

2023 Annual Members Meeting



February 4, 2023 USAWE Annual Members Meeting

USA Working Equitation 501(c)3

USAWE is a non-profit corporation.

The purposes of USAWE are exclusively those educational and charitable purposes allowed for organizations defined under §501(c)(3) of the Internal Revenue Code of 1986, or the corresponding section of any future Federal tax code.

Mission

Fostering a Supportive Community of Riders and
Building a Strong Future for the Sport

Within these limits, the purposes of USAWE include the following:

To promote the sport of Working Equitation through educational initiatives, community outreach, and the organization of Working Equitation competitions throughout the United States in a way that promotes the welfare of the horse and the practice of good horsemanship.

Executive Committee Officers

Deals with the daily business of USAWE that occurs between Board of Directors meetings.

President - Chris Stanko

President-Elect - Doreen Atkinson

Secretary - Kris Blacklock

Treasurer - Erin O'Shaughnessy

At Large Director 1 - Trisha Kiefer-Reed

At Large Director 2 - Stephanie Hayes

2023 Goals

- Develop committee plans that define the line between committee autonomy and the requirement for Board of Director approval.
- Ensure committees provide resources for coaches, licensed officials, show organizers and membership.
- Executive Committee Officers, At Large Directors, Region Directors and Committees promote USAWE, network within and outside the organization and utilize membership talent.

President's Message



Chris Stanko

As the new president of USAWE, I'd like to extend a warm welcome to all of you members who took the time out of your day to be here.

I want to let you all know that the board of directors, regional directors and all the committee members are working very hard to keep us moving forward in the right direction. We will focus on working as a team and keeping all lines of communication open.

Please feel free to contact us with any ideas, questions or concerns you may have. I personally will get your questions to the correct people who will then get you answers. I truly look forward to serving you for the rest of 2023.

Together we can grow this sport and this organization. Let's have fun, let's be happy, let's be great partners with our equine friends and keep the comradery going in this family of working equitation.

*Ride softly
Ride with grace
Ride with rhythm
Ride with tact*

President Elect's Message



Doreen Atkinson

Welcome to the 2023 USAWE annual membership meeting.. Thank you for taking time out to meet and hear from the dedicated and hard working Board of Directors and Committee representatives.

I have met many of you at some of the shows over the past few years and I can say with confidence everyone I have met has been welcoming and the camaraderie tops any horse sport I have been involved. You are warm and friendly and I see the love you have for your horse and support to give to your fellow competitors.

USAWE is growing. Committees are all meeting regularly. We invested in double Zoom licenses because committee meetings are going on all the time and we needed more zoom availability. USAWE also has a Webinar account so we can offer virtual sessions for our members. Education for the members is a USAWE goal.

The Rules committee and the Licensed Officials committee have already put on several webinars for the members. Watch for more educational opportunities as they develop.

Competitions are happening all over the USA, licensed officials are hard at work, more youth riders are joining the sport, and our marketing committee is expanding its media coverage. Great things are happening and I am so glad you have chosen to be a member of USAWE. See you soon at a show near you!

Secretary's Message

Day by day, continue to blaze a trail for others to follow



Kris Blacklock

A heartfelt **thank you** to all our members and volunteers. 2023 offers endless opportunities to network within and outside USAWE, share our talent and support each other as we continue to lay a foundation for the organization, enable riders to progress thru the performance levels, develop our organization's bench strength, nurture future leaders and look for opportunities to grow our sport.

What's been accomplished since taking office Dec 1st?

Identified and resolved 'gaps' within day-to-day operations in accordance to Bylaws and Policies/Procedures. Corporate assets are being identified, logged and utilized.

Created '*Corporate News*', added meetings to the usawe.org calendar, agendas to the website and meeting announcements on social media to keep you informed.

Created tools and resources for newly elected and seasoned directors on utilizing corporate email, key contacts, G-Drive, meeting etiquette, Roberts Rules, Zoom meetings, Webinars.

Streamlined acknowledgement of Annual Statements for BOD and Committee chairs and members.

Created a responsibilities task list/timeline for Secretary duties.

Financial Report – Erin O’Shaughnessy, Treasurer (Kris Blacklock)

Treasurer Summary Information

Financial Summary for 2023 General Meeting

Net Income 2020	\$20,422.13
Net Income 2021	\$101,151.67
Net Income 2022	\$47,661.21
Cash on Hand 12/31/22	\$169,195.34 (this includes \$7,200 that is restricted to use for Youth activities as prescribed by the original donor).

Financial Report (cont.)

USAWE's second full year of operation showed Operating Income from Member Dues, Horse Recording, the final Contribution from WE United, Program income (which includes Show Licensing, Sponsorship for year-end awards, and Licensed Officials applications fees) and Education income from Clinics/Seminars put on by USAWE.

Interest Income was from the US Bank savings account and we received cash back income from our PayPal Mastercard.

Operating Expenses were Advertising, Awards, Dues & Subscriptions (mostly for software and website support), Insurance, Tax Return Preparation, PayPal Fees, and various office expenses (postage, licenses/permits etc.). The two clinics put on by USAWE incurred some expenses for facilities, travel, supplies and presenter fees.

All the monthly financial reports and bank reconciliations for the year have been completed and are on the Corporate Google Drive. If anyone has any questions, email is the best way to reach me (Treasurer@usawe.org)

At-Large Director 1 – Trisha Kiefer-Reed (Kris Blacklock)

Represents all members (including International)

If, like me, you live in a challenging environment, take heart in the knowledge that blizzards don't last forever!

