



**BOARD OF DIRECTORS DECISION BY EMAIL – February 8, 2023**



**Decision by Email** sent 2.6.2023 to Board of Directors via email 12:54 PM PST by Secretary, Kris Blacklock; e-Voting results listed below. All (12) Board of Director e-Votes received via email by 6:42 PM CST (4:42 PM PST) February 8, 2023

**Minutes Approval:** 2.8.2023 Decision by Email minutes were e-approved 2.11.2023 5:34 AM PST 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		eVote 2/6/2023	
Executive Committee		Vote	Recuse
President	Chris Stanko	Approve	
President Elect	Doreen Atkinson	Approve	
Secretary	Kris Blacklock	Approve	
Treasurer	Erin O’Shaughnessy	Approve	
At Large Director 1	Trisha Kiefer-Reed	Approve	
At Large Director 2	Stephanie Hayes	Approve	
Regional Directors			
R1 Director	Heather Humelbaugh	Approve	
R2 Director	Robin Bond	Approve	
R3 Director	TBA by BOD	----	----
R4 Director	Kiki Pantaze	Approve	
R5 Director	Becky Sherven	Approve	
R6 Director	Karen Miller	Approve	
R7 Director	Rebecca Algar	Approve	

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

KRIS BLACKLOCK, SECRETARY moves; ROBIN BOND, REGION 2 DIRECTOR seconds

<b>Motion#1:</b> Authorize the use of GIRA.io software to score and place practice, schooling and licensed working equitation shows and rank regional and national leaderboards.
<b>Motion#2:</b> Authorize WordPress account for <a href="http://usawe.org">usawe.org</a> website administration.
<b>Motion#3:</b> Authorize Google Analytics account for analyzing <a href="http://usawe.org">usawe.org</a> website usage.
<b>Motion#4:</b> Authorize Google Suite account for USA Working Equitation corporate and committee usage (G-Mail, G-Drive, Calendar, Contacts, Docs, Sheets, Forms, etc.)
<b>Motion#5:</b> Authorize YouTube account for USA Working Equitation corporate and committee usage.

→ **Motions (1-5) passed by e-vote with 12 in favor, 0 opposed, 0 abstained, 0 recused, 0 absent.**

Documented email votes captured at the end of the minutes (pg 3-5).

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**DOCUMENTATION - DECISION BY EMAIL** - Email sent 2.6.2023

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USAWE Secretary <secretary@usawe.org>

Feb 6, 2023,  
8:07 AM (1 day ago)

to President, Full, Competitions, Financial, me

President Chris Stanko,

In reviewing past Board of Directors meetings and motions (2020 to date), there has not been any formal motion for the use of the GIRA software. All other software licenses or subscriptions were brought forth before the BOD as a motion and submitted for BOD approval. The GIRA software has been used since 2020. USAWE pays an annual \$5,000 fee for usage.

Pursuant to the **Bylaws of USA Working Equitation Article IV OFFICERS AND STAFF > Section 4. SECRETARY >** Secretary duties, I am asking corporate records document BOD authorization of the GIRA software and ask that this motion and e-Vote be conducted to remedy this issue.

**Motion:** Authorize the use of GIRA.io software to score and place practice, schooling and licensed working equitation shows and rank regional and national leaderboards.

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USAWE Secretary <secretary@usawe.org>

Feb 6, 2023,  
2:54 PM (1 day ago)

to Awards, Website, President, Full, Competitions, Financial, me

A few more motions for e-Vote since WordPress, Google Analytics, Google Suite and YouTube accounts were also never 'officially authorized' by the BOD with a formal motion; however, each are being used. All other software licenses or subscriptions were brought forth before the BOD as a motion and submitted for BOD approval.

**Five e-Votes Total** (see below)

After the President 's review...

KRIS BLACKLOCK, SECRETARY moves; ROBIN BOND, REGION 2 DIRECTOR seconds; then BOD e-VOTE **on each** e-Motion

**e-Motion#1:** Authorize the use of GIRA.io software to score and place practice, schooling and licensed working equitation shows and rank regional and national leaderboards.

