



Decision by Email sent Tues Feb 18, 2025 at 3:18 PM Eastern via email; e-Voting results listed below.

All (13) Board of Director e-Votes received Tues Feb 18, 2025 at 3:18 PM Eastern via email.

Minutes Approval: 02.20.2025 Decision by Email minutes were approved 03.02.2025 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 02.20.2025			
Executive Committee		Approved	Opposed / Abstained	No Vote	Recused
President	Tracey Erway	A			
President Elect	Robin Bond	A			
Secretary	Amie Perryman	A			
Treasurer	Leesa Nero	A			
At Large Director 1	Amy Star	A			
At Large Director 2	Holly Linz	A			
Regional Directors					
R1 Director	Sara Mackenzie	A			
R2 Director	Glynn Hoekstra	A	-		
R3 Director	Cyndi Harris	A			
R4 Director	Kiki Pantaze	A			
R5 Director	Sara Barnwell	A			
R6 Director	Cera Olson	A			
R7 Director	Pat Melton	A			

Current # of Board members = 13 | BOD members required for e-Quorum = 13 | 13 BOD members voted.

Motion 1: Allow President and President Elect to meet with Margrit Parker of Lent Parker Law in CO, to discuss depth and cost of potential review of specified USAWE documents.

Rationale: The evote is to allow Robin as President-Elect and me as President to interact with an attorney regarding setting up the review of our new documents. This is not a document review session, it is to determine how to move forward with our information. The attorney is Margrit Parker of Lent Parker Law in CO. She is experienced in non-profit and equestrian work, and will be able to do some of our work on a "set cost" basis once she is able to see the extent of our documents.

I'm asking for an evote as the meeting comes BEFORE the next board meeting. Please remember that we need a unanimous vote to move forward.

Approved 03.02.2025 – Decision by email 02.20.2025



The initial review of materials and 1.5 hours of discussion on next steps is \$900 which is in the existing budget for attorney work. The attorney will have done a cursory review on the items we send to her as well as meet with us.

MOTION BY TRACEY ERWAY, PRESIDENT; SECOND BY ROBIN BOND, PRESIDENT ELECT

Motion 1: Approve USAWE Board authorization for Tracey Erway as President and Robin Bond as President-Elect to meet with Margrit Parker of Lent Parker Law in CO. to review USAWE governing documents and their application. Documents may include bylaws, code of conduct, community code, social media policy, and sensitive policies and procedures.

→ **Motion passed eVote unanimously approved; 13 in favor, 0 oppose, 0 abstain, 0 recuse, 0 absent 0 No VOTE**

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 votes by Directors are in.

Re: ****URGENT** BOD eVote Due Friday Feb 21, 2025 By 5 PM PST**



USAWE Secretary <secretary@usawe.org>
to USAWE, fullbodgroup ▾

Thu, Feb 20, 4:57 PM (17 hours ago) ☆ ↶

I approve.

Amie Perryman
Secretary
352-209-0068
Eastern Time Zone

Re: ****URGENT** BOD eVote Due Friday Feb 21, 2025 By 5 PM PST** Inbox x



USAWE R3 Director
to me, Full ▾

Feb 20, 2025, 5:10 PM (17 hours ago) ☆ ↶

I vote yes.
Cyndi Harris
Region 3 Director



Re: ****URGENT** BOD eVote Due Friday Feb 21, 2025 By 5 PM PST** Inbox x



USAWE R4 Director
to USAWE, USAWE, me, fullbodgroup@usawe.org ▾

Wed, Feb 19, 8:44 AM (2 days ago) ☆

I approve.
Kiki Pantaze
Region 4 Director

Re: ****URGENT** BOD eVote Due Friday Feb 21, 2025 By 5 PM PST** Inbox x



USAWE President Elect
to me, Full ▾

Wed, Feb 19, 10:50 AM (2 days ago) ☆

Yes

Robin Bond

President Elect
United States Working Equitation Association
president-elect@usawe.org
(858)945-8857 Pacific

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

Re: ****URGENT** BOD eVote Due Friday Feb 21, 2025 By 5 PM PST** Inbox x



USAWE Treasurer
to me, Full ▾

9:54 AM (7 minutes ago) ☆ ↩

I approve.

