



USAWE Board Meeting Minutes

Meeting Date: January 12, 2022

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	Barbara Price	R3 Director	Chris Stanko
President Elect	Olga Hendrickson	R7 Director	Rebecca Algar
Secretary	Julie Alonzo		
Treasurer	Erin O'Shaughnessy		
At Large Director 1	Trisha Kiefer-Reed		
At Large Director 2	Doreen Atkinson		
R1 Director	Heather Humelbaugh		
R2 Director	Robin Bond	R3 Director	Chris Stanko
R4 Director	Kiki Pantaze		
R5 Director	Becky Sherven		
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 = 8. Quorum was established.

USAWE Board Members in Attendance After Roll Call:

Chris Stanko, R3 Director

Rebecca Algar, R7 Director

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

Kris Blacklock, Competitions Committee Chair, R5 Member

Jeanne Bond, Rules Committee Chair, R6 Member

Dan Dahlke, Ethics Committee Chair, R1 Member

Stephanie Hayes, R6 Member

Sandy Klinkey, R5 Member

Leslie Martien, Past President & R3 Member

Sue Watkins, Competitions Committee Member, R2 Member

Christy Reisch, Licensed Officials Committee Co-Chair, R2 Member

President Price called the meeting to order at 5:01 PM, Pacific time.

SITUATION OF NON-MEMBER COMPETING IN CHAMPIONSHIP

The Board had been informed of a situation where a person competed in a 2021 Regional Championship without fulfilling the requirement of being a member. This error was caught during the processing of results. The member had provided an incorrect USAWE membership number (which was later determined to be his old membership number from a previous WE organization), and neither the member nor any of the officials at the championship was aware



of the mistake. When the competitor was contacted about the situation, he agreed to join and did so quickly.

The Board exchanged numerous emails about this situation, with some indicating that they felt the competitor should not be allowed to retain his title or awards from the Championship, others indicating that they thought he should be able to retain his awards from the competition but points earned at the show should not count toward the Leaderboard, and still others indicating that they thought that the person should be able to both regain his title and awards earned at the Championship and have his points added to the Leaderboard.

After lengthy discussion by email, President Price indicated that she would bring the topic to the Board meeting, where the Board would be presented with three different motions (representing the three options the Board had been discussing by email). Through a process of elimination, the motions would determine the Board’s decision on the matter.

Motion 1: Approval to sanction the competitor’s 2021 USA Working Equitation Region 2 Championship L5 Reserve Champion title and associated Regional & National Leaderboard Award points.

Motion 2: Approval to sanction the competitor’s 2021 USA Working Equitation Region 2 Championship L5 Reserve Champion title, but not allow Regional & National Leaderboard Award points.

Motion 3: Deny sanctioning the competitor’s 2021 USA Working Equitation Region 2 Championship L5 Reserve Champion title and disallow associated Regional & National Leaderboard Award points.

President Barbara Price, made a motion to:

Motion: Approval to sanction the competitor’s 2021 USA Working Equitation Region 2 Championship L5 Reserve Champion title and associated Regional & National Leaderboard Award points.

Motion died for lack of a second.

President Barbara Price, made a motion to:

Motion: Approval to sanction the competitor’s 2021 USA Working Equitation Region 2 Championship L5 Reserve Champion title, but not allow Regional & National Leaderboard Award points.

Motion was seconded by Olga Hendrickson, President Elect.

Robin Bond recused herself from the vote, citing a potential conflict of interest because she was a competitor at the competition.



Julie Alonzo, Secretary, recused herself from the vote, citing a potential conflict of interest because she was the show secretary at the competition in question.

- **The motion passed with 6 in favor and 5 opposed.**

2022 ZONE CHAMPIONSHIP LOGO DESIGN

Prior to the Board meeting, a design for a Zone Championship logo had been shared with the Board (see image below).