Sorry I'm not here today - prior commitments made it impossible to attend. I'm always available by email though (ALDirector1@usawe.org)

I'm looking forward to welcoming members from all over to Big Sky Country for the 2023 Western Zone Championship... when the mountains will be just as pretty, and a whole lot greener!

At-Large Director 2 – Stephanie Hayes

Represents all members (including International)

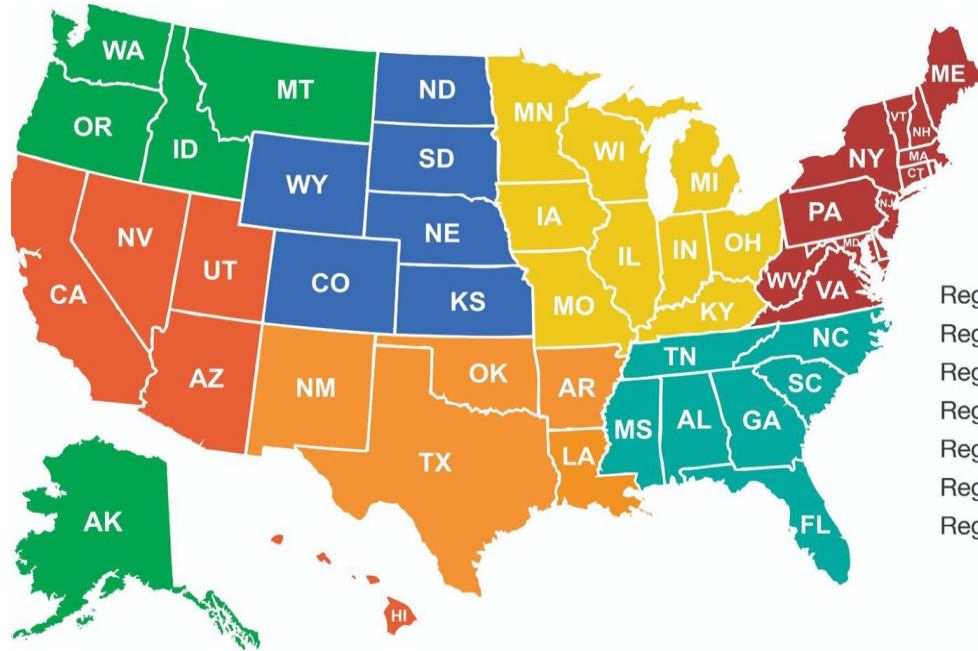


As the newly elected At-Large Director 2, I am enjoying getting acquainted with the inner workings of USAWE and the membership that I represent. I look forward to meeting riders and Working Equitation enthusiasts from every region. Whether we meet virtually, through emails or in person at clinics or shows, please feel free reach out to me with your ideas, concerns and questions al2director@usawe.org. I may not know the answer, but I'll be able to point you in the right direction. Your successes in the sport are as important too, so reach out if you have something to share.

Along with the opportunity to work with the membership at large, I participate in the monthly board meetings, committee meetings, and AO meetings. The more I can learn about how our organization works and all of the moving parts, the better prepared I am to assist members.

I look forward to a great year ahead and serving USAWE.

Regional Director Updates



- Region 1 ■
- Region 2 ■
- Region 3 ■
- Region 4 ■
- Region 5 ■
- Region 6 ■
- Region 7 ■

Region 1 Director - Heather Humelbaugh

Region 2 Director - Robin Bond

Region 3 Director – To be appointed

Region 4 Director - Kiki Pantaze

Region 5 Director - Becky Sherven

Region 6 Director - Karen Miller

Region 7 Director - Rebecca Algar

Region 1 Director – Heather Humelbaugh

Alaska, Washington, Oregon, Idaho and Montana

Region 1 is a **HAPPENING** region! It's exciting to see Idaho and Montana rapidly expanding their opportunities for W.E. learning and competition; including the selection of Montana's Big Sky Horse Park for the 2023 Western Zone Championships. I've been a participant on the BOD now for a year and can attest to the dedication and work required to create this thriving community of W.E. enthusiasts from across the country.

I was drawn to the sport by the collaborative atmosphere, accessibility for all styles and traditions, both for tack and equine breeds as well as the welcoming environment for all levels of riders. I believe that it is the Intro and Novice level riders in Region 1 who compose the majority of participants, which also means the majority of the revenue stream via your membership dollars.

My goal is to encourage the continued support and affordability for this group while still reaching for opportunity at the higher levels, including eventual international representation. W.E. is an approachable, fun activity and I will advocate to keep that welcoming, learning culture alive and well.

At the forefront of our region's strength are the people that make it happen, as such those participants should be rightly recognized for their work. On the next slide I have listed all the Region 1 residents who have so generously contributed their time and resources in order to allow W.E. to grow and thrive across the country. Apologies for anyone overlooked!

Region 1: **BE PROUD**

Region 1 Director (cont)

Alaska, Washington, Oregon, Idaho and Montana

Elected/Recognized and Credentialed Members who live in Region 1

Trisha Kiefer-Reed: At Large Director 1 Chair: Coaches Committee, Coaches network

Laura Stutesman: Coaches network

Nicole Coon: Coaches Network Committee

Julie Alonzo: Awards, coaches and competitions committees.

