



**USAWE Board Meeting Minutes**

**Meeting Date:** June 28, 2021

**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	President Elect	Barbara Price
Secretary	Julie Alonzo	Treasurer	Erin O’Shaughnessy
At Large Director 1	Trisha Kiefer-Reed	R2 Director	Robin Bond
At Large Director 2	Doreen Atkinson	R3 Director	Cindy Branham
R1 Director	Kristine Strasburger		
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 = 9. Quorum was established.

**Board Members in Attendance After Roll Call**

Erin O’Shaughnessy, Treasurer  
Robin Bond, R2 Director  
Cindy Branham, R3 Director

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

Jeanne Bond, Chair, Competitions & Rules Committees  
Christy Reich, Co-Chair, Licensed Officials Committee  
Lidia Taylor, R5 Member  
Kris Blacklock, R5 Member  
Chris Stanko, R3 Member  
Karen Boso, R5 Member  
Mike Boso, R5 Member

**President Martien called the meeting to order at 6:01 PM, Mountain time.**

***POLICIES AND PROCEDURES MANUAL UPDATE***

Jeanne Bond reviewed the draft of the Policies and Procedures Manual shared with the Board prior to the meeting.

**Kiki Pantaze, R4 Director, made a motion to:**

**Motion:** Approve Section 1 of the Policies and Procedures manual as shared prior to the June 28, 2021 Board meeting, with the understanding that in the future there will be additions and modifications that the Board will need to review and approve.

Motion was seconded by Doreen Atkinson, At-Large Director.

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



### ***PROPOSED CHANGE TO TECHNICAL DELEGATE POLICY***

Jeanne Bond reviewed the proposed changes to the Technical Delegate policy shared with the Board prior to the Board meeting. The proposal is being made to help ensure that properly-trained TDs are present at all licensed competitions. A short summary of the proposal is that it lowers the requirements of becoming a full TD while also removing the option of having Provisional TDs. The current P-TD structure is very time-consuming for the LOC. The hope is that approving this change will help shows

Some of the challenges with the current structure of P-TDs are that many competitions are not securing their TDs with sufficient time. People may intend to become P-TDs yet often fail their tests, causing a great deal of last-minute turmoil for shows (as well as the competitions and LOC committees). TDs have a lot of responsibilities, many of which are not covered in the rulebook.

Doreen Atkinson, At-Large Director, indicated that from her perspective some of the P-TDs are not sufficiently covering the requirements of the role (measuring the obstacles, being on hand for rules questions from judges as well as competitors). Requiring a little extra education should help them become more qualified.

Kristine Strasburger, R1 Director, thought that it was important that P-TDs be better educated. She would like us to increase the requirements for Provisional TDs.

Rebecca Algar, R7 Director, shared that since the Provisional TD option has been available, she (as a licensed TD) has not been asked to serve in that role. She says she has experienced both high-quality and less high-quality Provisional TDs. If we don't have TDs who know what they are doing, we are not going to have the people to show. The shows might not be being run as professionally as they should be.

Robin Bond, R2 Director, explained that the shows in her area are struggling mightily with staffing issues. She thinks that having a clearer list of what the TD job is supposed to be might help. The TD is often responsible for helping to train the other members of the show staff (Gate Steward / Paddock Steward / Scorer, etc.). The role of the TD – this could be added to the testing for TDs. However, she is also concerned about how to help support small shows.

Erin O'Shaughnessy, Treasurer, shared that with online / Zoom-based training she is hopeful that the training might not be such a barrier for those seeking TD licensure.

Doreen Atkinson, Co-Chair of the LOC, indicated that the LOC is working on online modules that people interested in being licensed as TDs can take.

Christy Reich, Co-Chair of the LOC, emphasized that the Provisional TD role was created as a stop-gap measure as a way to support the shows without having sufficient licensed TDs to cover the # of competitions being licensed. The LOC has discussed this topic and feels strongly that the current P-TD structure is not viable in the long-term.



Julie Alonzo, Secretary, said she supported the requirements related to education in the proposal (and providing a “ramp in” for high-quality Provisional TDs to earn their TD license) but has concerns related to the prohibition that TDs cannot serve as Gate Stewards/Paddock Stewards/Scorers. Sometimes, people in these roles need to step away from their task for brief breaks, and the TD may well be the best-educated person (with the exception of the judge) at the event. She suggested that the language related to the specific prohibitions against TDs serving in these roles might need to be modified to allow the TD to step in temporarily, but not be the primary person in charge of these tasks.

