



**USAWE Board Meeting Minutes**

**Meeting Date:** October 19, 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	Treasurer	Erin O’Shaughnessy
President Elect	Barbara Price	R2 Director	Robin Bond
Secretary	Julie Alonzo	R3 Director	Cindy Branham
At Large Director 1	Trisha Kiefer-Reed		
At Large Director 2	Doreen Atkinson		
R1 Director	Kristine Strasburger		
R4 Director	Kiki Pantaze		
R5 Director	Alex Tyson		
R6 Director	Kimberley Hillyer		
R7 Director	Rebecca Algar		

Current # of Board members = 13. BOD members required for Quorum = 7. # of BOD members in attendance at roll call = 10. Quorum was established.

**USAWE Board Members in Attendance After Roll Call:**

Robin Bond, R2 Director

Cindy Branham, R3 Director

**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

Glynn Hoekstra, R2 Member

Chris Stanko, R3 Member

Marcy Buffington, R4 Member

Kris Blacklock, R5 Member

Karen Boso, R5 Member

Adair Soho, R6 Member

Pat Melton, R7 Member

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

***RULE BOOK APPROVAL***

Prior to the meeting, Jeanne Bond, Chair of the Rules Committee, had shared a draft of the rules to go into effect December 1, 2021 with changes proposed by the Committee. She explained that the Rules Committee had received 90 different rule change proposals and that they had been meeting for several months to consider each one. The version of the rules



shared with the Board had also been reviewed by the Rules review team. In the days prior to the Board meeting, clarification was sought on the following points:

Phrasing related to a change in wording in the section on course errors and the proposal related to the impact on final competition placings of failure to pen a cow in a competition where the Cattle Trial was mandatory.

In introducing the topic, the Chair of the Rules Committee requested that any member of the Board who felt strongly that a rule needed to be changed should submit a Rule Change Request to the Rules Committee the night of the meeting and indicated the committee would make a decision about the proposal. The Board will then have the opportunity to review and approve/disapprove of the final document.

Several Board members expressed unease with the process (requesting the opportunity to discuss the topic and evaluate the merits of the proposals).

Discussion focused on the proposal to change aspects of the Cattle Trial.

### ***COMPETITIONS MANUAL***

Prior to the meeting, Jeanne Bond, Chair of the Competitions Committee, had shared with the Board a draft of a new Competitions Manual, specifying requirements for those organizing USAWE recognized competitions.

### **Julie Alonzo, Secretary, made a motion to:**

**Motion:** Approve the Competitions Manual as presented to the Board in October 2021, with the addition of the USAWE Logo Use Guidelines.

Motion was seconded by Robin Bond, R2 Director.

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

### ***ETHICS COMMITTEE BUSINESS***

Adair Soho and Marcy Buffington, Members of the Ethics Committee, brought two proposals to the Board for consideration: Policies and Procedures 2.4 (Ethics), and Ethics Complaint Form for website.

Changes to the Policies and Procedures which the Ethics Committee is proposing: a change in the number of ethics committee members from a set number to a range of 4-8. Added that the committee should include a regional director. Added information on where people can find information about the social media policy and ethics complaint form, where questions can be sent to the Ethics Committee, etc. Proposal is to waive the \$100 fee when an ethics complaint is filed by the Board, Ethics Committee, or Licensed Officials Committee.



The email address for the Ethics Committee needs to be updated on the website.

**Leslie Martien, President, made a motion to:**

**Motion:** Approve the revisions to Section 2.4 of the Policies and Procedures manual.

Motion was seconded by Rebecca Algar, R7 Director.

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

**Leslie Martien, President, made a motion to:**

**Motion:** Approve the revised Ethics Complaint Form to be posted on the USAWE website.

Motion was seconded by Trisha Kiefer-Reed, R4 Director.

