

Introducing the **WE Coaches Network**

The WE Coaches Network is here to help you connect with an equine professional in your region who can guide you in the exciting sport of Working Equitation.

Our WE Coaches Network connects you and your horse to up-to-date WE instruction and training.

What are WE Coaches?

WE Coaches are individuals who have fulfilled the network membership requirements.

The application and continuing education process ensures that WE Coaches have the experience needed to instruct or train riders and horses in working equitation.

The process shows that WE Coaches have made a significant effort to understand the current national rules and regulations.

These individuals are not licensed or certified by the organization.



I want to be part of the WE Coaches Network!

New applications are always welcome!

Contact the WE Coaches Network
Committee to apply to be a WE Coach!

If I become a WE Coach, how will members find me?

WE Coaches will have space on the national website for a brief biography, photo, and a link to their website offering a direct connection to members and new interest in the sport..



The Professional & Ambassador Programs Committee (PAPC) merger team proposes a reinvention of the current Professional Programs and the elimination of the Ambassador Program. In an effort to create a simplified, streamlined, and marketable program, with a standard of excellence, we propose the following.

Welcome to the WE Coaches Network

The goal of the WE Coaches Network is to offer members quick and easy connections with professionals recognized for having in-depth working equitation knowledge and experience, who can provide guidance and education in alignment with the national rules and regulations.

WE coaches will have space on the national organization's website for a brief biography, photo, and a link to their website offering a direct connection to potential clientele interested in the sport. Recognition as a WE coach is determined by an applicant meeting the network application requirements and maintaining renewal requirements. These individuals are not licensed or certified by the organization.

Rationale for creating and maintaining a network of WE Coaches:

How does this program benefit the sport of working equitation in the US?

It is clear that the future of this sport in the US depends on quality training and education for our budding enthusiasts. Competitors who have been educated in this beautifully complex sport, without accurate and current knowledge of the rules, are quickly discouraged. The WE Coaches Network will offer those new to the sport access to a diverse group of individuals who have made a significant effort to understand the sport, its rules and regulations. Correct training and proper understanding of the rules are the foundation for a competitor's future success and therefore interest in the sport.

How does the organization benefit?

Often the national organization is the only easily accessible resource for individuals hoping to learn about the sport of working equitation. The business of the organization is not to organize clinics to get people started in the sport; it is to promote and license competitions, to recognize competitive achievements, and to license and educate officials. However, all competitors start out looking for guidance. This is a small way for the organization to provide assistance to new members and to give non-competing members a resource for educational opportunities.

How does our membership benefit from WE Coaches?

This sport captures the imagination of many equestrians, but it can be difficult for new members to find knowledgeable support. This resource would help make those valuable connections.

How do our WE Coaches benefit?

The organization's website will have a page strictly for promoting the WE Coaches. Organization publications will refer to the WE Coaches list as a resource for finding working equitation support nationwide.

Proposed WE Coach Network Committee (WECNC) responsibilities **with board approval**:

- Reviewing and Approving Recommendations for WE Coach Applications
- Program Development & Maintenance
- Policy & Procedure Development & Maintenance
- Official WECN Communications & Community Outreach
- WE Coach Data Management
- Continuing Education & Annual Requirements Tracking
- Form Management
- Monthly Reporting Related Web and Social Media Publications

Program Development:

The merge team has established a set of requirements tailored for WE Coaches:

WE Coach Application Requirements

1. Current member, in good standing.

(An inquiry to the ethics committee will be part of the application review.)

2. 21 years of age or older.

Rationale: WE coaches need a minimum number of years acting as a professional within the industry, it is not reasonably possible for an applicant under the age of 21 to have met this criteria.

3. Current professional equestrian insurance policy and release of liability, required.

Rationale: In speaking with various insurance providers, it is suggested that the organization require annual proof of an applicant's professional liability policy. We believe that requiring a copy of the release of liability will offer further proof of the applicant's professionalism.

4. \$150 Application Fee.

Rationale: Averaged to \$75 a year, over the two year membership period, this is a budget-friendly platform for professional networking. In recognition of their efforts for approval within the Confederation's programs, we propose a half-priced application fee for the five individuals currently recognized as Professionals and Ambassadors within the Confederation programs.

5. A minimum of 5 years training or instructing experience.

Rationale: It is important that all applicants have significant experience instructing and/or training.

6. A minimum of 3 years practical working equitation experience to include: instruction, coaching, training, or competing.

Rationale: It is important to require this minimum experience for all applicants as our goal is to provide a network of WE coaches with specific working equitation knowledge and commitment to the sport.

7. Pass an open book WE rules test for WE Coaches with a score of 90% or higher.

Rationale: The rules test will be created specifically for WE Coaches. Passing this open book test will confirm the applicant's knowledge of the rules of the sport.

