

Combined Board Meeting Minutes

Meeting Date: July 9, 2020, 5 p.m. Pacific, 6 p.m. Mountain, 7 p.m. Central, 8 p.m. Eastern

Meeting Modality: Zoom -Directions and password were sent out ahead of time.

Meeting Logistics

- The meeting was co-facilitated by Julie Alonzo and Jeanne Bond.
- Participants were given instructions as to meeting decorum in a Zoom Meeting. All members had an opportunity to speak on every motion up for discussion.
- Participant order for discussion was also established in an earlier email.

Voting Order

When we vote, the meeting facilitators will either call for a voice vote or a roll call vote. A **voice vote** will be used if there appears to be consensus on an item. A **roll call vote** will be used if any member of either Board requests it, or if there does not appear to be consensus.

If a voice vote is called, meeting secretary (Biddie Lowry) will record whether there were any ‘nay’ vote casts. If a roll call vote is called, Biddie will call on individual Board members by name and record the votes from the Confederation Board separate from the votes from the WE United Board, alternating between calling the votes starting with the Confederation Board and starting with the WE United Board.

Voting order was established prior to meeting. Roll Call Votes are recorded on the Voting Record Sheet and saved in Shared Drives > Collab – BOD meetings folder. There were no Roll Call Votes at this meeting.

Members in Attendance:

WE United		The Confederation for Working Equitation	
Julie Alonzo	Sarah Pinney	Jeanne Bond	Lauren Gueswel
Polly Limond	Cindy Branham	Karen Burch	Natalia Lord
Trisha Kiefer-Reed	Emily Kemp	Jill Malone	Adair Soho
Erin O’Shaughnessy	Barry Dornon	Leslie Martien	Kat Waters
Tracy Erway	Kiki Pantaze	Ashley Bowers	Chris Stanko
Kristine Strasburger	Heather Walters	Eleanor Thomas	Maria Blackstone

Members Absent:

CWE: Karen Burch, Lauren Gueswel, Adair Soho, Maria Blackstone, Ashley Bowers

WEU: Sarah Pinney, Heather Walters

Non-Voting Attendees: Biddie Lowry, Olga Hendrickson

Meeting called to order at 9:01 pm EST by Julie Alonzo, President of WEU. WEU had enough members present to make quorum. CWE Board met prior to this meeting and voted that the requirement of having quorum to conduct tonight’s meeting was waived. Any votes from CWE would be made by those present, although still requiring a majority vote to pass a motion. Quorum was met by both organizations.

All motions will be voted on by the Individual Board of each organization.

Ten members of WEU present, six required to pass any motion.

Eight members of CWE present, five required to pass any motion.

Agenda:

I. Approval of Meeting Minutes for July 1, 2020 – Julie Alonzo

Motion made by Julie Alonzo **to accept the minutes of July 1, 2020 as submitted.**

Seeing no further discussion, Julie called for a Voice Vote on the Motion.

Voice Vote: When asked, “ayes” were heard and zero “nays.” **The Motion carried.**

II. WE Coaches Network Proposal Presentation- by Kat Waters

Kat Waters went over the WE Coaches Network proposal for the members of this meeting. One of the goals of this program is to provide a way to connect a rider to a WE professional in his/her region. Eventually, a list of WE Coaches will be on the national website. Kat explained how this program came about. The Confederation had an Ambassador’s Program which was for amateurs and professionals as well as the WE Professionals Program. The Coaches Network was developed to replace the previous two programs and is for professionals only. The Professional & Ambassador Programs Committee (PAPC) hopes that Awards Committee will consider an Ambassador Award for each region for those that contribute above and beyond to the sport. The PAPC also developed a list of requirements for the professional who wanted to be named a WE Coach.

Discussion: Several members were concerned with the number of recommendations required for this program. Members of PAPC explained that the number of recommendations required has been reduced and that Google Forms would be used for those recommendations. These would be done confidentially. This makes the process easier. The Google Form was the preferred method of submission. The WE Professional Program was a tedious process and had little success. It was also mentioned that since the WE Coach Program was for professionals, it should be strenuous. One person said that you should expect professionals to have to prove themselves if they expect to be endorsed by a national organization.

Another concern was how to handle someone who did not meet the expectations, would they have a chance to re-try. There was also a concern about a professional that had complaints and perhaps there needs to be some sort of exit plan in place. Kat explained that after requirements are met, the committee meets and makes the final decision. If there is a problem, then the Ethics Committee would handle those issues.

Julie recommended that at the beginning of the process, the PAPC would ask the Ethics Committee if there was any reason to not accept this applicant. Julie also summarized that the recommendations would be via a Google Form or a letter of recommendation that went directly to the committee to ensure confidentiality.

A few other concerns were made about someone not being honest or had complaints, and it was explained that the Ethics Committee would handle these situations.