Emily Callihan: Competitions Committee

Bridgett Klingler: Chair of Elections & Awards Committees

Dan Dahlke: Chair of Ethics Committee

Adrienne Raymond: Website Committee

Heather Humelbaugh: R1 Director

Mark Klingler: TD

Ashley Smith: TD

Brittney Flowers: TD

Dawn Swenson: TD

Sasha Mullen: TD

Cari Schwartz: 'R' Judge

Kim Roe: 'r' Judge

Tracey Erway: 'r' Judge and TD

AOs

Alaska: Kelli Walsh-Schwab @ AK Livin the Dream Ranch

Idaho: Willa Rose; Oasis

Idaho: Kristine Strasberger; Panhandle W.E.

Montana: Jody Anderson; Laurel Saddle Club

Montana: Sheila Mealey; W.E. Under the Big Sky

Montana: Trisha Kiefer-Reed; Run-A-Muck Ranch

Oregon: Julie Alonzo; WE Oregon

Volunteers: whoshowupanddoupoverandoverandoveragain for Region 1

Getta Bradley: Gate Steward

Kim Shinn: working to promote Idaho WE expansion opportunities

Rachel Stout: working to promote Idaho WE expansion opportunities

organizing a recognized show!

Glenda Ilovehorses Anything and everything needed

Lola Ford

Leo Van Sistine: Anything and everything needed

Willa Rose: Volunteered at the Western Zone Championship all 4 days

T.J. Cruden: Gate Steward

Rebecca Cruden: Announcer & food organizer

Emily Elias: Anything and everything needed

Diana Inch: Can you say **PHOTOGRAPHY?**

Darlyne & Josie Wells: Anything and everything needed

Brayden Benge: Anything and everything needed

Terry Crawford: Anything and everything needed

Julie Alonzo: flies all over the country helping at events, clinics and shows.

Countless others! Thank you for ALL your hard work!

Teamwork makes the Dream Work!

Region 2 Director – Robin Bond

California, Nevada, Utah, Arizona, Hawaii and US Territories in the Pacific

Region 2 has been one of the largest and most active regions in USAWE.

Please look on the Region 2 Facebook page for information regarding events that have yet to publish on the USAWE Calendar.

As of this date, we have:

More than 15 schooling shows or clinics planned

At least 20 Licensed shows around the region

6 active Affiliate Organizations

- Arizona Working Equitation Club

- US Mangalarga Marchador Association

- Rawking Horse Ranch

- NorCal Working Equitation

- Poway Valley Riders

- Broken Bit Ranch

Look for more events to come up as the year progresses!

Region 3 Director – TBA (Linda Frazier filling in)

Wyoming, North Dakota, South Dakota, Nebraska, Kansas and Colorado

2023 Plans and Events:

Colorado- Affiliate Organization - High Country Working Equitation - Chris Stanko

Kickoff Party and Membership Drive - Feb 18th

6 Licensed Shows

3 Schooling Shows

Kansas: Affiliate Organization - Working Equitation Kansas - Linda Frazier

Awards Banquet and Membership Meeting - Feb 5th

2 Intro Clinics/ Playday in April

6 Licensed Shows

2 Clinics/Schooling Shows

1st Cattle Clinic

Nebraska: Affiliate Organization - Nebraska Heartland Working Equitation - Kristine Strasburger

This AO was newly established in 2023.

Their primary focus this year will be introducing Nebraska riders to the Sport of Working Equitation through local clinics and group attendance at / participation in the Licensed Competitions in Kansas.

Region 4 Director – Kiki Pantaze

New Mexico, Texas, Oklahoma, Arkansas and Louisiana

At the moment, Texas is the hotbed for Working Equitation in Region 4. We have clinics, practice days, schooling and licensed shows on the schedule.

Doreen Atkinson moving to the Weatherford area sure has sparked interest in the northern area of Texas and I hope it will spread into New Mexico and Oklahoma. Already, her enthusiasm has helped USAWE gain some new members and an Affiliate Organization!

I would like to welcome Donna Waldrup and 2 Irons Ranch of Mineral Wells, TX into the fold. 2 Irons Ranch can be found on Facebook or on the Affiliate page on the USAWE website.

We have a Schooling Show and Clinic on the books for Louisiana, scheduled for April 1 to take place at Holly Hills Farm in Benton, La. Holly Hills is a beautiful venue and they have already hosted two well attended clinics.

Region 4 Events

(All shows will be licensed unless noted otherwise)

March 25 - Sandhaven - Tylor, Tx

April 1 - Holly Hills Farm Schooling Show and Clinic - Benton, La

April 22 - Highlander - Waco, Tx

May 13 - WE - Weatherford, Tx

June 10 - Highlander - Waco, Tx

September 16 Highlander - Waco, Tx

September 28-Oct 2 - Central Zone Championship and Rated Show, Elkhorn, Wi

October 21 - Sandhaven, McDade, Tx

November - TBD

If you have any questions or would just like to chat about Working Equitation, please give me a call.

Kiki Pantaze, 512-924-7567

Region 5 Director – Becky Sherven (Kris Blacklock)

Minnesota, Iowa, Missouri, Wisconsin, Illinois, Michigan, Indiana, Ohio and Kentucky

As of 1/24/2023, there are 26 licensed shows scheduled in 2023 for Region 5!
See the [USAWE Calendar of Events](#) for details on each show.

