Combined Board Meeting Minutes

Meeting Date: July 22, 2020, 5 p.m. Pacific, 6 p.m. Mountain, 7 p.m. Central, 8 p.m. Eastern
Meeting Modality: Zoom -Directions and password were sent out ahead of time.

Meeting Logistics
- The meeting was co-facilitated by Julie Alonzo and Jeanne Bond.
- Participants were given instructions as to meeting decorum in a Zoom Meeting. All members had an opportunity to speak on every motion up for discussion.
- Participant order for discussion was also established in an earlier email.

Voting Order
When we vote, the meeting facilitators will either call for a voice vote or a roll call vote. A **voice vote** will be used if there appears to be consensus on an item. A **roll call vote** will be used if any member of either Board requests it, or if there does not appear to be consensus.

If a voice vote is called, meeting secretary (Biddie Lowry) will record whether there were any 'nay' vote casts. If a roll call vote is called, Biddie will call on individual Board members by name and record the votes from the Confederation Board separate from the votes from the WE United Board, alternating between calling the votes starting with the Confederation Board and starting with the WE United Board.

Voting order was established prior to meeting. Roll Call Votes are recorded on the Voting Record Sheet and saved in Shared Drives > Collab – BOD meetings folder. There were no Roll Call Votes at this meeting.

Members in Attendance:

WE United		The Confederation for Working Equitation	
Julie Alonzo	~~Sarah Pinney~~	Jeanne Bond	Lauren Gueswel
Polly Limond	Cindy Branham	~~Karen Burch~~	Natalia Lord
Trisha Kiefer-Reed	~~Emily Kemp~~	~~Jill Malone~~	Adair Soho
~~Erin O'Shaughnessy~~	Barry Dornon	Leslie Martien	Kat Waters
Tracy Erway	Kiki Pantaze	Ashley Bowers	Chris Stanko
Kristine Strasburger	~~Heather Walters~~	Eleanor Thomas	Maria Blackstone

Members Absent:
CWE: Karen Burch, Jill Malone
WEU: Erin O'Shaughnessy, Sarah Pinney Emily Kemp Heather Walters

Non-Voting Participants: Biddie Lowry, Olga Hendrickson

Meeting called to order at 8:25 pm EDT by Julie Alonzo, President of WEU. Both organizations must have at least 7 members present for quorum. Quorum was met.
All motions will be voted on by the Individual Board of each organization.
Eight members of WEU present, five required to pass any motion.
Ten members of CWE present, six required to pass any motion.

Agenda:
I. Approval of Meeting Minutes for Jul 9, 2020 – Julie Alonzo

Motion made by Julie Alonzo **to accept the minutes of Jul 9, 2020 as submitted.**
Seconded by Trisha Kiefer-Reed.

Discussion? none
Seeing no further discussion, Julie called for a Voice Vote on the Motion.

Voice Vote: When asked, "ayes" were heard and zero "nays." **The Motion carried.**

II. Membership Proposal Update Presentation- Chris Stanko
Review: This proposal was introduced in the 7/9/20 meeting with lots of discussion. It was determined that the proposal was not ready for public review. Discussion continued in an email thread after the meeting as well as in committee.

Discussion: A new chart for the Proposed Membership Program was created by the committee and presented by Chris Stanko. There are five sections: Adult, Youth, Non-member, Affiliate Organization (AO), and Horse Recordings.

A. Adult Member
1. Key Changes->Individual Adult member fee is $30 in 2021, $45 in 2022. $5 of the member's annual fee will go to an Affiliated Organization (AO) as a benefit to the AO designated by the member during a two-week period at the end of the year.

2. Detailed Discussion->
Julie introduced the idea of increasing the annual fee the first year from $25 to $30 and use $5 of that at the end of the following year to give back to AOs. This would be done in a 2-week period, using a google form that contained a list of all the AOs. Each Adult Member would then choose which AO would their $5 go to. If they chose not to pick an AO, the $5 would stay with the National Organization (NatOrg) in a designated fund for AOs.

 A few ideas were brought up: having this contribution on the membership form, having at election time, good way to engage membership, possibly offer scholarships. Several liked the idea of money given back to AOs to help them grow. One suggested that if the horse recording fee is eliminated, then the $5 should go to the NatOrg as it is a business and concerned about eliminating too many sources of income. Another was concerned that if this were done at the same time as elections or membership drive, it would be harder to keep the money separate. Julie explained that this would be done at the end of the membership year during a 2-week window. A Google form would be used that would collect all the names and choices ad should be easy to manage. The AOs could do a media push as can the NatOrg for this "bonus" at the end of the year.