A final question was posed about any levels of WE Coaches. Kat explained that this was in the previous WE Professionals Program and was not successful. Also, the PAPC did not want to exclude those applicants who were quality instructors but had not had much opportunity to show as didn't have the horse or finances. Requirement #12 gives the applicant a choice of completing two out of the following three areas: showing, volunteering, or attending the LO Seminar.

Motion made by Julie Alonzo **to authorize sharing the WE Coaches Network Proposal with public to solicit additional feedback.**

Seconded by Chris Stanko.

Discussion?

WE Coaches Network needs to include clarify retry effort, stipulate confidential letters allowed, inquiries about issues go to the Ethics Committee. The Release of Liability mentioned and need for insurance is already in the proposal.

The motion was amended: **to authorize sharing the WE Coaches Network Proposal with public to solicit additional feedback with the recommended changes: clarify retry effort, stipulate that confidential letters of recommendation allowed, and include Ethics Committee as a resource before and during this process as needed.**

Seeing no further discussion, Julie called for a Voice Vote on the Motion.

Voice Vote: When asked, "ayes" were heard and zero "nays." **The Motion carried.**

III. Membership Proposal Presentation – Tracey Erway & Chris Stanko

Prior to this meeting, there was an email stream about Membership fees and Group Member organizations. Based upon that discussion, Tracey put together three power point slides on Inflection Points, Goals of Membership, and Building Strategies, Thoughts. These three slides will become part of the Membership Proposal.

(Note: For those of you, like this recording secretary, that do not have a business background, here are two terms defined that were used frequently in this discussion.

- *Inflection Point – a time of significant change in a situation, a turning point*
- *Value Proposition- a service or feature intended to make a company or product attractive to customers)*

1. Inflection Points Slide- It is important to look at membership in terms of value proposition. The organization will grow in time but will be slow at first because of the national health crisis. There may be some inflection points in the future where there will be a rationale to increase the dues. It is suggested that because of the low value proposition of a new national organization, the dues should remain low, i.e. \$25.

2. The Goals Slide- lists eight points, such as mentioning the Group Member Organization (GMO) affiliate, be welcoming, and to have fun! It will need to be discussed whether to continue the GMO and to clarify its role. *(Note from Secretary: Clubs/GMO/GM/Affiliates referred as GMO in this discussion for brevity.)*

3. The Building Strategies, Thoughts Slide- lists many points such as fees, declaring a need for strategies to grow the organization, to grow the membership, pay to play, work to play, GMOs, etc.

Discussion-Every member was given an opportunity to pass or comment on the Membership Proposal. Here is a list of comments, some made by more than one person.

- GMOs help to grow the sport locally
- The power point slide on the timeline of fees beginning with \$25 and slowly increasing as conditions in the country and sport allow provide much clarity
- Slides provide a great visual explanation of a complex situation
- Need to consider the world today; not much growth of WE with pandemic
- Consider that the \$25 be named as an Introductory fee, can increase later when warranted
- GMOs are a powerful tool for a national organization; should vote on concept of GMOs
- We are making great progress; great place to begin, compliments to this team
- Need to clarify what a junior member is *(Note: according to US Rules of WE, Youth is from 7 to 17)*
- Many suggested that if we keep the GMOs, that a new name is devised.
- GMOs- need to define it, what would it look like, what is the benefit to the national organization and what is the national organization's benefit to the GMO
- A member of a GMO should not have to pay a non-member fee to show at a licensed show
- Is the GMO perceived as an organization or an individual? Maybe the organization has the tie to national organization instead of the individual members of the GMO having the tie to the national organization
- The only reason to be a member of an organization should not be just to show
- A GMO gives local shows, clinics, provides a support system, provides a community for those interested in WE
- Another said that they have a group that is not a GM or a club that has become a community and meet about once a month for clinics and shows and other events
- It was mentioned that some have started a non-profit in order that local events can be planned and covered by insurance

Julie summarized that most seem in favor of having some sort of Group Member organization. This proposal is not ready to be shared with the public. She asked that a new email stream with the Combined Board members begin on GMOs *(Clubs/GMO/GM/Affiliates)*.

The Membership Committee asked for two more volunteers to help with all this information. Jeanne Bond and Kristine Strasburger volunteered to be on this committee.

IV. Blended Licensed Officials Requirements

Julie stated that there was not time to discuss this review. Jeanne Bond clarified that the CWE Board already voted on accepting these requirements. The WE United Board will meet later and vote on the Blended Licensed Officials Requirements.

V. Conclusion

Julie announced that the next meeting will be on July 22, 2020, same time.

With no further business, the meeting was adjourned at 9:32 pm, EDT by Julie Alonzo.

Minutes submitted by Biddie Lowry on 7/10/20.

(Note: Because there were no calls for Roll Call Voting, there is no Roll Call Vote Record for this meeting.)