Recognized Coaches in Region 5:

Michelle Lackey - Valley City, OH

Erica Peet - Wonder Lake, IL

Emily Kemp - Newton, WI

Learn more about Region 5 Recognized Coaches and how to apply to be a Coach [here](#)

Affiliate Organizations in Region 5:

The Sunrise Ranch - Mason, WI

Kemp Horsemanship - Newton, WI

Fox Valley Saddle Association - Hampshire, IL

KarMik Acres - Woodstock, IL

Alex Tyson Horsemanship - Fenton, MI

Classical Attraction Dressage Society (CADS) - Brecksville, OH

Buckeye Working Equitation - Hillsboro, OH

Learn more about Region 5 Affiliate Organizations and how to apply [here](#)

Region 6 Director – Karen Miller

New York, Vermont, New Hampshire, Maine, Massachusetts, Rhode Island, Connecticut,
New Jersey, Pennsylvania, Delaware, Maryland, West Virginia, Virginia, and the District of Columbia

2023 will be my first year serving on the USAWE Board. I am excited to be a part of such a supportive and well-rounded discipline. My goal for 2023 is to promote the sport of Working Equitation by being a positive and compassionate Ambassador of Working Equitation and to help introduce the sport to new people.

I have a unique soft spot for folks who are curious and want to learn more, regardless of their riding level. I personally know anyone can do this sport. Nurturing and feeding that curiosity is the base for our growth in this country.

I am so proud of our current AOs in Region 6 who continue to work hard to fill our calendar with licensed shows for competitors ready for that level, as well as providing many opportunities with Schooling Shows, Playdays and clinics for those just getting started, or just prefer a more relaxed environment. I call that planting seeds and watering your garden. I will strive to make events and information easily accessible as sometimes stepping into something new can be a bit intimidating.

I encourage everyone to check the calendar of events on the USAWE website as well as Region 6 FB page as events are constantly being added. Please do not hesitate to contact me with any questions. Email r6director@usawe.org, I may not have the answer, but I know people who will!

Region 6 currently has the following:

- 12 Active Affiliate Organizations (2 added in 2023!)
 - 1 Workshop - Horseless Introduction to W.E.
 - 1 W.E. Retreat
 - 8 License Shows
- 10 Schooling Shows
- 16 Clinics
- 2 Coached Playdays

Region 7 Director – Rebecca Algar

Tennessee, Mississippi, Alabama, North Carolina, South Carolina, Georgia,
Florida and the US Territories in the Atlantic

Region 7 is growing fast, and I would like to take this opportunity to thank all our members and AO's for supporting USAWE and our region.

If you are interested in learning more about WE, or putting on a clinic in our area, I will be happy to help.

This year we have (so far!) 14 clinics, shows and schooling shows listed. Please check our Facebook page, USA Working Equitation - Region 7, for updates, added events, and contact info.

I look forward to meeting many of you, and please reach out if you need assistance with information etc. Let's all make a concerted effort to get Region 7 WE "on the map!"

WE Events

2023

Get your event Recognized

2023
EVENTS

Mon	Tue	Wed	Thu	Fri	Sat	Sun
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

WE Events > Event Info ~or~ Calendar
www.usawe.org

Get your event recognized...

USAWE provides a calendar to help people interested in Working Equitation find events. To go to our calendar, use the "[Go to our Event Calendar](#)" link or the "Calendar" dropdown link within [usawe.org](#) > WE Events > *Event Info*

If you are a USAWE show/event organizer, Affiliate Organization or current member using a USAWE licensed official, WE Coach, WAVE official or LOC approved clinician, please click on the "[Request to ADD Event](#)" link. Let us know if you are organizing a clinic, playday, schooling show, licensed competition, or any other event our members might be interested in and we'll add the events as they come in.

A list of USAWE licensed competitions is available on the Competitions > [List of Licensed Competitions](#) and posted by the Competitions Committee after approving the Competition Licensing Request (request form is available on the Competitions > [Competition Resources](#))

Committee Updates

How many volunteers are currently assisting USAWE committees?

80

Affiliate Organizations - Kristine Strasburger

Awards - Bridgett Klingler

Coaches Network - Trisha Kiefer-Reed

Competitions - Becky Sherven

Elections - Bridgett Klingler

Ethics - Dan Dahlke

Financial Oversight - Leesa Nero

Horse Recordings - Mindy Finelli

International Competition - Kellee Campbell

Licensed Officials (LOC) - Christy Reich & Doreen Atkinson

Marketing and Promotion - Karen Boso

Membership - Kate Steffes

Rules - Jeanne Bond

Website - Kristine Strasburger

Youth Development - Alex Tyson

Affiliate Organizations (AOs) – Kristine Strasburger

Provides support and networking opportunities for USAWE Affiliate Organizations.
Serves as a resource for members and groups to become a USAWE Affiliate Organization.

Growth

- 2021 ended with 32 Affiliate Organizations
- USAWE Members designated a total of \$1,685 back to the AOs in 2021
- 2022 ended with 42 Affiliate Organizations - up 10 from the previous year
- USAWE Members designated a total of \$1,690 back to the AOs in 2022
- 2023 already has 9 new Affiliate Organizations who have joined USAWE
- 28 states have at least 1 Affiliate Organization. 22 states have no Affiliate Organizations

AO Quarterly Networking Hour - January, April, July, October

AO Spring Projects Taskforce - AO leaders working together to build resources for AOs

Coming Soon - AOs Survey to USAWE Membership - Please help AOs help you

Awards – Bridgett Klingler (Julie Alonzo)

Gathers licensed show results, maintains leaderboard points earned at licensed shows, orders and awards year-end Regional and National Leaderboard prizes, solicits annual Breed Performance awards and tracks Lifetime Rider Medals.