Cindy Branham, R3 Director, suggested that perhaps putting a cap on the # of riders at a competition where a P-TD could be allowed.

Jeanne Bond, Competitions Committee Chair, indicated that she thought that it was unreasonable to ask a TD to serve in any “show staff” roles, that they shouldn’t be covering the gate, scoring, etc. She feels strongly that we should not have any P-TDs. To help keep the fees more reasonable, she suggested perhaps a pay scale based on number of competitors at the event.

Leslie Martien, President, read a comment sent prior to the meeting by Barbara Price, President-Elect (whose flight prohibited her from attending the meeting), saying that she supports the proposal, suggesting that we might want to extend the deadline to ensure that current P-TDs have sufficient time to apply and complete the requirements, and she agrees that TDs should not perform any other duties at licensed shows.

Leslie Martien, President, suggested that the issue is that we haven’t emphasized the importance and professional role of TD sufficiently. She is hopeful that with the number of P-TDs we currently have and with the new education opportunities being proposed, it might be possible to create sufficient numbers of licensed TDs that smaller shows can afford to hire them.

Kiki Pantaze, R3 Director, suggested that perhaps the requirement for being a paddock steward should be removed if we don’t want TDs serving in that role anyway.

Robin Bond, R2 Director, indicated that she has not been satisfied with the level of checking being done at the gate. She also pointed out that although it might seem to members of the Board that the sport is growing, we are still quite small. We are not USEF, etc.

Doreen Atkinson, At-Large Director, suggested that schooling shows might provide an opportunity for people to get practice in these roles.

Trisha Kiefer-Reed, At-Large Director, emphasized the need for available, accessible, education to allow people to learn the roles and carry them out well. She would love for the organization to really capitalize on the concept of distance education via Zoom / online modules. We have a



lot of eager people and need to find a way to share knowledge so that people can become well-educated TDs.

Rebecca Algar, R7 Director, agreed that although the primary job of the TD should not be doing the bit checks, etc., that she was able to serve in the role of TD, do the bit/blood checks, be accessible to the judges and competitors for Rules questions, and review the results within the time limits, etc. She indicated that she believes that the issue might be less of a TD not being able to fulfill these multiple roles but instead one of education.

Leslie Martien, President, summarized the discussion, emphasizing the importance of education. She likes Barbara's suggestion that we allow an additional 6 months for P-TDs to meet the requirements.

Jeanne Bond, Competitions Committee Chair, indicated that she thought it was important that we proceed quickly on this matter.

Kristine Strasburger, R1 Director, would love to see all of the training put online. If people can complete an entire college degree online, we should be able to provide the training online for all interested in becoming TDs.

Jeanne Bond, Competitions Committee Chair, indicated that the LOC already has training modules ready to go to teach TDs what they need to learn.

Rebecca Algar, R7 Director, indicated that a large part of being a TD is how one handles conflicts, protests, etc. That can only come with experience.

Leslie Martien, President, suggested that we bring this topic back for discussion and vote at a Board meeting to be scheduled in two weeks (July 12, 2021). She requested that Board members send any concerns/suggestions to the LOC and Jeanne by this Thursday (July 1) so they can review and discuss when they are meeting.

**Leslie Martien, President, made a motion to:**

**Motion:** Table this discussion until July 12, 2021.

Motion was seconded by Kristine Strasburger, R1 Director.

- **The motion to table passed unanimously by voice vote with no "nays" heard.**

**TREASURER'S REPORT**

Erin O'Shaughnessy, Treasurer, has updated the financials available on the Board's Google Drive. She asked for feedback from the Board on what sort of information the Board would like to receive on a regular basis. She also requested that the Treasurer's Report be moved further



down the agenda because her work schedule makes it impossible for her to be at the meeting at 5 pm Pacific.

President Leslie Martien suggested a brief written report be prepared in advance of each meeting so people can ask any questions they might have.

Robin Bond, R2 Director, suggested having reports/financial updates ready to share online at each meeting. Erin indicated that she would try but might need some help to learn how to do screen sharing.

Erin O'Shaughnessy indicated that the subscription for Quickbooks will be going up on July 1 and requested permission to purchase an annual subscription. The annual subscription will save USAWE approximately \$8 per month.

**Leslie Martien, President, made a motion to:**

**Motion:** Approve the immediate purchase of an annual subscription to QuickBooks.

Motion was seconded by Robin Bond, R2 Director 2.

