

Combined Board Meeting Minutes

Meeting Date: August 12, 2020, 5:00 p.m. Pacific, 6:00 p.m. Mountain, 7:00 p.m. Central, 8:00 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: Maria Blackstone, Ashley Bowers, Natalia Lord, Jill Malone, Adair Soho

WEU: Tracy Erway, Kristine Strasburger, Heather Walters

Non-Voting Participants: Biddie Lowry, Olga Hendrickson

At the beginning of tonight’s zoom session before the Combined Board meeting officially began, Julie Alonzo called for a meeting of the WEU Board at 8:04 EDT as Quorum had been satisfied. Julie brought to the floor the motion & second, previously made, and then called for a Roll Call Vote from members of WEU on accepting the Blended Licensed Officials (LO) Program Requirements. The Roll Call Vote was made and recorded below. All present voted “yes”, and the motion passed.

WE Consolidation

	Subject	Accept Blended LO Program Requirements (This was a vote just for WEU Board.)	
	Date	8-12-20	
WE UNITED			
Julie Alonzo	President	yes	
Polly Limond	Past President	yes	
Trisha Kiefer-Reed	President Elect	yes	
Erin O'Shaughnessy	Treasurer	absent	Erin was absent for the vote. Attended the meeting later.
Tracey Erway	Secretary	absent	
Kristine Strasburger	R1 Director	absent	
Sarah Pinney	R2 Director	yes	
Cindy Branham	R3 Director	yes	
Kiki Pantaze	R4 Director	yes	
Emily Kemp	R5 Director	yes	
Barry Dornon	R6 Director	yes	
Heather Walters	R7 Director	absent	

(FYI: Because Quorum for CWE had not been met at the beginning of this meeting, Julie next began a discussion of the Membership Proposal. Documentation of that discussion will appear in that section of the minutes. After Quorum was met, then official business took place.)

Meeting called to order at 8:33 pm EDT by Julie Alonzo, President of WEU. Both organizations must have at least 7 members present for quorum. Quorum was met.

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

- Nine members of WEU present, five required to pass any motion.
- Seven members of CWE present, five required to pass any motion.

Agenda:

I. Approval of Meeting Minutes for Aug 4, 2020 – Julie Alonzo

Motion made by Chris Stanko to accept the minutes of Aug 4, 2020 as submitted. Seconded by Kiki Pantaze.

Discussion? none

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

Voice Vote: When asked, “ayes” were heard and “nays” were not heard. **The Motion carried.**

II. Membership Proposal Feedback Presentation—by Chris Stanko

The proposal feedback had 5 sections.

1. Membership Fees

a. Key Change-> This has remained the same as the proposal with a low membership fee for 2021 and a slight increase in 2022.

b. Detailed Discussion-> Kiki wanted the language to be vaguer rather than saying that the fees will increase. Chris commented that many of the public comments said that the fees were too low.

2. Youth Membership:

a. Key Change-> The committee recommends that the Youth Membership remains free. If fees are needed later for revenue, then this can be revised. Youth Members will have to register on a Google Form.

b. Detailed Discussion-> This section was covered without much discussion.

3. Horse Recording:

a. Key Changes-> the committee came up with the following ideas:

- **All WEU and CWE previously recorded horses would be grandfathered in.**
- **Horse Recordings would be free for any additional horses until December 31, 2020.**
- **Starting January 1, 2021, horse recording will be \$20/horse.**
- **The revenue from horse recording could be used for a variety of programs as well as help fund the Nat Org.**

b. Detailed Discussion->

The subject of a group discount for a person with multiple horses was mentioned. The cost/benefit analysis could be done but having different fees can make tracking complex. The public is in favor of paying to have the horses recorded. Erin, Treasurer for WEU, commented that having the one straight fee makes it simpler and easier to monitor. A few more agreed with the one fee. It was also mentioned that having the free recording before January 1, 2021 provides a big incentive to the public to join the new Nat Org and register their horses for free.

4. One Time Show Voucher:

a. Key Change-> The one time show voucher will remain for the Charter Year and will be revisited at the end of 2021.

b. Detailed Discussion->

There was quite a bit of "in favor of" discussion about the voucher on the public commentary. Julie reminded the Boards that there was a lengthy discussion about this at a previous meeting and asked if anyone was against the proposal. Hearing only that this was a great way to incentivize members to attend a rated show, Julie moved the discussion to the next item.

5. Membership/AO \$5:

a. Key Changes->The Membership Committee had suggested that the \$5 to AO's be eliminated based upon the public commentary. There was a lengthy discussion to keep the \$5 as an incentive for the AOs and spent a lot of time discussing how the money would be distributed and what to do with undesignated monies.