USAWE has joined the world stage with our full adoption of GIRA.io, created by data scientist José Lourenço. USAWE's annual license allows us to use GIRA to track Leaderboard standings as well as giving show organizers access to state-of-the-art software for scoring and placing WE competitions.

2022 National High Point* Winners

- L7 - Miguel Undabarrena, Gunipre (O)
- L6 - Josephine Trott, HD Redford GCH (A)
- L5 - Taylor Linsten, Wallace G (O)
- L4 - David Devoe, Lucien (O)
- L3 - Colleen Wright, On Fire (A)
- L2 - Karen Boso, Broadway Jack (O)
- L1 - Karen Boso, Obi (O)

All year long, full-resolution Leaderboard standings can be found on the USAWE.org website:

Competitions → Leader Boards

2022 - 31 National High Point & Reserve will receive embroidered prizes; 161 Regional Top 3 winners will receive USAWE Patches; 25 High Point Breed Awards

Top Youth 2022 - Allison Richardson, Zorro

*Here, we highlight the TOP point earners for 2022 at each level. Please see the USAWE.org website for the complete list.

Coaches Network – Trisha Kiefer-Reed (Andrea Sullivan)

Connects USAWE members with professionals who are recognized as having in-depth experience in Working Equitation.

Coaches by Region

Region 1 - Laura Stutesman (OR) & Trisha Kiefer-Reed (MT)

Region 2 - Ashley Bowers (AZ), Jessica Mosbaugh (CA), Polly Limond (CA), Sue Watkins (CA), & Tessa Nicolet (AZ)

Region 3 - Chris Stanko (CO)

Region 5 - Emily Kemp (WI), Erica Peet (IL), & Michelle Lackey (OH)

Region 6 - Breanna Sprik (NY), Holly Linz (MD), & Stephanie Hayes (VT)

Region 7 - Jody Fontanetta (TN), & Shannon Yee (SC)

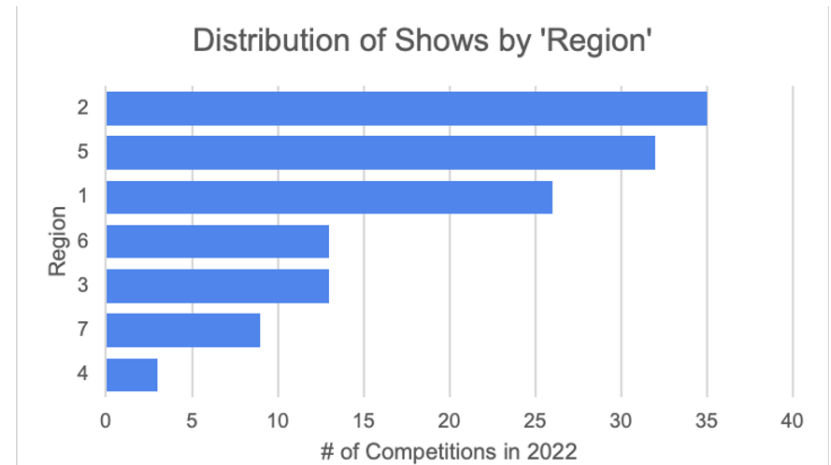
Initial Recognition: 5+ years training/instructing experience, 3+ years WE experience (instructing, coaching, training, competing), passage of WE Rules test (90% or higher), recommendations from “R” or “S” WE judge, 2 clients, & 2 equestrian professionals, evidence of competition service, performance, and/or attendance at officials licensed officials seminar.

Renewal: 30+ hours of continuing education every 2 years.

Competitions – Bridgett Klingler (Julie Alonzo)

Licenses shows and supports show organizers with competition resources (schooling show guide, competition manual, entry form, prize list, show schedule, GIRA online scoring and placement), tracks qualifying horse-rider pairs for Zone Championships, member of the Championship Evaluation Committee, provides licensed officials checklists, reports and welcomes competitor, show manager, Technical Delegate and Judge feedback.

Year	# of Competitions
2021	100
2022	118 licensed & 2 successful Zone Championships!
2023	67 licensed (as of January 23, 2023)



Competitions (cont)

For 2023, we're encouraging shows to use GIRA.io for processing results. Email GIRA@usawe.org if you'd like to be trained on using the online scoring system!

Qualifying for 2023 Zone Championships - 2 shows with average Dressage & EOH of **58% or higher** & no DQ in Speed (L2 +). Can be with same or different judges.

Getting on the Leader Board - must have average Dressage & EOH of **57.5% or higher** & no DQ in Speed (L2+) **under 2 or more judges**. Only the **top 4 scores** earned in the year count. Ties are broken by adding the actual % earned at the shows included in the Leader Board tabulation.