8. A signed WE Coaches agreement.

Rationale: As representatives of the sport and organization, WE coaches must sign and adhere to a code of ethics and conduct in order to maintain network membership. This agreement will include a release of liability for the organization.

9. Provide one recommendation from an "R" or "S" Judge.

Rationale: A confidential google form will be provided and is the preferred method of submission, all recommendations must be submitted directly to the committee by the recommendation writer. This requirement offers insight from a knowledgeable and experienced, upper-level working equitation professional.

10. Provide two client letters of recommendation.

Rationale: A confidential google form will be provided and is the preferred method of submission, all recommendations must be submitted directly to the committee by the recommendation writer. This requirement provides insight into the applicant's practical and interpersonal skills as an instructor and/or trainer.

11. Provide two equestrian professional recommendations.

*Rationale: A confidential google form will be provided and is the preferred method of submission, all recommendations must be submitted directly to the committee by the recommendation writer. This requirement demonstrates an applicant's professionalism within the equine industry. **Examples of references meeting this criteria include but are not limited to: a clinic host, a peer, an equine veterinarian, a farrier, a farm manager, an official licensed with an equestrian organization, a show manager, etc.***

12. Within the four preceding years the applicant must fulfill TWO of the following THREE requirements:

Rationale: We aimed to develop a set of requirements that would result in an all around understanding of the sport from the perspective of competitors and officials. We believe it is very important for WE coaches to understand what officials expect and to have a solid understanding of the rules in action. We also understand that affordability and time restrictions make fulfilling all three requirements difficult for some well-qualified individuals to attain.

12.a. Submit averaged Dressage & EOH scores of 60% or higher at Novice A level or higher from at least two separate licensed competitions from which you did not DQ from any trial, from at least two different "R" or "S" judges on horses that have been in training with applicant for at least 60 days prior to competition date (applicant-owned horse qualifies).

Rationale: This option allows a competitor to show proficiency in training and competing in working equitation.

12.b. **Be present** for all trials of two licensed working equitation shows in any of the following capacities: Scribe, TD, Provisional TD, or Shadow-Judge.

Rationale: This option allows for a relatively inexpensive way to demonstrate in-depth, "boots in the sand", involvement at a competition. Fulfilling this requirement allows an applicant that is not currently competing to have a significant knowledge of how a competition works.

12.c. Audit or participate in entirety in an organization-led Licensed Officials Seminar.

Rationale: This option is the gold standard for gaining knowledge of our sport. Participation in an LO seminar ensures that the applicant has been immersed in the details of working equitation.

***A applicant that is denied for any reason may reapply one year after date of initial application submission.**

Renewal Plan:

The merge team proposes a two-year renewal for all WE Coaches which will require submission of continuing education documentation, two positive evaluations, and the renewal fee. The renewal fee will be half the price of the current application fee.

Rationale: To maintain network membership, a WE coach must demonstrate a continuing commitment and tangible involvement in the sport through continuing education documentation. A two-year renewal cycle, modeled after the new Licensed Official CE requirements, allows for more flexibility for difficult years and varying opportunities.

A WE coach must demonstrate they are continuing to promote the sport in an effective and professional manner by having at least two positive client evaluations within the previous two years.

As a thank you for continued participation in the program, and to encourage continued membership, we offer a half-priced renewal fee based on the current application fee.

Proof of membership and insurance will need to be provided ANNUALLY.

Evaluation Process: A confidential google form will be provided and is the preferred method of submission and may be submitted at any time within the two-year membership.

30 hours of documented Continuing Education within the two-year period.

Rationale: 30 hours shows commitment to the sport and investment in a WE coach's continuing education, but is fairly easily met with 3-4 days of CE activities, over two years.

Activities that qualify for CE credit hours (may use any combination):

1. On -Ground Licensed Competitions experience serving as scribe, TD or Provisional TD, or shadow judging.
2. Ride in OR audit a clinic with a WAVE judge or “R” or “S” Judge.
3. Attend an approved Licensed Officials Seminar.
4. Compete in a licensed working equitation competition, credits of 4 hours per competition, up to a total of 8 hours of CE credit total.

Complaints:

Complaints regarding a WE Coach should be submitted to the ethics committee for investigation. The WECN committee will act as a resource to the ethics committee for complaints involving WE Coaches by providing requested relevant data. The new committee will be responsible for carrying out any actions recommended by the ethics committee, including but not limited to warnings, suspension or revocation of network membership.

Data Management:

We suggest that all records be kept and managed on a cloud-based platform. Only the chair, one committee member, and the web administrator should have access to the WECN data folders to protect confidentiality while maintaining a redundancy in case of emergency.

Ambassador Award Suggestion for the Awards Committee:

We believe there are individuals within the membership that deserve recognition as ambassadors for the sport in the US. We would like to propose a nominated, regional award program that recognizes these individuals on an annual basis.

Respectfully submitted by the Merger PAPC.