



Decision by Email sent 2.8.2023 via email 4:01 AM PST President Chris Stanko; 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 4:52 PM 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		e-Vote 2.8.2023	
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	To be Appointed 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.

CHRIS STANKO, PRESIDENT, moved; KRIS BLACKLOCK, SECRETARY, seconded

Motion: Approve the expenditure by the Awards Committee of an amount not to exceed \$6500 for the purchase of 2022 year-end awards.

→ **Motion 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 3-7).

ROBIN BOND, REGION 2 DIRECTOR asked that the Region #1 and Region # 2 leaderboard ribbons be rephrased and titled as First and Second place. Bridgett Klingler, Chair, Awards Committee indicated she was able to secure Champion and Reserve Champion placement ribbons.

BOD Decision by Email Request - Bridgett Klingler, Chair; Awards Committee

Request: Approve 2022 year-end award expenditure proposal submitted by the Awards Committee

Rationale: The amount requested is an increase of \$1180 over the amount spent on awards in 2021. This increase is due to an increase in postage, increase in cost of ribbons, and the addition of approximately 126 rosettes to award to the #1 and #2 winners in each region, for each level and division. If the Board would rather not approve the purchase of the Regional #1 and #2 rosettes, the motion should be modified to decrease the amount requested by \$1100.

Urgency: If the Board approves this request by February 14, we still have time to purchase the ribbons from Hodges during their winter sale (which ends February 15) at a 10% savings. If the Board’s decision is not received by February 14th, then please add 10% to the estimated expense.

CHRIS STANKO, PRESIDENT moves; KRIS BLACKCOCK, SECRETARY, seconds

Motion: Approve the expenditure by the Awards Committee of an amount not to exceed \$6500 for the purchase of 2022 year-end awards.



BOD REVIEW REQUEST SUBMITTED BY AWARDS COMMITTEE – February 7, 2023 3:40 PM PST

Awards Committee Request

I would like to request that the Board approve an amount not to exceed \$6500 for the 2022 Show Season awards.

This money will be used to purchase:

- A custom embroidered award for each of our National High Point and National Reserve High Point winners. I have researched a variety of vendors and have found one that does very high-quality work and is willing to match apparel prices from last year AND will handle the shipping of them to the individual winners. Winners will be awarded a black jacket, vest, or hoodie with the USAWE logo on the back and the award winner’s name and horse’s name as well as the rank they won on the front of the apparel. Winners will also be given the option to choose additional items or a different item, with the difference in price being the award winner’s responsibility.
- Nice High Point Breed ribbons with our logo in the center button and ribbon colors of red, white, and blue. In all, we will purchase 30 high point breed ribbons including the Region breed ribbons paid for by the Power Pony! Sponsor.
- High Point Youth horse ribbon, personalized with the year and the youth’s name and a neck medal on a ribbon for the winner.
- Regional Top 3 patches to honor the Top 3 Junior, Amateur, and Open horse/rider pairs in each level. For the 2022 season, we will award 161 patches. In addition, each Regional #1 and Regional #2 winner will be awarded a rosette to honor their accomplishment.

The amount I am requesting is an increase of \$1180 over the amount spent on awards in 2021. This increase is due to an increase in postage, increase in cost of ribbons, and the addition of approximately 126 rosettes to award to the #1 and #2 winners in each region, for each level and division. If the Board would rather not approve the purchase of the Regional #1 and #2 rosettes, the motion should be modified to decrease the amount requested by \$1100.

Motion:

Approve the expenditure by the Awards Committee of an amount not to exceed \$6500 for the purchase of 2022 year-end awards.

If the Board approves this request by February 14, we still have time to purchase the ribbons from Hodges during their winter sale (which ends February 15) at a 10% savings. If the Board’s decision is not received by February 14th, then please add 10% to the estimated expense.

Submitted by Bridgett Klingler, Awards Committee Chair



DECISION BY EMAIL sent to Board of Directors 4:01 AM PST February 7, 2023

President

Chris Stanko

6:01 AM
(6 hours ago)

to fullbodgroup

Good morning all,

Please read over this motion submitted by Bridgett and the awards committee. Let’s vote on this ASAP. The awards committee has been working very hard on this.

Thank You,
Chris Stanko
USAWE President

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.

[e-Votes from Full Board of Directors \(12 responses\)](#)

At Large Director 2

7:14 AM
(5 hours ago)

to me, Full, Pres

I approve the awards motion and approve to add rosettes to Regional #1 and#2 winners.

--

Stephanie Hayes
USA Working Equitation
At Large Director 2
802-730-5400



USAWA Secretary <secretary@usawe.org>

7:21 AM
(5 hours ago)

to Full, Pres, me

I approve the 2022 year-end Awards \$6500 expenditure proposal (including Regional #1 and #2 rosettes).

Also wish to express appreciation to the Awards Chair and Awards Committee Members
On behalf of the full Board of Directors, and I personally, wish to thank Bridgett Klingler, Awards Chair (appointed to position late in 2022) and members of the Awards Committee for their dedication, the HUGE amount of volunteer hours in gathering, analyzing, determining award recipients and all the thoughts and time placed selecting quality awards that recognize horse-rider pairs within each region and nationally. Well done!

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

Region 6 Director

7:26 AM
(5 hours ago)

to me, Full, Pres

I approve the 2022 year-end Awards \$6500 expenditure proposal including Regional #1 and #2 rosettes.
Karen Miller

Region 5 Director

7:32 AM
(5 hours ago)

to Region, Full, Pres, me

I approve of the proposal.

Thank you Bridgett for all of your hard work!

Becky Sherven
USAWA Region 5 Director

At Large Director 1

8:54 AM
(3 hours ago)

to Region, Region, Full, Pres, me

Thank you Becky, and the awards committee.

I approve.

Trisha Kiefer-Reed
At-Large Director 1



USAWE

At Large Director 1

8:56 AM
(3 hours ago)

to Region, Region, Full, Pres, me



Correction - thank you BRIDGETT

Trisha Kiefer-Reed
At-Large Director 1



USAWE

Region 1 Director

11:02 AM
(1 hour ago)

to At, Pres, Region, Region, Full, me

APPROVE. Great work. Awards committee!!!

--

Heather Humelbaugh
Region 1 Director

Region 4 Director

11:53 AM
(54 minutes ago)

to Region, At, Full, Pres, Region, Region, me

Approve
Kiki Pantaze
R4 Director



President

Chris Stanko

to Region, At, Region, Region, Full, me

I approve. Sorry I thought I did this already.

Chris

--

Chris Stanko
USAWE President
970-846-6129

www.USAWE.org

USAWE Treasurer

to Chris, Region, At, Full, Region, Region, Region, me

I approve the awards committee proposal for 2022 awards.

Erin O

--

Erin O'Shaughnessy
USA Working Equitation
Treasurer

(360) 546-2424 h

(360) 606-0217 c



Region 2 Director

6:12 PM (1
minute
ago)

to USAWE, At, Chris, Full, Region, Region, Region, Region, me

I approve the awards budget proposal with a suggestion to rephrase “#1” and “#2” with “first” and “second place”.

Robin Bond
R2Director

President Elect

6:27 PM (2
minutes
ago)

Doreen Atkinson

to Region, USAWE, At, Chris, Full, Region, Region, Region, Region, me



BOARD OF DIRECTORS DECISION BY EMAIL – February 8, 2023



I approve. Time and talent spent on this committee is definitely seen and appreciated
Job well done
Doreen

Region 7 Director

6:42 PM (0
minutes
ago)

to At, Pres, me, Full

I approve the awards motion
Rebecca Algar Region 7 Director

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