



USAWE Board Meeting Minutes

Meeting Date: December 28, 2020

Meeting Time: 5:00 p.m. Pacific, 6:00 p.m. Mountain, 7:00 p.m. Central, 8:00 p.m. Eastern

Meeting Modality: Zoom

Board Members Present		Board Members Absent at Roll Call	
President	Leslie Martien	At Large Director 2	Doreen Atkinson
President Elect	Barbara Price	Treasurer	Erin O'Shaughnessy
Secretary	Julie Alonzo	At Large Director 1	Trisha Kiefer-Reed
R1 Director	Kristine Strasburger		
R2 Director	Robin Bond		
R3 Director	Cindy Branham		
R4 Director	Kiki Pantaze		
R5 Director	Alex Tyson		
R6 Director	Kimberley Hillyer		
R7 Director	Rebecca Algar		

Current # of Board members = 13. BOD members required for Quorum = 7. # of BOD members in attendance = 10. Quorum was established.

USAWE Board Members in Attendance After Roll Call

Trisha Kiefer-Reed, At Large Director 1

Erin O'Shaughnessy, Treasurer

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

Christy Reich, Co-Chair LOC

Mindy Finelli, Chair Membership Committee

Chris Stanko, R3 Member

President Martien called the meeting to order at 6:05, Mountain time.

DISCUSSION OF APPROVAL PROCESS & POSTING MINUTES FROM NOVEMBER 30 BOD MEETING

- Did the new procedure work? Were there any issues? Have we had any feedback regarding the posting of the minutes?
- Secretary Alonzo reported that from her perspective, the approval of meeting minutes went smoothly. People provided additions and corrections quickly upon receipt of the draft minutes, she made revisions and sent them around for additional feedback, and had them posted on the website within a week of the end of the Board meeting.
- Nobody had any additional feedback to provide.



TEMPORARY RESTRUCTURING OF LICENSED OFFICIALS COMMITTEE

Christy Reich, Co-Chair of the LOC, provided an update on the LOC and the tasks required this year to get the testing platform and all the Licensed Officials forms and tracking up and running. With so much computer work to get done this year, the committee really needs people with some technology know-how. The Chairs would like to add Jeanne Bond to the LOC for 2021 to help the LOC build the structural foundation for officials training and licensing. Christy and Doreen, co-Chairs of the LOC would like to request that Jeanne Bond be appointed to the LOC for 2021.

Kiki Pantaze, R4, asked if there were additional changes that the Chairs would like to make to the committee.

Christy Reich, Co-Chair of the LOC, explained that they are taking things step by step. Right now and for at least the next 3-6 months, having Jeanne on board will help them get through some of the hurdles they are currently facing.

R3 Director Cindy Branham expressed her concern that we need to not alienate people from the LOC just because they do not have the technological skills, explaining that her concern is for not just this year but for the future of the LOC to be well balanced which includes people who have hands-on experience as a Licensed Official. She also stated that she supports adding Jeanne to the LOC.

Secretary Julie Alonzo explained that she was in favor of supporting the LOC Chairs' request to add Jeanne Bond to the LOC and that she had an important skillset that would be very useful for the LOC's work at this time.

Julie Alonzo, Secretary, made a motion to:

Motion: Appoint Jeanne Bond to the Licensed Officials Committee for 2021, effective immediately.

Motion was seconded by President Leslie Martien.

President Elect Barbara Price expressed her support of adding Jeanne Bond to the LOC and also indicated that she understood the committee's need to have another member with good computer and technical skills.

R7 Director Rebecca Algar expressed her support for adding Jeanne Bond to the committee and also expressed her concern that in the future the LOC not be limited to those with computer skills. Down the road, we need to be sure not to limit membership on the LOC to those with computer skills.



R4 Director Kiki Pantaze asked if Gayl, who recently resigned from the LOC, might be willing to reconsider in the future as the needs of the committee shift to education.

Co-Chair Christy Reich indicated that Gayl Ray could be a very important person, a great team player, has an education and dressage background.

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

MEMBERSHIP REPORT

Membership Committee Chair Mindy Finelli, joined the meeting to update the Board on membership and horse recordings. Currently, USAWE has almost 2398 horses recorded and 528 members. Olga Hendrickson, Julie Alonzo, and Mindy Finelli have been coordinating with each other to process memberships and horse recordings.

AWARDS COMMITTEE

Awards Committee Chair Erin Long had previously shared a list of potential committee members as well as proposed designated tasks for each with the Board via email. She requested the Board consider appointing the following people to the Awards Committee: Kimberlee Barker, Nicole Lee, and Karyn Shirley.

Robin Bond, R2 Director, made a motion to:

Motion: Appoint Kimberlee Barker, Nicole Lee, and Karyn Shirley to the Awards Committee, effective immediately.

Motion was seconded by President Elect Barbara Price.

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

ETHICS COMMITTEE

President Leslie Martien had previously shared with the Board a list of seven members who had written to express their interest in serving on the Ethics Committee: Daniel Dahlke, Ali Kermeen, Leesa Nero, Alexandria Weinbrecht, Dawn Metzger, Adair Soho, and Marcy Buffington. Several Board members had shared the suggestion that all seven be appointed to the committee tonight, to allow for a sufficiently large pool of people from which to draw to handle the investigation and hearing of ethics complaints.