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

### ***REGION 5 REGIONAL SHOW DISCUSSION***

Julie Alonzo, Secretary, gave the Board an update on the attempt to locate a suitable alternate facility for the R5 Regional Championship. She indicated that she believes she has found a facility that will work and that is available two weeks after the previously-licensed show at KarMik Acres and that she will be able to tour that facility next Monday when she is in Illinois for the Independence Weekend Show at Fox Valley.

Leslie Martien, President, asked Region 5 members Karen and Mike Boso to share their thoughts.

Karen and Mike Boso, invited to participate in the Board meeting by President Leslie Martien, shared that they are concerned that having the Championship within an approximately 30-minute drive from their show venue, even two weeks after their show, would damage their show.

Alex Tyson, R5 Director, shared with the Board that she has received 5 or 6 emails from members in Region 5 indicating interest in having the Regional Championship. There are people in Wisconsin, Illinois, Ohio, and Michigan willing to travel to the Regional show. The majority of the people who have expressed interest in attending the Championship would likely not be attending the KarMik show anyway because of the distance.



Rebecca Algar, R7 Director, suggested that Regional Championships should not be held any closer than 30 days to another licensed competition and suggested that the show not be held this year.

Lidia Taylor, R5 member invited by President Leslie Martien to participate in the meeting, shared her view that it was inappropriate for a person from outside the region to organize a Championship for the region.

Trisha Kiefer-Reed, R1 Director, shared that Region 1 also added a Regional Championship very recently (to be held the first weekend in September).

Cindy Branham, R3 Director, shared that she thought we owed Karen and Mike an apology due to miscommunications and lack of communication. She thinks it's important that we honor the different people who have been working to grow shows in the region. She also thinks it is unacceptable that the facility be called out publicly in a Board meeting. She also indicated that we need to look at this issue for the whole of the organization and not rush into adding a Regional Championship so late in the day.

Doreen Atkinson, At-Large Director, said she was disappointed the Boso's were not even contacted about the date by anyone of the regional show committee or regional director. She said that it is a simple matter of who had the date first should be honored and respected. We should not allow the show because it would hurt them. She said that this regionals may not happen this year, and is hoping all regions can have a regional championship.

Kristine Strasburger, R1 Director, asked about the financial "devastation" that Mike Boso had stated would occur for the whole of their show season if the Championship was allowed to be held. She asked for clarification about how this particular show (if it was not held or if nobody attended) would have a financial impact on them as show organizers.

Karen and Mike Boso clarified that they have already budgeted money to support their October show weekend. That weekend includes three separate one-day shows.

Alex Tyson, R5 Director, clarified that there were two reasons the Regional Championship show was not scheduled earlier. First, Karen and Mike had originally planned to organize a Regional Championship and had informed Alex in late spring that they would not be hosting one after all. Second, the changes to reduce the # of required staff at a Championship (EMT, farrier, vet) made it more financially feasible. She asked Karen and Mike if they might be amendable to some sort of offer to help underwrite the cost of the show.

Julie Alonzo, Secretary, encouraged the Board to consider adopting a policy that will not limit the opportunity to schedule competitions in the future. She suggested that two weeks is sufficient time to have in between competitions.



Jeanne Bond, Competitions Chair, suggested the need to have a location geographically far enough away from another licensed competition, as well as two weeks away.

Karen Boso, R5 member, indicated that two weeks would be sufficient, provided the show was located far enough away so as not to infringe on other licensed competitions.

Alex Tyson, R5 Director, asked for clarification about how far away would be sufficient for Karen and Mike to feel as though the Regional competition wasn't infringing on their competition.

Lidia Taylor, R5 member, shared her concerns that the matter was brought to the Board after the Chair of the Competitions Committee had decided that the license would not be granted after all.

Leslie Martien, President, indicated that this is a topic to be discussed further later.

Alex Tyson, R5 Director, indicated that there should always be a way to appeal a decision of a committee. The Board is elected. Committee chairs are appointed.

**Rebecca Algar, R7 Director, made a motion to:**

**Motion:** Authorize a Region 5 Championship Show to be held, provided the show is located at least 150 miles from any previously licensed competitions, with at least one intervening weekend between the two competitions. This motion specifically excludes prohibitions on any other regional Championships already approved.

Motion was seconded by Leslie Martien, President.

➤ **The motion passed by roll call vote with 7 in favor and 0 opposed.**

Julie Alonzo, Kristine Strasburger, Doreen Atkinson, and Alex Tyson recused themselves from the vote due to potential conflicts of interest.

President Leslie Martien adjourned the meeting at 8:43, Mountain Time.

Minutes submitted by Julie Alonzo, USAWE Secretary