-Large Director 2	Holly Linz	x			
Regional Directors					
R1 Director	Sara Mackenzie	x			
R2 Director	Glynna Hoekstra	x			
R3 Director	Cyndi Harris	x			
R4 Director	Kiki Pantaze	x			
R5 Director	Sara Barnwell	x			
R6 Director	Cera Olson	x			
R7 Director	Pat Melton	x			

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

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

Per bylaws of USA Working Equitation, Decisions by Email require unanimous consent; if not unanimous, motion fails.

The responses to the email vote follow:

YES to both motions.

Tracey M. Erway
President



Motion 1 : yes

Motion 2 : yes

Robin Bond
President-Elect

I approve both motions.

Leesa Nero
USAWE Treasurer

Amy Star
At Large Director 1

I approve Julie Alonzo for interim secretary

I vote yes to both motions.

Thank you,

Holly Linz
Director At Large 2

Motion 1- yes

Motion 2 - yes

Thank you in advance to Kiki and Julie for volunteering to fill these important roles in the interim.

Sara

Sara Mackenzie
Region 1 Director

I vote yes to both motions

Glynna Hoekstra



USAWE Region 2 Director

Yes on both motions

Cyndi Harris

Reg 3 Dir

Yes for motion 2 and recuse for motion 1.

Kiki Pantaze

Region 4 Director

Yes to both motions.

Sara Barnwell

Region 5 Director

Approve both motions.

Cera Olson

Region 6 Director

Yes, I am in favor of both motions. And thank you Kiki and Jullie for stepping up to fill the voids so quickly.

Pat Melton

USA Working Equitation

Region 7 Director

Minutes submitted by USAWE Interim Secretary Julie Alonzo.