



USAWE Board Meeting Minutes

Meeting Date: September 27, 2021

Meeting Time: 5:00 p.m. Pacific, 6:00 p.m. Mountain, 7:00 p.m. Central, 8:00 p.m. Eastern

Meeting Modality: Zoom

Board Members Present		Board Members Absent at Roll Call	
President	Leslie Martien	Secretary	Julie Alonzo
President Elect	Barbara Price	Treasurer	Erin O’Shaughnessy
At Large Director 2	Doreen Atkinson	At Large Director 1	Trisha Kiefer-Reed
R1 Director	Kristine Strasburger	R3 Director	Cindy Branham
R2 Director	Robin Bond	R7 Director	Rebecca Algar
R4 Director	Kiki Pantaze		
R5 Director	Alex Tyson		
R6 Director	Kimberley Hillyer		

Current # of Board members = 13. BOD members required for Quorum = 7. # of BOD members in attendance at roll call = 8. Quorum was established.

USAWE Board Members in Attendance After Roll Call:

Erin O’Shaughnessy, Treasurer

USAWE Adult Members in attendance for all or part of the meeting:

Christy Reich, Licensed Officials Committee Co-Chair
 Jeanne Bond, Competitions & Rules Committee Chair
 Erin Leal, Awards Committee Chair
 Dan Dahlke, Ethics Committee Chair
 Kris Blacklock, R5 Member
 Karen Boso, R5 Member
 Sandy Klinkey, R5 Member
 Mary McGee, R5 Member
 Lori Fisher, R7 Member

President Martien called the meeting to order at 6:02 PM, Mountain time.

AWARDS PROCESSING

Awards Committee Chair Erin Leal shared information about the steps required to process show results and tabulate points for the various awards programs offered by USAWE, to demonstrate the complexity of the Awards process and answer any questions the Board might have regarding how awards are processed and why certain procedures are important to keep things running smoothly. Erin and her husband have devoted about 120 hours to date to automate the awards processes using a series of Excel formulas.

She covered the following:



- 1) Receipt and Recording of Results - this will walk the board through how we receive our results from show managers, where and how this is recorded, and when results are cleared to be posted
- 2) Inclusion of Results into the Database - this will provide the board with an overview of the database and member-sort process, and how we go from show-specific results to our historic records
- 3) From Database to Leaderboards - this will give the board an idea of the processing required to take results and turn them into leaderboards, including the different parts of the organization the leaderboards need to reference
- 4) From Database to Medals - this will give insight into the Medal process, including the Medal Update Program and our plans to feature Medal Recipients
- 5) From Database to Breed Awards - this will give a preview of the Breed Awards we currently have, and how we hope to feature those breeds and their winners
- 6) Common Problems - like any system, there are issues and bumps in the road. We are working with Competitions and Membership to solve several of these, but they include result inaccuracy, "all-Open" shows, and inconsistency in reporting.

The Awards Committee would like to get the Breed Awards publicized on social media but needs some assistance with this.

Numerous members of the Board commended Erin for her excellent work on the Awards tracking as well as the quality of her presentation to the Board.

She also brought to the Board a proposal that the judges' average score created by ANY double-judged show, regionals or otherwise, be included only once in a rider's Lifetime Medal calculations. Where shows are double-judged between judges of two different ranks, riders will be offered the benefit of the higher judge's rank.

RATIONALE for Proposal: This allows riders to still be incentivized within their particular year's leaderboards, without sacrificing the longevity and consistency of the medal program, and maintains consistent bookkeeping between our various awards reporting systems.

As most of our historic records do not note whether shows were split judged, double judged, or if split who judged what classes each did when there are multiple judges listed, riders have been given the benefit of the higher judge's rank in the historical scores. Given that the average does help to limit the potential for an unearned score, we believe the consistency and benefit to riders by offering the higher judge's rank towards their score is the most equitable option.

She also brought a proposal to the Board related to Lifetime Medals Calculations.



As Chair of the Awards Committee, Erin Leal made a motion to:

Motion: Judges' average score created by ANY double-judged show, regionals or otherwise, will be included only once in a rider's Lifetime Medal calculations. Where shows are double-judged between judges of two different ranks, riders will be offered the benefit of the higher judge's rank.

Motion was seconded by Kimberley Hillyer, R6 Director.

- **The motion passed unanimously by voice vote with no "nays" heard.**

COMPETITIONS COMMITTEE

Prior to the meeting, Jeanne Bond, Chair of the Competitions Committee, had requested that Kris Blacklock, R5 member, be appointed to the Competitions Committee.

Leslie Martien, President, made a motion to:

Motion: Appoint Kris Blacklock to the Competitions Committee, effective immediately.

Motion was seconded by Kiki Pantaze, R4 Director.

- **The motion passed unanimously by voice vote with no "nays" heard.**

WELCOME PACKET FOR NEW BOARD MEMBERS

Leslie Martien, President, reminded the group that with the election underway, USAWE will have new Board members in the near future. She indicated that she would like to put together a welcome packet for new board members.

She asked Board members to share their thoughts on what would be helpful to include in the welcome packet. Items to include:

- Sending some USAWE brochures and stickers
- List of Committee Chairs and Committee Members as well as what the different committees do
- A summary of the things that are "pending" (activities, etc. that the Board is in the process of working on).
- Tutorial on how to use the Google Drive
- Information about the scope of what Regional Directors are actually responsible for (and what falls outside their responsibility).

A suggestion was made that the Board use the month of October to compile the information – R1 Director Kristine Strasburger suggested that every Board member turn something in to the Marketing and Communications Committee by the end of October, enabling the Communications Committee to have the packet ready to distribute to the newly-elected Board members when they take office.



TREASURER'S REPORT

Prior to the meeting, Erin O'Shaughnessy, Treasurer, had provided the Board with detailed Balance Sheet and Profit and Loss Report (on the Board's Google Drive folder). That information is summarized here, for ease of access.

August Financials and Bank Reconciliations have been uploaded to the Google Drive.

Financial Summary

US Bank Checking Account Current Balance	\$ 7,967.05
PayPal Account Current Balance (9/22/21)	\$26,487.92
Net Income August 2021	\$1,467.67
Net Income YTD	\$10,840.88

Comments: Income was Membership dues/horse recording, show licensing fees, Breed Award sponsorships and LOC WE-binar registrations.

Expenses were banner orders, bank charges (international wire) and regular Google suites fees as well as Word Press and mail chimp, and PayPal processing fees.

Submitted electronically.

Erin O'Shaughnessy
9/26/21

Tax-Exempt Status Update

President Leslie Martien reminded the Board that USAWE received official notification from the IRS that we have been granted 501(c)(3) status. Both WE United and the Confederation for Working Equitation are beginning the process of formal dissolution and transferring all remaining assets to USAWE.

Closed Session

President Leslie Martien moved the Board to closed session to discuss a confidential matter.

President Leslie Martien adjourned the meeting at 7:26, Mountain Time.

Minutes submitted by Julie Alonzo, USAWE Secretary, based on a recording of the meeting