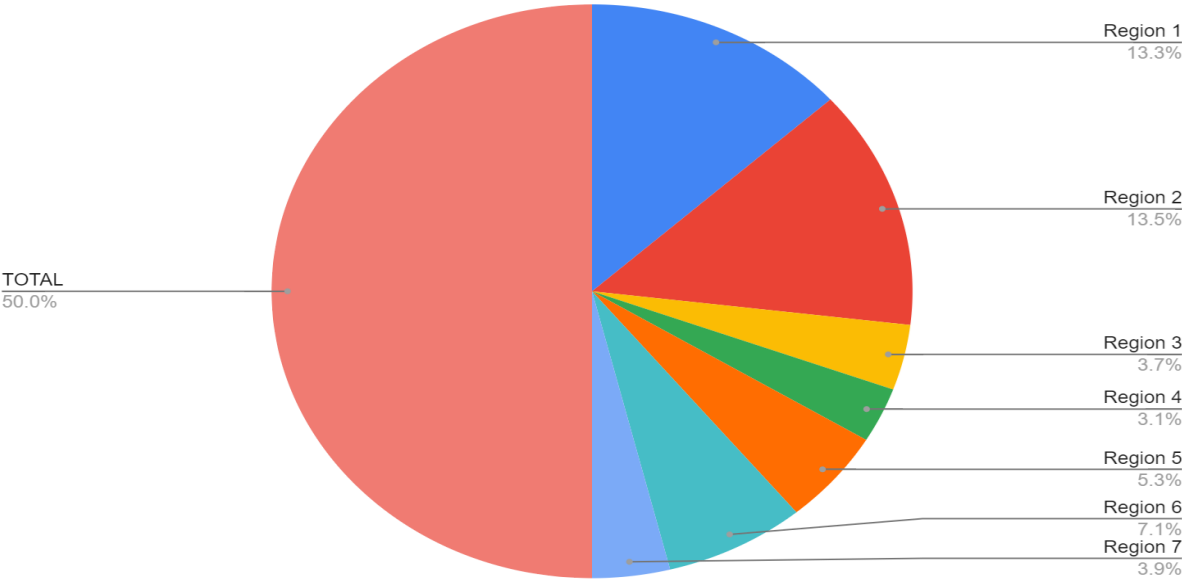
Elections – Bridgett Klingler (Kris Blacklock)

Responsible for conducting the annual election process.

Chair: Bridgett Klingler
Members: Biddie Lowry & Jane Renner

2022 Elections Recap
Eligible Voters: 854
Ballots Cast: 392 or 45.9% returned.
Rounded to 50% on graph.

2022 Electors, Voted and % Voted



Elections – What positions will be elected this fall?

Responsible for conducting the annual election process.

Chair: Bridgett Klingler

Members: Biddie Lowry & Jane Renner

2023 Election - Positions to take office Dec 1st, 2023

Executive Committee

President Elect: 2-year term; moves into President the following year - All Regions

At Large Director 1: 2-year term - All Regions

Regional Directors

Region 1 Director: 2-year term - Alaska, Washington, Oregon, Idaho, and Montana.

Region 3 Director: 2-year term - Wyoming, North Dakota, South Dakota, Nebraska, Kansas, Colorado.

Region 5 Director: 2-year term - Minnesota, Iowa, Missouri, Wisconsin, Illinois, Michigan, Indiana, Ohio, Kentucky.

Region 7 Director: 2-year term - Tennessee, Mississippi, Alabama, North Carolina, South Carolina, Georgia, Florida, and US territories in the Atlantic.

Ethics – Dan Dahlke

Deals with alleged infractions of the Code of Conduct, Ethics and Social Media policies for Officers, Directors, Coaches, Committees, Licensed Officials and Members.

Definition of Ethics: Ethics are a system of moral principles or rules that say what is and is not acceptable

Ethics committee members currently represent 5/7 Regions

Complaint Flow

- Ethics Committee receives a complaint
- Ethics Committee meets to determine merit
- Both parties are notified if merit is determined and investigation begins
- Upon completion of the investigation, the committee meets to determine if an Ethics violation occurred
- A summary of findings are completed
- Both parties are informed of the findings
- Either party can appeal the findings if they disagree

Ethics (cont)

Deals with alleged infractions of the Code of Conduct, Ethics and Social Media policies for Officers, Directors, Coaches, Committees, Licensed Officials and Members.

Filing an Ethics Complaint

Any member or competitor has the right to file a complaint. The complaint must be in writing using the Ethics Complaint Form and accompanied by a fee of \$100. The fee will be refunded if any portion of the complaint is upheld (i.e., the complaint is not dismissed in its entirety).

- **Ethics Complaint and Appeals Form** can be found at <https://usawe.org/corporate/ethics-form/>
- Send questions regarding possible ethics violations and general ethics related to: ethics@usawe.org
- Send complaints and confidential questions to: usaweethicscomplaint@gmail.com

Financial Oversight – Leesa Nero

Oversees USAWE financial transactions and records, conducts quarterly reviews, annual audit and annual financial review.

The Financial Oversight Committee now consists of five volunteer members who all have extensive financial experience and are familiar with the bookkeeping program currently used by the Treasurer.

Committee Goals for 2023:

1. Identify, and recommend to the USAWE Board of Directors for approval, a new independent CPA firm to complete the organization's annual tax return.
2. Create and establish Policies and Procedures for this Committee:
 - Delineate how this committee coordinates with and reports to the Board of Directors.
 - Establish job and task descriptions for its Committee members.
 - Establish reporting templates and forms.
 - Establish timelines for reviews and submission of the Annual Financial Assessment and Annual Financial Review.
 - Establish timelines and coordination protocol working with Treasurer and hired CPA firm to facilitate the completion of the annual tax return on time.
3. Continue to oversee the financial transactions and records for the current year.

Horse Recordings – Mindy Finelli

Records and maintains a list of horses competing in USAWE licensed competitions. All horses competing in any USAWE recognized competition must be recorded with USAWE. Use the new Horse Recording Change request to update horse information, transfer ownership, and notify if horse is retired or deceased. Currently there are 3K recorded horses!

USAWE presently has 3,258 horses recorded and received 120 Horse Recording Change requests.

