

Awards Team – Final Proposal (07/01/2020 7:36pm CST) as modified/approved as non-binding vote by merged board)

1. Awards Scope of Work (Job Description)

Recommended Process	Rationale
<ul style="list-style-type: none"> ● Reviews show results for actionable items (scores, rider membership, horse recording). Follow through with appropriate teams. ● Analyzes show results (online GIRA and/or manual excel file) and use point / qualifying calculation formulas to ensure tracking accuracy. ● Develops/maintains accurate tracking and documentation of the various awards. ● Communicates with members, show managers/organizers to clarify requirements, answer questions regarding awards tracking. ● Notifies Website team of horse/rider achievements. ● Conducts periodic process effectiveness reviews (Awards, Competitions, Membership, Horse Recording) to ensure org elements are functioning and working together effectively. 	<ul style="list-style-type: none"> ● Awards Committee is responsible for ensuring accuracy of show results, riders are active members and equines ridden are recorded. ● Work with show management, member and/or equine owner to resolve discrepancies, keeping Competitions Committee apprised.

2. Awards Committee

Recommended Process	Rationale
<ul style="list-style-type: none"> ● Awards Committee Members: <ul style="list-style-type: none"> ○ Committee Chair - analyzes show results ○ Committee Members <p>Tracks/posts National High Point Leaderboard rankings during the show season (Dec 1 – Nov 30) and distributes awards earned (Open/Amateur/Youth) at each Performance Level after end of show season</p> <p>Tracks/posts Regional High Point Leaderboard Region Top 3 Horse/Rider Pairs (Open/Amateur/Youth) for each Performance Level after end of show season (Dec 1 - Nov 30)</p> <p>Tracks/posts Championship Show Qualified Rider/Horse Pairs & Performance Level Advancement</p> <p>Tracks/posts Rider Medal scores and distributes awards earned</p> <p>Solicits/tracks/posts Breed Performance and distributes awards earned</p> 	<ul style="list-style-type: none"> ● Need volunteers! The Awards Committee needs a minimum of (5) persons to even out the labor-intensive workload. Tracking, creating, printing and distributing Top 10 National Awards, Top 3 Regional Awards, Rider Medals, Advancement Tracking, and National Qualifying is too much workload for one person. ● Keep Awards & Medals tracking simple and consistent with USA WE Rules, use show results (GIRA online shows or manual excel files; no PDF) with formulas to calculate Show Placings, Leaderboard points, Rider Medals, Breed Awards, Championship Show qualification, etc. ● Awards draws a lot of membership interest. Better to have broader representation from the organization in tracking and recognizing achievements. <ul style="list-style-type: none"> ● Membership review expressed interest in continuing Regional Leaderboard.

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3. Awards Documentation

Recommended	Rationale
<p>Excel files needed from other committees</p> <ul style="list-style-type: none"> ● Show License Master (Competitions) ● Show Results Reporting form (Competitions template) or GIRA scoring system ● Membership (Membership/Horse Recording) ● Horse Recording (Membership/Horse Recording) 	<ul style="list-style-type: none"> ● Capture all licensed show horse/rider scores. ● Track successful scores (no DQ's) required for horse/rider Performance Level for awards recognition ● Post running and final Leaderboard to website for horse/rider recognition. ● Post show results used to track awards to the website for transparency. ● Show organizers required to submit show results using the Competition templated excel file format that enables the instant calculations of results by trial as well as overall results, reducing mathematical errors and increasing the visibility of U.S. WE riders in the international WE community. ● Show organizers are not required to use GIRA.io, but most opt to use it once they have learned how to do so because it makes running shows (particularly large ones) so much easier.