**e-Motion#2:** Authorize WordPress account for [usawe.org](http://usawe.org) website administration.

**e-Motion#3:** Authorize Google Analytics account for analyzing [usawe.org](http://usawe.org) website usage.

**e-Motion#4:** Authorize Google Suite account for USA Working Equitation corporate and committee usage (G-Mail, G-Drive, Calendar, Contacts, Docs, Sheets, Forms, etc.)

**e-Motion#5:** Authorize YouTube account for USA Working Equitation corporate and committee usage.

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*Kris Blacklock, USAWE Secretary*



**e-VOTING DOCUMENTATION**

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.

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

**Region 1 Director**

Feb 6, 2023, 6:56 PM  
(1 day ago)

I approve all 5

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**At Large Director 2**

Feb 6, 2023, 8:15 PM (1 day ago)

I approve.

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**Region 2 Director**

Feb 6, 2023, 9:17 PM (1 day ago)

TO All, I second the motion(s) to approve the use of GIRA, Word Press, Google Analytics, Google Suite and Yc

[no reply signature line]

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**At Large Director 1**

6:53 AM (14 hours ago)

I approve all. Trisha Kiefer-Reed

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**Region 6 Director**

6:57 AM (14 hours ago)

I approve.

Karen Miller

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Competitions Committee Chair

6:27 PM (3 hours ago)

I approve all. Becky Sherven

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USAWE Secretary

6:34 PM (3 hours ago)

Becky, please use your Region 5 Director email (not the Competitions Committee email) to provide your e-Vote.

Committee Chairs and members are non-voting members for Board of Directors decisions.

Thank you.

Sincerely,

Kris Blacklock  
USA Working Equitation  
Secretary  
(608) 370-4629 (Central Time)

Sent from my SmartPhone. Typos and/or odd auto corrects entirely possible.

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**Region 5 Director**

6:35 PM (3 hours ago)

I approve all, Becky Sherven

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Region 5 Director

6:35 PM (3 hours ago)

Done.

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**Region 7 Director**

8:53 PM (48  
minutes  
ago)

to me, President, Full, Competitions, Financial, Awards, Website

I approve all 5 motions  
Rebecca Algar Region 7 Director

Sent from my iPhone

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**President**  
Chris Stanko

9:42 PM (6  
minutes  
ago)

to Region, At, Region, Awards, Competitions, Financial, Full, me, Website

Yes, I approve all 5

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Chris Stanko  
USAWE President  
970-846-6129  
[www.USAWE.org](http://www.USAWE.org)

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9:52 PM (0 minutes ago)

**USAWE Secretary**

to Full, Awards, Competitions, Financial, Website, me

Yes, I approve all (5) motions 2/7/2023

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*Kris Blacklock, USAWE Secretary  
(608) 370-4629 (Central Time)*

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**Region 2 Director**

Tue, Feb 7, 10:04 PM (9 hours ago)

I approve all 5 Motion's

[no reply signature line]

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**President Elect**

6:41 AM (40 minutes ago)

Doreen Atkinson

to Region, Region, Region, At, At, Awards, Competitions, Financial, Full, President, Region, me, Website

I approve all  
Doreen

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Doreen Atkinson

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**Treasurer**

8:59 AM  
(1 hour ago)

**treasurer@usawe.org**

to me, President, Full, Competitions, Financial, Awards, Website

I approve – sorry for the late response – I’ve been sick the last couple of days and haven’t even gotten on the computer. I’ll try to get caught up during the day today with any other pending issues.

Erin O

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11:54 AM (8 minutes ago)

**Region 4 Director**

to treasurer, Awards, Competitions, Financial, Full, President, me, Website



**BOARD OF DIRECTORS DECISION BY EMAIL – February 8, 2023**



I approve  
Kiki Pantaze  
R4 Director  
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**Region 2 Director**

5:58 PM (27  
minutes  
ago)

I second the 5 motions, and approve the 5 motions.

Robin Bond

R2Director

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All (12) Board of Director e-Votes received via email by 5:58 PM CST (3:58 PM PST) February 8, 2023