Top 5 most registered breeds are:

Grade - 1,097

Iberian Breeds - 567

Andalusians - 237

Lusitanos - 217

½ Andalusian/Lusitano - 113

Quarter Horse - 490

Paint - 123

Arabian - 115

International Competition Task Force – Kellee Campbell

Responsible for the development and implementation of programs to develop competition and training for both domestic and international events.

- The International Competition Task Force (ICTF) is in the process of designing a program to provide access to WAVE competitions and the training needed to become an effective competitor at the international level.
- Educational programs that are developed as part of the International Competitions are intended to provide training opportunities to the entire USAWE membership, as well as to potential international competitors.
- A questionnaire and brief description of the program was sent out to our entire membership and the results will be reviewed in February.
- Members of the ICTF will be meeting with the WAVE President, Joao Duarte, and renowned Working Equitation Champion, Pedro Torres, on February 5 to discuss development of the USAWE International Competition program.
- The USAWE membership will be updated with program details as soon as they are formalized.

Licensed Officials (LOC) – Christy Reich

The LOC trains, licenses and regulates the Licensed Officials of USAWE.

For 2023 the LOC is:

- Planning a seminar on EOH with WAWE judge, Jose Benito, in conjunction with a licensed show.
- Working in conjunction with our “S” judges develop training materials.
- Providing training and testing on updates to the U.S. Rules for Working Equitation.
- Developing online access to educational resources: webinars, silent judging, shadow judging, training videos, judging calibrations.

The LOC currently has 19 licensed judges, 40 licensed TDs, 27 “L” judge candidates, and 16 TD candidates.

Marketing and Promotion – Karen Boso (Lidia Taylor)

Explores and develops new programs and promotional materials to attract and retain members while supporting existing committees in educating membership and the equine community about the sport of Working Equitation. A key role for the Marketing Committee is strengthening the organization's public presence and reach by providing cohesive and effective branding strategies.

Marketing Committee goals for 2023

- Develop a working set of Policies and Procedures to ensure marketing program efficiency
- Establish cohesive branded Social Media presence as a source of information, education, and entertainment
- Development of a grant program for presentations at trade shows/exhibitions (pending board approval)
- Relaunch branded USAWE logo wear program
- Develop strategic partnerships within equine community
- Outreach within other USAWE committees to ensure branding across the organization
- Develop new promotional videos for organization
- Licensing program with Dressage Illustrated for 2023 dressage tests (pending board approval)

We need your help to grow the sport! Like and share content from USAWE Social Media to your feeds and local equine groups. Let's show everyone how special our community and sport truly are.

Membership – Kate Steffes

Records and maintains USAWE's membership list. Sends out a welcome letter and membership card to all new members and sends out annual renewal reminder notices.

2021 Membership Total - 1088 members

2022 Membership Total - 973 members, 84 vouchers

377 New

596 Renewals

As of 01/27/22 YTD - 463 members

97 New

366 Renewals

COMPARES TO

As of 01/27/23 YTD - 624 members, 77 vouchers (only 7 became members)

87 New

537 Renewals

Rules – Jeanne Bond

Maintains the USA Working Equitation rule book with annual revisions and educates licensed officials, show organizers and members on rule changes.

Changes to the **United States Rules for Working Equitation** are derived from two sources:

- Updates incorporated in the ***WAVE International Working Equitation Regulations***, and
- Change proposals submitted by competitors, officials, and show management.

To be considered, change proposals must meet three criteria:

- Maintain the spirit of the sport of Working Equitation.
- Not in any way compromise the welfare of the horse.
- Provide a level playing field (i.e., be fair) for all competitors.

Rule change proposals are submitted on the [USAWE.org > Competitions > U.S. Rules for Working Equitation](#)

The Rules Committee welcomes questions at any time throughout the year. Rules@usawe.org

Website – Kristine Strasburger

Keeps the usawe.org website and corporate email addresses up-to-date.

The Website Committee will be expanding in 2023

Planned improvements

- a better shopping cart experience for membership dues and horse recording payments
- automatic renewal subscription payment option for membership dues
- review and maintenance to enhance page load speeds
- content and design review
- possible re-launching of the WE Shop with a different type of merchandise provider

We are looking for members interested in serving on the Website Committee who already have experience using the Divi Editor on WordPress. To apply, please email WebAdmin@usawe.org

Youth Development – Alex Tyson

Junior memberships (17 yrs and under) are FREE! This committee fundraises and promotes youth development through educational events, opportunities and programs and oversees scholarships to participate in Zone Championships.

- In 2022, we submitted a rule change (that was passed for 2023 USA Working Equitation Rules) now allows a youth rider and an adult rider to share a horse while both competing at the L1 Introductory level. This combination, as well as two youths competing at the same show in Intro, is also allowed.
- Continuing in 2023, qualified youth riders can submit a scholarship application to the youth committee if they need financial assistance to attend a Zone Championship Show.
- We started the long process of getting Working Equitation recognized by U.S. Pony Club.
- We would like youth and young riders to submit a design for a “Youth T-Shirt Design Contest” as a youth fundraiser.
- We are also working on a Youth Competition Manual.
- If YOU as the youth, parent, coach etc., can think of a policy or rule change you would like to see for youth involvement in the sport, please email us at Youth@usawe.org

Membership Q&A

Questions submitted prior
to the annual meeting

Q. Can a Level 2 or higher competitor **audit** a clinic, within 30 days before a show, with the judge as clinician?

A. *Auditing is permitted for any level (Rules Committee).*

Q. Is there some way to get more people involved in volunteering? Perhaps a discount on a show, or membership. Maybe a certain number of hours required per year, something to encourage people to get involved.