4. Awards Process

Recommended Process	Rationale
<ul style="list-style-type: none"> ● Check show results to ensure: <ul style="list-style-type: none"> ○ Judge's license is appropriate for levels judged ○ Rider is active member ○ Equine is recorded ○ Show results (per horse/rider) are accurate and complete ○ Track all show results ○ Track non-DQ results for awards ● If all requirements are met, copy/paste results into awards tracking. ● Work with show manager/ organizer, Membership Chair, Horse Recording Chair and rider / horse owner to resolve issues. ● Respond to questions received from members, show managers/organizers. ● Use Microsoft Publisher and Mail Merge to automate personalized PDF award certificates. ● Post personalized Facebook and website announcements to honor award winners. 	<ul style="list-style-type: none"> ● Ensures show result awards tracking data is accurate and complete. ● Recognize rider/horse pair achievements

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5. High Point Leaderboard

Recommended Process	Rationale
<p align="center">Unified National High Point Leaderboard Show Results from Licensed Shows Dec 1 thru Nov 30 each show season Youth, Amateur and Open Divisions All Performance Levels (L1-L2-L-L4-L5-L6-L7)</p> <p>High Point Leaderboard Tracking is based on (3) divisions (Youth, Amateur and Open) within each Performance Level (L1-L2-L-L4-L5-L6-L7) based on USA Rules Advancement Scores/Points Criteria; include Dressage, Ease of Handling (EOH), Speed and Cow Trials.</p> <p>National High Point Leaderboard - track Performance Level, Rider Name, Equine Name, Region, State, Dressage/EOH % Average and Points accrued within show season (Dec 1 thru Nov 30). Placings determined by Overall Point accrued. Tie-breaker is overall Dressage/EOH Average %; then accrued Speed points. Awards Committee calculates, creates, prints and distributes National Top 10 Horse/Rider Pair Certificates and special awards at end of show season (Dec 1 – Nov 30). -----</p> <p>Regional High Point Leaderboard – track Performance Level, Rider Name, Equine Name, Region, State, Dressage/EOH % Average and Points accrued within show season (Dec 1 thru Nov 30). Placings determined by Overall Point accrued. Tie-breaker is overall Dressage/EOH Average %; then accrued Speed points. Recognize Region Top 3 Horse/Rider Pairs at end of show season (Dec 1 - Nov 30). -----</p>	<ul style="list-style-type: none"> • Working Equitation is a competitive sport based on cattle working, USA rules includes all (4) Trials and each trial completed should be rewarded with Leaderboard points. • Annual recognition of Performance Level horse/rider achievement • National and Regional High Point tracked by Awards Committee

5A. High Point Leaderboard Criteria

Recommended Process	Rationale
<p align="center">High Point Leaderboard Criteria Based on Individual Trial Scores (regardless of # of entries)</p> <p>Annual High Point Leaderboard Points based on (Dressage Trial and Ease of Handling Trial Average %) + Speed Trial + Cow Trial points earned during each show season’s licensed shows held Dec 1 - Nov 30 to rider/horse pairs with active Individual Membership (not General Member) and ridden on an equine recorded with the unified USA WE association.</p> <p>Horse/Rider Pair must successfully complete each trial for their performance level without disqualifying (DQ) to earn a spot on the High Point Leaderboard.</p> <p>Dressage and EOH trials will be averaged together and awarded points as described in the <i>USA WE Rules</i> for tracking points for mandatory advancement.</p> <p>Cattle Trial is optional for L2-L7 with individual horse/rider pair Leaderboard points earned if successfully completed. An individual horse/rider pair unsuccessful Cattle Trial will not impact points earned in successfully completing Dressage, EOH and Speed Trials.</p> <p>Horse/Rider Pair standings will be capped with the Top 6 show scores/points. Horse/Riders may compete in as many shows as they desire; however only the Top 6 show scores/placings will be used to determine Leaderboard standings (see the ‘<i>How is the High Point Leaderboard determined?</i>’ criteria).</p>	<ul style="list-style-type: none"> • No DQs per USA WE Rules 4.8.3 Determining Final Placement for Individual Competitors “<i>A rider who has withdrawn or been disqualified from a trial may not place above a rider who has successfully completed all the trials.</i>” • Membership review concurred no DQ’s for a Leaderboard spot. • Membership review requested Leaderboard capped with Top 6 show scores/points (not 8) per licensed shows available within a reasonable hauling distance.