Leesa Nero
USAWE Treasurer
(813) 334-3235



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On Tue, Feb 18, 2025 at 6:18 PM USAWE Secretary <secretary@usawe.org> wrote:

DECISIONS BY EMAIL – By 5pm Pacific Feb 21, 2025. please reply back to this email with your e-Vote(s) and ensure your response provides a reply signature. This vote must be unanimous to be approved.

Re: ****URGENT** BOD eVote Due Friday Feb 21, 2025 By 5 PM PST** Inbox x



USAWE R7 Director
to USAWE, me, fullbodgroup@usawe.org ▾

Tue, Feb 18, 11:03 PM (10 hours ago) ☆ ↩

Yes, I am in favor of this motion.

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





Re: ****URGENT**** BOD eVote Due Friday Feb 21, 2025 By 5 PM PST [Inbox x](#)

USAWE R2 Director
to me, fullboardgroup ▾

Tue, Feb 18, 10:17 PM (11 hours ago) ↵

I approve.

Glynda Hoekstra
USAWE Region 2 Director

On Feb 18, 2025, at 3:18 PM, USAWE Secretary <secretary@usawe.org> wrote:

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Re: ****URGENT**** BOD eVote Due Friday Feb 21, 2025 By 5 PM PST [Inbox x](#)

At Large Director 2
to USAWE, me, Full ▾

Tue, Feb 18, 9:39 PM (12 hours ago) ☆ ↵

That's a YES from Holly Linz

Holly Linz
Director At Large 2

From: USAWE R1 Director <r1director@usawe.org>
Sent: Tuesday, February 18, 2025 9:00:30 PM
To: USAWE Secretary <secretary@usawe.org>
Cc: Full Board of Directors Group <fullboardgroup@usawe.org>
Subject: Re: ****URGENT**** BOD eVote Due Friday Feb 21, 2025 By 5 PM PST

I approve.

Sara Mackenzie
Region 1 Director
USAWE

On Tue, Feb 18, 2025 at 3:18 PM USAWE Secretary <secretary@usawe.org> wrote:

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Re: ****URGENT**** BOD eVote Due Friday Feb 21, 2025 By 5 PM PST [Inbox x](#)

USAWE R1 Director
to me, Full ▾

Tue, Feb 18, 9:00 PM (12 hours ago) ☆

I approve.

Sara Mackenzie
Region 1 Director
USAWE

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Re: ****URGENT** BOD eVote Due Friday Feb 21, 2025 By 5 PM PST** [Inbox x](#)



USAWE R6 Director
to USAWE, me, fullbodgroup ▾

6:44 PM (0 minutes ago) ☆ ↶ ⋮

I approve

Cera Olson
USAWE Region 6 Director
541.619.3304

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



On Tue, Feb 18, 2025 at 6:21 PM USAWE R5 Director <rdirector@usawe.org> wrote:
Yes, I approve.

Sara Barnwell
Region 5 Director
USAWE
Email: rdirector@usawe.org
Cell: (517)795-5557



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Re: ****URGENT** BOD eVote Due Friday Feb 21, 2025 By 5 PM PST** [Inbox x](#)

At Large Director 1
to me ▾

6:30 PM (0 minutes ago) 1

Approve Yes

Amy Star
At Large 1

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Re: ****URGENT**** BOD eVote Due Friday Feb 21, 2025 By 5 PM PST [Inbox x](#)



USAWE R5 Director
to me, fullbodgroup ▾

6:21 PM (8 minutes ago) ☆

Yes, I approve.

Sara Barnwell
Region 5 Director
USAWE
Email: r5director@usawe.org
Cell: (517)795-5557



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Re: ****URGENT**** BOD eVote Due Friday Feb 21, 2025 By 5 PM PST [Inbox x](#)



USAWE President
to me, Full ▾

6:18 PM (10 minutes ago) ☆ ↶

Yes,
(and thank you)

Tracey M. Erway
President
United States Working Equitation (USAWE)
+1 503 709 1221
Available on WhatsApp
Pacific Standard Time (PST)



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