Secretary Julie Alonzo indicated that she would support the appointment of all seven members who had indicated an interest in serving, with them selecting a Chair from among them.

President Elect Barbara Price indicated that she liked the idea of the Ethics Committee selecting their own chair, as this is another indication that they operate autonomously from the Board, which is particularly important given their focus.



Rebecca Algar, R7 Director, indicated that she thought seven was too many for a committee but that having five might make most sense.

Rebecca Algar, R7 Director, made a motion to:

Motion: Appoint Daniel Dahlke, Leesa Nero, Ali Kermeen, Alexandria Weinbrecht, Dawn Metzger, Adair Soho, and Marcy Buffington to the Ethics Committee, effective immediately, with the understanding that for ethics complaints, two members would be rotated in and out for handling the complaints, and that the committee would meet and select a chair.

Motion was seconded by President Elect Barbara Price.

R3 Director Cindy Branham asked if the Board or the Committee would establish how people would rotate in or out for handling complaints.

President Leslie Martien indicated that she thought the committee could bring the information to the Board for their plan.

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

ANNUAL MEMBERS MEETING

The USAWE Bylaws establish the Annual Member Meeting be held the first Saturday of February at 10 a.m. Mountain Standard time unless a different time/date is established by a unanimous vote of the full seated Board of Directors. For 2021, that date is February 6.

Secretary Julie Alonzo indicated that having the meeting on Zoom, inviting people to attend, having different committees / members of the Board present brief reports, etc. and then have Q & A session would be good.

President Leslie Martien asked people to think about what sort of information and interactions would be good to have. She indicated that she would send an email around to ask people to share their thoughts.

R1 Director Kristine Strasburger suggested that we set a deadline of January 15 to get our agenda published on the website and that we make a big part of the January newsletter to promote the member meeting.

R4 Director Kiki Pantaze said that we could also send out additional email blasts to remind people.



REGIONAL DIRECTOR MEETING & MEET AND GREET

President Leslie Martien wants to organize a regional director “meet and greet” informal social opportunity. She’d like to get something scheduled in the relatively near future.

Barbara has agreed to work with the regional directors on getting their monthly reports together.

PROFESSIONAL ZOOM ACCOUNT

President Leslie Martien suggested that USAWE purchase a professional Zoom account to enable the organization to continue to meet via Zoom. The cost is \$15/month. Up to 100 participants on the meeting. Unlimited duration for each of the calls.

Secretary Julie Alonzo asked for clarification about the cost and suggested that the Board approve a “not to exceed” amount for the Zoom account.

Julie Alonzo, Secretary, made a motion to:

Motion: Approve up to \$250 per year for a Pro Zoom account for USAWE.

Motion was seconded by President Leslie Martien.

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

ADDITIONAL ITEMS

Kiki Pantaze, R4 Director, requested that we get into the habit of uploading meeting minutes, materials for Board meetings, etc. to the USAWE Google Drive.

Kristine Strasburger, R1 Director, agreed that it would be helpful to use the Google Drive

Rebecca Algar, R7 Director, requested that the topic of the Coaches Network be brought to the Board for discussion at a future Board meeting. She expressed two concerns – the expense involved and the exclusion of judging being one of the criteria for qualifying for being a coach.

Julie Alonzo, Secretary, reminded the group that the Coaches Network has a Committee Chair – Trisha Kiefer-Reed, and that the first step might be to contact Trisha to find out more about the thoughts behind the criteria.

Trisha Kiefer-Reed, At-Large Director and Chair of the Coaches Network, explained that she would prefer people email her to share their thoughts about the Coaches Network in advance of a meeting where the topic is discussed. She indicated that there was no intention to specifically exclude judges, but that the goal of the Coaches Network was to create a mechanism for non-judge horse professionals to be recognized for their coaching services. She explained that judges already have recognition within the WE community.



Rebecca Algar, R7 Director, indicated that she would hope that judges might have a way to become recognized as a coach. In the AQHA, she explained, judges who are not also coaches are at a disadvantage.

President Leslie Martien suggested that it might make sense to set a meeting where the Coaches Network and a few judges might discuss the matter further. Perhaps additional conversation could take place to try to reach a resolution outside the Board meeting.

President Leslie Martien asked the group to think about Regional Championships and perhaps a National Championship. With the National Championship, it might be a bit late to try to pull something together.

R5 Director Alex Tyson asked the group to consider creating USAWE merchandise (banners, stickers, merchandise, etc.).

President Leslie Martien says she agrees that it would be good to have merchandise, but that she is working on getting some of the more urgent committees established.

R4 Director Kiki Pantaze suggested that perhaps one of the members of the Board could step up and offer to help Leslie with some of the burden.

R1 Director Kristine Strasburger reminded all Regional Directors to get materials together by the 15th of January for the next newsletter. Even if there isn't much going on, send in a brief something to keep your presence out there. Robin Bond, R2 Director, suggested doing a "member spotlight". President Leslie Martien said this is something that her local club had done, and said she would send out the information to the Board.

Regular Meeting Times/Dates

- As a reminder, future Board meetings are scheduled the fourth Monday of each month, starting at 6:00 MST.

President Leslie Martien adjourned the meeting at 7:56, Mountain Standard Time.

Minutes submitted by Julie Alonzo, USAWE Secretary