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<p>Level L1 - Dressage and Ease of Handling Trials are required. Rider/Horse Pairs will earn Leaderboard points for successfully completing both Dressage and Ease of Handling Trials without disqualifying (DQ). Points are based on the combined average of Dressage and Ease of Handling % as outlined in the USA WE rule 1.8 Advancement Requirements.</p> <p>Levels L2 thru L7 - Dressage, Ease of Handling and Speed Trials are required. Rider/Horse Pairs will earn Leaderboard points for successfully completing all (3) Trials without disqualifying (DQ). Points are based on the combined average of Dressage and Ease of Handling % (as outlined in the USA WE rule 1.8 Advancement Requirements) plus Speed.</p> <p>Levels L2 thru L7 - Cattle Trial is optional with individual horse/rider pair Leaderboard points earned if successfully completed without disqualifying (DQ). An unsuccessful attempt at Cattle will not impact points earned in successfully completing Dressage, EOH and Speed Trials.</p> <p align="center">-----</p>	<ul style="list-style-type: none"> • WE is a (4) phase sport, each successfully completed Trial should be recognized. • Membership review concurred no DQ's for a Leaderboard spot.
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5B. High Point Leaderboard Points System

Recommended Process	Rationale																												
<p align="center">How is the High Point Leaderboard determined?</p> <p>Using the <i>High Point Leaderboard Criteria</i>, Horse/Rider Pairs could accrue a maximum of 10 points per licensed competition if competing in (4) Trials - (L2-L7) Dressage, Ease of Handling (EOH) Speed & Cattle; 8.5 points if competing in (3) Trials - (L2-L7) Dressage, EOH and Speed; or 7 points if competing in (2) Trials - (L1) Dressage and EOH</p> <p>Dressage / Ease of Handling Trials (L1-L7) For all Performance Levels (L1-L7), successful horse/rider pairs (regardless of # of entries) without disqualifying (DQ), Dressage/EOH Trial % will be averaged together and earn points as described in the USA WE rules for tracking points for mandatory advancement (see score %/points criteria below):</p> <table border="0"> <tr> <td>Points</td> <td>Dressage/EOH combined average %</td> </tr> <tr> <td>7</td> <td>70.000% and above</td> </tr> <tr> <td>6</td> <td>67.500% thru 69.999%</td> </tr> <tr> <td>4</td> <td>65.000% thru 67.499%</td> </tr> <tr> <td>3</td> <td>62.500% thru 64.999%</td> </tr> <tr> <td>2</td> <td>60.000% thru 62.499%</td> </tr> <tr> <td>1</td> <td>57.500% thru 59.999%</td> </tr> </table> <p>Speed Trial (L2-L7) For Performance Levels (L2-L7), successful Speed Trial horse/rider pairs (regardless of # of entries) without disqualifying (DQ), will earn points for placing without disqualifying (see placing/points criteria below):</p> <table border="0"> <tr> <td>Points</td> <td>Speed Trial Placing</td> </tr> <tr> <td>1.50</td> <td>1st place</td> </tr> <tr> <td>1.25</td> <td>2nd place</td> </tr> <tr> <td>1.00</td> <td>3rd place</td> </tr> <tr> <td>0.75</td> <td>4th place</td> </tr> <tr> <td>0.50</td> <td>5th place</td> </tr> <tr> <td>0.25</td> <td>6th+ place</td> </tr> </table>	Points	Dressage/EOH combined average %	7	70.000% and above	6	67.500% thru 69.999%	4	65.000% thru 67.499%	3	62.500% thru 64.999%	2	60.000% thru 62.499%	1	57.500% thru 59.999%	Points	Speed Trial Placing	1.50	1 st place	1.25	2 nd place	1.00	3 rd place	0.75	4th place	0.50	5th place	0.25	6th+ place	<ul style="list-style-type: none"> • Rational regarding Dressage/EOH combine average % - Match points accrual with USA WE Rule 1.8 Advancement Requirements • Rational regarding Speed – per USA WE rule 1.2 WE Trials, “<i>There are four trials that make up a Working Equitation competition. The first three (Dressage, Ease of Handling, and Speed) are the mandatory trials required for a complete Working Equitation competition. The fourth trial, Cattle, is included when location and facilities allow for team competition.</i>” Speed is a required Trial for L2-L7 and points should be included in the Leaderboard.