A. *This can be done (and is being done) on a local level. Show managers and AO's can talk and set up some sort of volunteering format to offer discounts on show entry, clinics and AO membership to encourage volunteering.*

Q. How long should the garrocha pole be if you are on a small horse (14h)?

A. *Currently, there is no requirement in the rulebook to change the length of the pole for riders on small horses. In cases of children riding, there have been adjustments made but that was the decision of show management to accommodate the smaller/younger riders, not anything that was specified in the rules. (Rules Committee).*

Membership Q&A

Questions submitted prior
to the annual meeting (cont.)

Q. Who vets election nominations to ensure the candidate is eligible to be placed on the ballot (current membership, current and past code of conduct, ethics, social media violations, etc.)?

A. *The Elections Committee reviews all nominations. Per the Bylaws, the qualifications for someone to be on the ballot for a Board position are:*

- 1. A member in good standing - due are paid for the year and must maintain their membership in good standing throughout the term*
- 2. A member has not been suspended or expelled from the organization pursuant to Section 5*

There are no other stipulations, per the Bylaws.

If a candidate appears on the ballot and is in violation of Article 4, Section 5 of the Bylaws, the Ethics Committee would reach out to the Elections Committee to inform them of the violation.

Q. Is a candidate ever not listed because of past infractions?

A candidate would NOT be listed if they had been suspended or expelled per Bylaws, Article IV - Section 5, Suspension or Expulsion.

Membership Q&A

Questions submitted prior to the annual meeting (cont.)

Q. When will there be USAWE sponsored educational opportunities (live clinics, virtual sessions, example videos of each dressage test, etc.) in each region to help members progress up the performance levels? Is there a resource lending library for books, DVDs, etc.?

A. *An educational online website membership library of resources is currently under construction. The International Competition Task Force is in process of developing educational opportunities. Stay tuned for details.*

Q. Does USAWE offer any financial (or marketing items) assistance if a member or AO applies for/organizes a discipline demo and booth at a local, state, region or national horse expo/fair? If yes, how does one apply?

A. *Yes, the Marketing Committee has put together a grant program to help assist members and AOs with the expenses associated with doing demos at larger horse expos and fairs. The funds are limited, will require an application process and grants paid will need to meet certain criteria. We'd like to expand on the program as the organization grows. The program is pending board approval.*

Q. Is there a limit as to how many committees or chair positions a member can volunteer for?

A. *Current USAWE Bylaws do not limit the number of committee or chair positions an individual may hold. The bylaws do limit power and all activities are overseen by the elected Board of Directors, particularly the executive members. (Article VII Section 7).*

Membership Q&A

Questions submitted prior to the annual meeting (cont.)



Volunteers are
the HEART of
USAWE

**VOLUNTEERS
NEEDED**

If you would be interested in helping out on one or more of our committees, please contact President-Elect Doreen Atkinson

Doreen@usawe.org
www.usawe.org



Q. Why are Directors also serving as a Committee Chair?

A. USAWE Bylaws, rules and policies currently do not prohibit this service. Since these are volunteer positions, volunteers must first volunteer for a position and then be approved for and appointed by the BOD to serve. Directors are elected, while committee members and chairs are appointed. All members of the BOD and committees must abide by the conflicts-of-interest, ethics, and code of ethics policies; those found in violation, may be reported for such violations and removed from those positions.

Q. Also the same individual on multiple committees? Within the USAWE membership, there should be ample volunteers that could serve as chairs and committee members.

A. Again, there are no rules in place prohibiting this action. If you'd like to be considered for a committee appointment, please complete the [Interested in Volunteering and Serving Form](#) located on the Community page of usawe.org website. Those interested in volunteering are referred to the appropriate BOD created committee by filling out that form. Many committees have been short of members due to lack of a volunteer to fill that committee position. Many members of USAWE have expertise and experience useful to fulfill committee positions as well as the time to do so. Please volunteer your time, talent and skills. We can use your help!

Due to the checks and balances of the bylaws, the number of committees and committee members, and the specific tasks each committee serves, there is no ability for undue influence to the organization as a whole. We would love to see more members stepping up to volunteer for these important committees, as historically there have not been enough volunteers to fulfill committee requirements.

Membership Q&A

Questions submitted prior
to the annual meeting (cont.)

Q. How can members, AOs, LOs, WE Coaches support the new International Competition program?

A. *The International Competition Task Force's goal is to have AOs, LOs, WE Coaches play an integral part in the program. More to come....*

Q. Does USAWE offer any scholarships (youth or adult amateur or professional) to attend educational clinics hosted by USAWE accredited clinicians? If yes, how does one apply? If not, could there be.

A. *Currently, there are no educational scholarships available at this time. We will be happy to forward this query to the Coaches Network, Youth Development and the Licensed Officials Committees for consideration as it would require a fundraising effort that is not currently in place.*

The Youth Development Committee offers a [Youth Championship Show Scholarship](#) for youth competitors planning to attend a Zone Championship. Information and application form is located on the [usawe.org](#) website > Competitions > Championships > Youth Scholarships page.

Thank you for
attending.

Next Annual Members Meeting:
Saturday, February 3, 2024

On behalf of the Board of Directors and
Committee Chairs we appreciate your
participation and your membership.

Thank you for being the heart of Working Equitation



Never underestimate the difference YOU can make.
A kind word. Sharing your talent. Unity. Teamwork.

Embrace differences.

We are more powerful when we empower each other.
Sparkle and Shine.