Kiki Pantaze, R4 Director, made a motion to:

Motion: Approve the 2022 Zone Championship Show logo as recommended by the Competitions and Marketing committees.

Motion was seconded by Rebecca Algar, R7 Director.

The intention is to have a unified logo to be used for the Zone Championships (marketing, prizes, badges, etc.). The full USAWE logo could still be used for additional marketing related to the Zone Championship.

A suggestion was made to consider creating a “print option” that uses the full USAWE logo. Kiki clarified that the USAWE logo could still be used at the Zone Championships, when the format in which the logo is being created does not require

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

2022 CNC EVENT

The Cross-National WE Camp and Cup, a fun and educational event open to people interested in working equitation from around the world, will be held in Missoula, MT in July of 2022.



In presenting this topic for the Board’s consideration, President Price noted that past CNCs have been popular, well-run WE events providing many valuable learning opportunities and activities for participants. This year’s CNC will be held in the U.S., and it makes sense to include it on our calendar.

Several Board members echoed their support for the event and for allowing it to be posted on the USAWE event calendar. Julie Alonzo, Secretary, also requested permission to use the USAWE Gira.io account for scoring at the event.

President Barbara Price, made a motion to:

Motion: Add the 2022 CNC (Cross National Camp & Cup) event information to the USAWE events calendar, clearly labeled as a general interest working equitation opportunity not sanctioned or organized by USAWE.

Motion was seconded by Doreen Atkinson, At-Large Director.

Julie Alonzo, Secretary, recused herself from the vote due to a potential conflict of interest because she is helping to organize the event.

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

CREATE A GENERAL AD AND PRODUCE REPRINTS

Prior to the Board meeting, President Price provided the following rationale for this motion.

RATIONALE: USAWE is the national organization for working equitation in the U.S. We need to create a professional association image ad for general use, and provide controlled but easy, inexpensive avenues for members to use the ad for local and regional promotion (i.e., via electronic and printed flyer versions). Designing a clean, simple ad will help create a memorable brand for the organization and allow it to be more easily scaled to different sizes if media needs arise. Proposal recommends using an outside professional designer without ties to USAWE, both to avoid any favoritism issues and to explore fresh artistic vision.

In addition to the print version, USAWE would have an electronic version of the ad to use online.

Some Board members expressed some concern about whether this is the most appropriate use of money. Others expressed support for the idea, citing the need to have something ready to go for advertising, show programs, etc.



President Barbara Price, made a motion to:

Motion: Approve the expenditure of up to \$1,500 to hire a professional designer to create, for board review, a scalable corporate ad for USA Working Equitation, and to print 8.5” x 11” color flyers for regional and local promotional purposes.

Motion was seconded by Robin Bond, R2 Director.

➤ **The motion passed by voice vote with no “nays” heard and one abstention.**

MEMBERSHIP RENEWAL PERIOD – Discussion Item

When the Board voted to change the competition year, the discussion included the possibility of also changing the membership year to match. Barbara asked for input from the Board.

Several Board members suggested that having the membership year match the competition year would make things easier for members to remember. If the membership year ends a month before the competition year, then any members who haven’t renewed in November would suddenly be ineligible for year-end awards.

One Board member suggested it might be a good opportunity to clarify how to handle membership applications that come in very close to the start of the membership year.

President Price indicated that it appeared that the majority of the Board are in favor of changing the membership year to match the competition (and calendar) year, so she will begin the process of the Bylaws Change.

USAWE FINANCIAL UPDATE

President Price noted that Treasurer Erin O’Shaughnessy has updated the financials on the Google Drive through November and encouraged members of the Board to review them. She encouraged Board members to contact her with emails with any questions related to financial transactions. She noted that she works full time so sometimes her responses might be delayed, but she assured the Board that she would, indeed, respond to questions that are sent to her.