Points	Dressage/EOH combined average %																												
7	70.000% and above																												
6	67.500% thru 69.999%																												
4	65.000% thru 67.499%																												
3	62.500% thru 64.999%																												
2	60.000% thru 62.499%																												
1	57.500% thru 59.999%																												
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<p>Cattle Trial (L2-L7) For Performance Levels (L2-L7), successful Cattle Trial horse/rider pairs (regardless of # of entries) without disqualifying (DQ), will earn individual points for their individual (not team) placing (see placing/points criteria below):</p> <table border="0"> <tr> <td>Points</td> <td>Cattle Trial Placing</td> </tr> <tr> <td>1.50</td> <td>1st place</td> </tr> <tr> <td>1.25</td> <td>2nd place</td> </tr> <tr> <td>1.00</td> <td>3rd place</td> </tr> <tr> <td>0.75</td> <td>4th place</td> </tr> <tr> <td>0.50</td> <td>5th place</td> </tr> <tr> <td>0.25</td> <td>6th+ place</td> </tr> </table>	Points	Cattle Trial Placing	1.50	1 st place	1.25	2 nd place	1.00	3 rd place	0.75	4 th place	0.50	5 th place	0.25	6 th + place	<ul style="list-style-type: none"> Rationale regarding including Cattle Trial – per USA WE rule 1.2 Trials, <i>“There are four trials that make up a Working Equitation competition. The first three (Dressage, Ease of Handling, and Speed) are the mandatory trials required for a complete Working Equitation competition. The fourth trial, Cattle, is included when location and facilities allow for team competition.”</i> <p>Working Equitation is a competitive sport based on cattle working, USA rules includes all (4) Trials and each trial completed should be rewarded with Leaderboard points (not just Dressage, EOH and Speed); Cattle should not be excluded from the Leaderboard.</p> <p>USA licensed shows are offering cattle trials at 'B' and 'A' rated shows and the National/North American Championship Show should include all (4) phases. A first placing in Cattle will only add 1.5 pts to the overall score. Higher points are awarded in Dressage and Ease of Handling Trial completion.</p> <p>Including Cattle will encourage riders/horses and show management to ensure all (4) Trials are tested.</p>
Points	Cattle Trial Placing														
1.50	1 st place														
1.25	2 nd place														
1.00	3 rd place														
0.75	4 th place														
0.50	5 th place														
0.25	6 th + place														

5C. High Point Leaderboard Awards

Recommended Process	Rationale
<p align="center">----- HIGH POINT LEADERBOARD AWARDS -----</p> <p>Only active members and recorded equines are eligible for lifetime or year-end awards and have their scores tracked on the Leaderboard.</p> <ul style="list-style-type: none"> Members must hold active individual membership. Horses must be recorded. 	<ul style="list-style-type: none"> Benefits the organization by providing complete database of riders and horses participating in the sport.
<p>Recognition includes:</p> <p>National Top 10 Horse/Rider High Point Leaderboard website ranking, certificates, website article and Facebook announcements.</p> <p>National High Point Leaderboard will recognize #1 & #2 High Point Horse/Rider Pair Champion/Reserve in each Performance Level (L1-L2-L-L4-L5-L6-L7) in each division (Youth, Amateur, Open). Each #1 Champion and #2 Reserve High Point Horse/Rider Pair to receive personalized embroidered item selected by recipient from association option(s) (i.e. Vest, Jacket, Garment, Bag, Bridle Bag, etc.)</p> <p align="center">-----</p> <p>Regional Leaderboard will recognize Region Top 3 Open/Amateur/Youth at each Performance Level with Top 3 Region patches.</p>	<ul style="list-style-type: none"> Active members and recorded equines recognized for their accomplishments; no non-member / non-recorded equine awards.