It was finally determined at the end of the membership year, each member will be given the option to designate \$5 from their membership to an Affiliate Organization or to be used to support educational initiatives run by the National Organization. Undesignated monies will be earmarked for educational initiatives run by the National Organization.

b. Detailed Discussion->

After Chris presented the Membership Committee's recommendation, many were in favor of keeping the \$5 to support the AOs. Chris was fine with trying this program. Ideas that were expressed in favor of keeping the \$5:

- management of program would not be time consuming
- it would provide a good incentive for membership to give back to an AO
- it is a way to support any grass-roots group
- part of the membership fee goes back to the AO
- want the Nat Org to be friendly and supportive of local groups
- helps promote the growth of the sport of WE

The discussion then turned to how the AO fund monies are distributed.

- Some said they wanted to use a google form and let each member decide which AO his/her \$5 went to
- If a member did not designate an AO, where does that money go?
- Some wanted the money to at least go back to the region it came from; others felt like it should go to the Nat Org.
- The future Board could allocate the extra funds to an AO. Then the question was how can that be done without showing favoritism or bias? One must be careful that integrity is maintained and to be sure that the money goes to the AO.
- Would all the money go into a general AO Fund and then the AO would have to apply for money to help with having a clinician or doing a show? Some felt like this method would be good for AOs that needed help hiring a local clinician and others felt like it would be good to help pay for a national or international clinician.

Julie briefly defined what is an AO is- it can be any legal entity and once accepted has a relationship with the Nat Org. Then Julie mentioned that it would be very possible that during the two-week period at the end of the year, 50% of the membership would not fill out the form designating where the \$5 goes. Based on current membership numbers, there could be over \$2000 in the general AO Fund that was undesignated.

Erin suggested three options on the Google Form for members to choose, especially since there are large areas in the US where there are many members, but no AOs.

1. List of all current AOs
2. List of all Regions
3. General AO Fund

Julie asked the board members what their opinion was on what to do with undesignated funds- some thought it would be good to give to the Region, others thought a General AO Fund was a good idea. Then several members thought this was confusing and overly complicated and may be difficult to track. Who in the Nat Org would make the decision about where the money goes? This brought up the fact that hard feelings could be created and could be very divisive. Trisha explained that if the Nat Org did something like this, it would have to be noticeably clear,

obvious, and well laid out. Jeanne felt like this was getting overly complicated, was concerned that hard feelings might occur, and might be a nightmare for the Nat Org.

Julie suggested that the Board simplify this process by having only two choices:

- money goes to a specific AO
- money goes to a Nat Org General Fund

Julie further explained that the Nat Org is trying to incentivize local groups to become AOs. The cost is low for an entity to become an AO, and it has the benefit of being linked to the Nat Org. Chris pointed out that each AO will have a membership fee to cover insurance so that it can organize clinics and shows. Another mentioned that unallocated funds could go to the Regional Director (RD), but Julie explained that it would be too easy for the RD to be accused of showing bias when allocating funds. Jeanne explained that the Nat Org does not need to be subsidizing events, not even regional events. We need to support the grass roots groups in some way. Several felt like this discussion had great intentions, but it was complicated. Chris said this is one of the reasons the Committee wanted to do away with the entire \$5 to AO program.

Then Leslie suggested that all undesignated monies go to educational programs. Several members agreed. Some educational opportunities would be to help subsidize the judge's symposium, the education of the officials, but others mentioned that education needs to be provided for the individual members not just licensed officials. Trisha agreed that having an educational fund is a possibility, but it is getting away from benefiting the AO.

After this discussion, the last bullet of the Membership Program was modified to say:

- At the end of the membership year, each member will be given the option to designate \$5 from their membership to an Affiliate Organization or to be used to support educational initiatives run by the National Organization. Undesignated monies will be earmarked for educational initiatives run by the National Organization.

Motion by Julie Alonzo to vote (non-binding) to approve the Membership Requirements as modified in the meeting on August 12, 2020.

Seconded by Jeanne Bond

Discussion? none

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

Voice Vote: When asked, "ayes" were heard and "nays" were not heard. The Motion carried.

Since the Membership Program was approved, Chris wanted to know what the next step was. Julie responded by explaining that each approved program goes on the website of the current organizations, not on Facebook.

IV. Conclusion

Julie announced that the next meeting will be Wednesday, August 19, 2020 at 8 pm EDT.

With no further business, the meeting was adjourned at 9:45 pm EDT by Julie Alonzo.

Minutes submitted by Biddie Lowry on August 14, 2020.

Note: The Roll Call Vote document for the WEU is saved in the same folder as this document.