B. Youth Member –no discussion

C. Non-Member
1. Key Changes->The non-member fee would be $20 for 2021 and $35 for 2022. The Non-Member Fee Show Voucher could only be used one time/person in lifetime. This will be offered for one year (2021), then re-assessed to see if the Non-Member Fee Show Voucher is continued in 2022 as tracking could be problematic over time. It is a good incentive to attend a show for the first time.

2. Detailed Discussion->
There was discussion over the price of the non-member fee to show; should it be $20, $30? One person was comfortable with an annual fee of $45 where others felt like the price should be lower to start. Julie explained that the non-member fee to show should go up as the individual annual membership fee goes up. It was mentioned that if a person wanted to show twice, then it would be financially beneficial to go ahead and join the NatOrg. It was decided that the non-member fee will be $20 for 2021 and $35 for 2022.

Most of the discussion was on the Non-Member Show Fee Voucher. Several people were against having a non-member free voucher for a show; if you want to show, join the NatOrg or pay the non-member fee. Several thought it was a good way to encourage folks to show. There were concerns from show management members about having to track one more thing. It was determined that this Non-member Show Fee Voucher could only be used once in the lifetime of the rider. After one year, the NatOrg would reassess to see if the program of the non-member free voucher would continue. One suggested that a line for the Non-Member Show Fee Voucher be added to the show entry form. Another suggested that the voucher could be promoted by the AO and the NatOrg.

D. Affiliate Organization (AO)
1. Key Changes->The $10 discount on NatOrg show license fee was eliminated. The NatOrg show license fee from the AO will be $2/competitor. This is paid after the show has concluded. The AO annual fee was kept as presented: $30 (2021) and $50 (2022).

2. Detailed Discussion->
There was discussion about the $10 discount to AOs on the NatOrg show license fees. Some wanted to know if the $10 discount would be beneficial to AOs and would it be one more thing that the NatOrg is giving away, being that it is a business. Several wanted to give something to the AOs and others were concerned about one more thing for show management to track. Most agreed to eliminate the $10 discount.
There was some discussion on AO membership fees, and it was agreed that need to keep those fees low to encourage growth of AOs. AOs will be on the directory listing & calendar on the Nat Org website and have the right to use the NatOrg logo as well as other items in the chart.

E. Horse Recordings

1. Key Changes→ All competing horse need to be recorded, but there will be no horse recording fees. All horses previously recorded will be honored in the new NatOrg.

2. Detailed Discussion->
The proposed Membership Program suggested that future horse recordings would have a $20 one-time fee. Several people wanted horse recordings to be free, some suggested that the first horse recording have a fee, but any additional horses be free. There was the concern about a trainer having to pay for many horses to be recorded. Some were concerned about the loss of income if did not have a fee. Since inception, the CWE registered 1000 horses which provided $20,000 in income. But there would be fewer new horses registered as all the previously recorded horses would be grandfathered in. Another suggested that the amount coming in would not be that much, and it would be better for it to be free as an incentive. Another asked if horses had to be recorded? This was clarified that it was a requirement for all the tracking that is done with awards and competitions. Horses can have the same name, but it is important that they have a unique number. Another suggested that if membership was put at a higher starting point, then horse recordings could be free. One suggested that horses be free for charter year, then required after that.

Julie summarized that most of the members were in favor of not having a fee associated with horse recording for 2021 and this would be re-evaluated annually.

> **Motion made by Julie Alonzo to authorize sharing the Membership Proposal as revised in the 7/22/20 meeting with the public to solicit additional feedback.**
> Seconded by Leslie Martien.
> Discussion? none
> Seeing no further discussion, Julie called for a Voice Vote on the Motion.
>
> Voice Vote: When asked, "ayes" were heard and zero "nays." **The Motion carried.**

III. Ethics Proposal Presentation –
For two reasons, this presentation was not made tonight.
1. The time allowed for the Combined Board Meeting had been used.
2. There was a lengthy email thread started about the Ethics Proposal earlier today. Jeanne will work on this presentation with the Ethics Team to take the concerns mentioned in the email thread under consideration.

IV. Conclusion
The next meeting will be held on July 29, 2020 at 8:30 pm. The Ethics Proposal will be presented. With no further business, the meeting was adjourned at 9:46 pm, EDT by Julie Alonzo.

Minutes submitted by Biddie Lowry, Recording Secretary, on 7/27/2020.   .
Note: Because there were no calls for Roll Call Voting, there is no Roll Call Vote Record for this meeting.