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5D. High Point Junior Award

Recommended Process	Rationale
<p>Continue High Point Junior Award</p> <p>Points earned in all Trials at all licensed USA WE shows count (regardless of whether points are earned at level specifically set up for juniors or are earned while riding against adults).</p> <p>All points earned during the show season (Dec 1 thru Nov 30) will count. The winner is the Junior WE member who earns the most points in the competition year.</p> <p>Award sponsored by Barbara Price (CA)</p>	<ul style="list-style-type: none"> • Sponsored award

6. Breed Performance Awards

Recommended Process	Rationale
<p>Breed Performance Champion determined by highest scoring equine within their breed across all divisions, all levels of the Leaderboard and award sponsorship. If not enough to make a breed division, the board decides sponsorship grouping. Equine must be recorded with the unified USA WE association.</p> <p>If the breed award sponsor requires, equine must be registered with the participating breed organization and the rider/owner must be an active member with the breed association in order to be eligible for a year-end Breed Performance Award. Non-registered breed sponsorships are also welcomed; contact the Awards Chair if interested in sponsoring a breed award.</p> <p>It is the equine owner’s responsibility (not Awards Committee) to ensure the equine's breed registry and rider/owner breed organization membership is updated annually (Dec 1 thru Nov 30).</p>	<ul style="list-style-type: none"> • Quality (Scores) • Cumulatively earned (includes each show season scores) • Awarded annually after show season ends

7. Performance Level Advancement

Recommended Process	Rationale
<p>Combine Confederation and WE United Performance Level Advancement points earned 2017 to date</p>	<ul style="list-style-type: none"> • Per USA WE Rule 1.8 Advancement Requirements, <i>“A horse/rider combination is required to advance to the next higher level in the following competition year when they have achieved a designated number of points based on the level of competition:”</i>

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8. National/North American Championship Qualified Rider/Horse Pairs

Recommended Process	Rationale
Combine Confederation and WE United National/North American Championship Qualified Rider Pairs	<ul style="list-style-type: none">● Per USA WE Rule 2.5 National Championships <i>“To be eligible to compete in a national championship, a horse and rider combination must have competed in at least one A-rated or one B-rated competition within the qualifying period for which the championship applies. At the qualifying competition, the combination must have competed in the level for which they are qualifying and have successfully completed all trials and scored an average minimum of 58% in the Dressage and Ease of Handling trials.”</i>

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9. Rider Medals

Recommended Process	Rationale
<p>Grandfather Confederation and WE United Rider Medal scores earned to date; then apply towards and start unified Rider Medals Program effective 12/01/2020. Awarded when earned.</p> <p>Recipients receive a Rider Medal (FREE) and a Pewter, Bronze, Silver, Gold or Platinum Lapel Pin (FREE)</p> <p>Rider must be Individual Member and scores earned with an association Horse Recorded equine partner.</p>	<ul style="list-style-type: none"> USA WE Rules includes L1-L7 and tracks advancement points for each performance level.

9A. L1 Introductory Rider Medal – Pewter

Recommended Process	Rationale
<p>Grandfather Children and L1 Confederation Pewter Rider Medal scores earned to date; then apply towards and start unified Rider Medals Program effective 12/01/2020.</p> <p>For WE United members, go back to 2017 and calculate L1 Pewter Award recipients and present award earned.</p> <p>(8) Child/Junior/L1 Introductory scores of which (4) scores 60% or higher (Dressage/EOH % averaged) (4) scores 65% or higher (Dressage/EOH % averaged)</p> <p>(4) scores must be under “R” or “S” judges or WAVE judges</p> <p>Scores for all of the above are only eligible if the rider successfully completed all trials without disqualifying (DQ) in the competition in which the score was earned.</p>	<ul style="list-style-type: none"> USA WE Rules includes L1-L7 and tracks advancement points for each performance level. L1 horse/rider pairs are the majority of competitors, we wish to welcome and encourage their WE progression