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

#### ***UPDATE ON AFFILIATE ORGANIZATION MEETING***

Kristine Strasburger, R1 Director and Affiliate Organization Coordinator, held the first quarterly meeting of AOs this month. Minutes from that meeting will be shared with the USAWE Board.

#### ***DISSOLUTION OF CONFEDERATION AND WE UNITED***

Leslie Martien contacted the members of the Confederation for Working Equitation’s Board at the time of the consolidation and is working on finalizing the paperwork for dissolution.

Erin O’Shaughnessy and Julie Alonzo have been working with the WE United accountant to complete the necessary paperwork required to officially dissolve WE United. The dissolution will become official 30 days after the final paperwork has been filed with the appropriate authorities in the state of Oregon, where WE United is incorporated. An important part of the dissolution will be transferring all remaining funds from the WE United accounts to USAWE, less the amount needed for the final tax filing as well as the funds required to file the different dissolution documentation in Oregon.

There was additional discussion related to requesting detailed financial records from both the Confederation and WE United as the dissolutions and transfer of funds happen.

Questions were raised about the appropriateness of WE United allocating money from their Youth Scholarship fund in this transition time period, and in particular expressing unease about not having been aware of the process or the availability of the scholarship funds. It was explained that the WE United Youth Scholarship funds resulted from a donation from a WE



United member, who specifically required that the funds be used to support youth participating in Championship competitions. The Scholarship had been announced through the WE United newsletter two years ago, when the monies were initially donated. At that time, the scholarship application was also shared. No further marketing of the scholarship's availability happened because COVID soon shut down the larger shows. This summer/fall, WE United received four applications for Youth Scholarships in 2021, 3 from Region 2 and 1 from Region 5. All four applications were reviewed, and the youth applicants were found to have met the qualifications (being youth members and planning to compete in a championship), and all four were thus awarded the scholarships. A variety of input was shared, including a desire for the Board to be kept better informed about any monies being spent and the need to ensure that all youth were informed of the availability of scholarship opportunities. The need for USAWE to hold the scholarship money in trust, to be used only to support youth members competing in the large, championship competitions, was shared with the Board, along with the hope that the USAWE Board would take steps to ensure that youth members are aware of the scholarship's existence.

#### ***POLICY REGARDING ENDORSEMENT OF CANDIDATES***

President Leslie Martien shared her concerns related to sitting board members using Social Media to endorse candidates for Board seats. She asked the Board to share their thoughts and suggested that the Board consider a policy related to whether sitting Board members should be able to endorse candidates for election in the future.

#### **Additional input shared:**

- It's not against the social media policy.
- As long as the postings are not presenting negative attacks toward the other candidates, then it should be allowed.
- It might provide some useful insight for members to get input from people with experience related to their opinions on people's qualifications.
- As long as the postings are appropriate, it's part of freedom of speech. The postings need to be respectful, polite, and honest.
- Having a diversity of views is important. Endorsements might end up resulting in the board being less diverse.
- Sitting Board members should not endorse.

#### ***CLOSED SESSION***

President Leslie Martien moved the Board to closed session to discuss two confidential matters.

One was simply a matter of information sharing and the other resulted in a written statement to be used for communicating about an issue if Board members are asked about the matter.

#### ***ADDITIONAL MATTERS***

President Leslie Martien indicated that marketing brochures have been ordered and will be sent to Kiki for dissemination.



Kristine Strasburger, R1 Director, shared the work she has done so far to get USAWE-branded merchandise available through a “print on demand” store on the USAWE website. She mentioned the need for handling sales tax and tax reporting (there are companies that could be contracted to provide the end-to-end compliance for tax filing, at a cost of a little over \$1000/month). The company she has found offers embroidery as well as screen printing. She wanted to get Board input before she proceeds.

Leslie indicated that she would add this to a future meeting agenda.

**President Leslie Martien adjourned the meeting at 7:58, Mountain Time.**  
Minutes submitted by Julie Alonzo, USAWE Secretary.