Financial Summary through November 20, 2021

US Bank Checking Account Balance	\$ 7,785.89
PayPal Account Current Balance:	\$30,157.66
Net Income October 2021	\$ 624.71
Net Income YTD	\$15,140.92



Q/A FOR RECOMMENDED CHANGES TO THE 2023 ZONE CHAMPIONSHIP SHOWS - – Discussion Item

Prior to the meeting, Board members received a proposal from Kris Blacklock, Competitions Committee Chair, and Chris Stanko, R3 Director to make changes to the Zone Championship structure that was approved on August 23, 2021. Their proposal is as follows:

1. All Regional Directors (RDs) should be involved in the planning of the Zone Championship Show. The Zone Championship Show should be a priority for the Regional Directors, second only to supporting their region.

2. In order to prevent a conflict of interest, Regional Directors within a zone should not be involved in the approval process for the Zone Championship Show. If a Regional Director is involved in the planning of the Zone Show, as proposed in the prior point, they will be an author of the proposal. The author of the proposal shouldn't be on the committee to formally approve the proposal; rather Regional Directors (minimum of one from each of the other two zones) in conjunction with the Competitions Committee, should be the group to approve the proposal. For example, a RD from the Western Zone, a RD from the Eastern Zone, and the Competitions Committee members will review and make the decision for the Central Zone Show Proposal with final approval to be made by the Board of Directors.

3. In order to prevent a conflict of interest, Regional Directors within a zone should not be involved in the approval process for the Zone Championship Show. If a Regional Director is involved in the planning of the Zone Show, as proposed in the prior point, they will be an author of the proposal. The author of the proposal shouldn't be on the committee to formally approve the proposal; rather Regional Directors (minimum of one from each of the other two zones) in conjunction with the Competitions Committee, should be the group to approve the proposal. For example, a RD from the Western Zone, a RD from the Eastern Zone, and the Competitions Committee members will review and make the decision for the Central Zone Show Proposal with final approval to be made by the Board of Directors.

4. In order to foster unity and positivity among the regions in the zones, I'd like to propose an alternative to bidding. I suggest we communicate with the regions within the zones before accepting proposals to see who wants to put on the shows. The shows could change locations from year to year.

At the present time hosting a National Championship Show has been replaced with Zone Championship shows. The Zone shows have to be approved by a committee and voted on by the board. If USAWE is going to do that then it only makes sense that USAWE should stand behind the Zone Shows.

The accounting and money process will be under the aegis of USAWE, with a treasurer appointed from the Zone to assist. Any profits will be held by USAWE in the zone account for the following year. Because USAW is a 501(c)3, there is no recognition of income or tax burden on the Zone organizers. Any loss will be the responsibility of USAWE.

Written and approved by, Chris Stanko, R3 director and Kris Blacklock, Competition chair

President Barbara Price asked Board members to share their thoughts about the proposal.

Significant concern was expressed about opening new USAWE bank accounts.



Some people suggested that having access to the USAWE 501(c)(3) status could be quite helpful to the people organizing the Zone Championships, enabling them to accept tax-deductible donations.

A concern was expressed that having USAWE rather than the individual show organizers be financially responsible for any losses could be dangerous. The explanation given was that people who know that they need to bring an event in within their budget (or risk losing their own money) tend to be more careful about how they are spending the money.

Treasurer Erin O'Shaughnessy indicated that it might be possible to come up with a structure whereby USAWE could accept donations for the Zone Championships.

Chris Stanko, R3 Director, expressed the belief that USAWE should have more responsibility for the Zone Championships, both in terms of benefiting from any profits that might come in and covering any losses. She is concerned about the impact on the smaller show organizers who might have a tax burden if they accept large donations. She explained that she thought any profits should be put toward the next year's Zone Championships rather than going to the group or people who organized the event.

President Price thanked the Board members for sharing their thoughts and indicated that the proposal would continue to be studied.

President Barbara Price adjourned the meeting at 6:34 PM, Pacific Time.
Minutes submitted by Julie Alonzo, USAWE Secretary.