9B. L2 Novice A / L3 Novice B Rider Medal – Bronze

Recommended Process	Rationale
<p>Grandfather Confederation and WE United Bronze Rider Medal scores earned to date; then apply towards and start unified Rider Medals Program effective 12/01/2020</p> <p>(8) L2/L3 Novice A/B scores of which (4) scores 60% or higher (Dressage/EOH % averaged) (4) scores 65% or higher (Dressage/EOH % averaged) (4) scores (minimum) must be earned in L3 Novice B (4) scores must be under “R” or “S” judges or WAVE judges</p> <p>Scores for all of the above are only eligible if the rider successfully completed all trials without disqualifying (DQ) in the competition in which the score was earned.</p>	<ul style="list-style-type: none"> USA WE Rules includes L1-L7 and tracks advancement points for each performance level.

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9C. L4 Intermediate A / L5 Intermediate B Rider Medal – Silver

Recommended Process	Rationale
<p>Grandfather Confederation and WE United Silver Rider Medal scores earned to date; then apply towards and start unified Rider Medals Program effective 12/01/2020</p> <p>(8) L4/L5 Intermediate A/B scores of which (4) scores 60% or higher (Dressage/EOH % averaged) (4) scores 65% or higher (Dressage/EOH % averaged)</p> <p>(4) scores must be earned in L5 Intermediate B</p> <p>(4) scores must be under “R” or “S” judges or WAVE judges</p> <p align="center">Scores for all of the above are only eligible if the rider successfully completed all trials without disqualifying (DQ) in the competition in which the score was earned.</p>	<ul style="list-style-type: none"> • USA WE Rules includes L1-L7 and tracks advancement points for each performance level.

9D. L6 Advanced Rider Medal – Gold

Recommended Process	Rationale
<p>Grandfather Confederation and WE United Gold Rider Medal scores earned to date; then apply towards and start unified Rider Medals Program effective 12/01/2020</p> <p>(8) L6 Advanced scores of which (4) scores 60% or higher (Dressage/EOH % averaged) (4) scores 65% or higher (Dressage/EOH % averaged)</p> <p>All scores must be under “R” or “S” judges or WAVE judges</p> <p align="center">Scores for all of the above are only eligible if the rider successfully completed all trials without disqualifying (DQ) in the competition in which the score was earned.</p>	<ul style="list-style-type: none"> • USA WE Rules includes L1-L7 and tracks advancement points for each performance level. • Per USA WE Rules, all horse/rider pairs at this level must be under “R” or “S” judges or WAVE judges

9E. L7 Masters Rider Medal – Platinum

Recommended Process	Rationale
<p>Grandfather Confederation and WE United Platinum Rider Medal scores earned to date; then apply towards and start unified Rider Medals Program effective 12/01/2020</p> <p>(8) L7 Master scores of which (4) scores 60% or higher (Dressage/EOH % averaged) (4) scores 65% or higher (Dressage/EOH % averaged)</p> <p>All scores must be under “R” or “S” judges or WAVE judges</p> <p align="center">Scores for all of the above are only eligible if the rider successfully completed all trials without disqualifying (DQ) in the competition in which the score was earned.</p>	<ul style="list-style-type: none"> • USA WE Rules includes L1-L7 and tracks advancement points for each performance level. • Per USA WE Rules, all horse/rider pairs at this level must be under “R” or “S” judges or WAVE judges

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10. Partner Up Team Challenge

Recommended Process	Rationale
Not offered due to lack of participation	<ul style="list-style-type: none"> Membership review did not express interest in continuing Partner Up

11. Specialty Awards

Recommended Process	Rationale
No national Specialty Awards (Achievement, Sportsmanship, Volunteer)	<ul style="list-style-type: none"> Membership review did not express interest in continuing specialty awards If Regional Director wants to recognize member Achievement Sportsmanship or Volunteer Awards, each can solicit nominations and recognize within their region