



USAWE Board Meeting Minutes

Meeting Date: Wednesday, December 14, 2022

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

Meeting Frequency/Modality: 2nd Wed each month held virtually via Zoom

Board Members		Attendance at Roll Call	
		Present	Absent
President	Olga Hendrickson	P	
President Elect	Doreen Atkinson	P	
Secretary	Kris Blacklock	P	
Treasurer	Erin O'Shaughnessy		A
At Large Director 1	Trisha Kiefer-Reed	P	
At Large Director 2	Stephanie Hayes	P	
R1 Director	Heather Humelbaugh	P	
R2 Director	Robin Bond	P	
R3 Director	Chris Stanko	P	
R4 Director	Kiki Pantaze	P	
R5 Director	Becky Sherven	P	
R6 Director	Karen Miller		A
R7 Director	Rebecca Algar	P	

of Board Current members = 13; BOD members required for Quorum = 7
 # of BOD members in attendance at roll call = 11; Quorum was established.

Non-voting USAWE Committee and Task Force Chairs in attendance for all or part of the meeting:						
Affiliate Organizations	Kristine Strasburger	P		International Competition	Kellee Campbell	P
Awards	Bridgett Klingler	P		Licensed Officials (co-chair)	Christy Reich	A
Coaches Network	Trisha Kiefer-Reed	P		Licensed Officials (co-chair)	Doreen Atkinson	P
Competitions	Becky Sherven	P		Marketing	Kiki Pantaze	P
Elections (coordinator)	Bridgett Klingler	P		Membership	Kate Steffes	P
Ethics	Dan Dahlke	P		Rules	Jeanne Bond	P
Financial Oversight	Leesa Nero	P		Website	Kristine Strasburger	P
Horse Recording	Mindy Finelli	A		Youth Development	Alex Tyson	A

USAWE Members in attendance as silent participants for all or part of the meeting:

Barbara Price (R2), Barb Sullivan (R6), Cathy MacDonald (Int'l); Emily Callihan (R1), Julie Alonzo (R1), Karen Boso (R5), Kasey Riddle (R7), Leslie Martien (R3), Lise Leblanc (Int'l), Megan Truppner (R7), Pat Melton (R7), Rachel Bolender (R5), Sandy Klinkey (R5), Sofia Santos Bernardino (R2), Trish Hyatt (Int'l)

President Olga Hendrickson called the meeting to order at 5:00 PM Pacific time.

Silent participants were reminded to stay muted and use Zoom Chat to indicate their name and region for the minutes; then refrain from using Zoom Chat for any meeting discussion topics (which is reserved for Board Members only).



CONSENT AGENDA MOTIONS (#1-8 listed below) were individually discussed and voted on instead of being presented as a group and voted en masse.

KRIS BLACKLOCK, Secretary, rescinded Motion#1 due to discovering moments prior to the meeting, that MailChimp offered an Essentials upgrade that would accommodate our current marketing plan needs (an increase from 1500 to 2500 contacts; same # of contacts as Standard plan) but lesser cost).

Motion #1: Upgrade the USAWE Mailchimp Account from 'Essentials' to the 'Standard' marketing plan effective immediately.

➤ **Motion removed from discussion.**

YOUTH COMMITTEE moved; KIKI PANTAZE, R4 Director second:

Motion #2: Allow donation to the Youth Scholarship Fund as an option (such as general fund and AOs) when dealing with USAWE annual membership dues starting with the 2023 elections.

➤ **Motion passed by voice vote with 11 in favor and 0 opposed**

LICENSED OFFICIALS COMMITTEE moved; DOREEN ATKINSON, President-Elect, second:

Motion #3: Approve the recommendation from the Licensed Officials Committee to advance Tracey Erway from Learner Judge to small 'r', licensed judge.

➤ **Motion passed by voice vote with 11 in favor and 0 opposed**

DOREEN ATKINSON, President-Elect, moved; HEATHER HUMELBAUGH, R1 Director, second:

Motion #4: Appoint Mike Boso, R5 Member, to the Financial Oversight Committee.

Points of discussion: Trisha Kiefer Reed voiced concern of spousal committee appointments Mike Boso to Financial Oversight Committee and Karen Boso, Marketing Committee Chair. Olga Hendrickson pointed out there are family members on other committees and that Mike is being appointed as a committee member, not the chair of this committee; Leesa Nero is the Financial Oversight Chair.

➤ **Motion passed by voice vote with 10 in favor and 1 opposed**

KIKI PANTAZE, R4 Director, moved; KRIS BLACKLOCK, Secretary, second:

Motion #5: Appoint Karen Boso, R5 Member, to the Marketing Committee Chair.

Points of discussion: Trisha Kiefer-Reed expressed earlier sentiments of concern regarding spousal committee appointments. Doreen Atkinson stated there is no conflict as the Financial Oversight Committee meets quarterly, committee roles are separate, and neither committee has board decision authority. Kiki Pantaze expressed excitement for this appointee's extensive Marketing experience and her background is an asset to the association.

➤ **Motion passed by voice vote with 10 in favor, 0 opposed, 1 abstained**



BECKY SHERVEN, R5 Director moved; DOREEN ATKINSON, President-Elect, second:

Motion #6: Appoint Julie Alonzo, R1 Member, and Emily Callihan, R1 Member, to the Competitions Committee effective immediately.

➤ **Motion passed by voice vote with 11 in favor and 0 opposed**

AWARDS COMMITTEE moved; BECKY SHERVEN, R5 Director, second:

Motion #7: Appoint Julie Alonzo, R1 Member, to the Awards Committee effective immediately.

Points of discussion: Bridgett stated this appointment would assist with the back-end show result processing; namely GIRA. Doreen Atkinson expressed concern USAWE has only one GIRA Point of Contact. Bridgett Klingler, Awards Committee Chair stated she is in the process of being trained as backup.

➤ **Motion passed by voice vote with 11 in favor and 0 opposed**

KRISTINE STRASBURGER, moved; ROBIN BOND, R2 Director, second:

Motion #8: Appoint Julie Alonzo, R1 Member, and Kris Blacklock, R5 Member, to the Website Committee.

Points of discussion: Chris Stanko expressed concern of appointee Julie Alonzo's multiple committee positions and ability to manage the workload and time needed to perform each separate committee's duties (Awards, Competitions, Website). Rebecca Algar asked what specific duties would this entail. Kristine Strasburger stated Julie was instrumental in setting up the USAWE website, developing the skeleton framework and possessed web editor skills. Board members asked for clarity on whether the Website and Marketing are two separate committees or if the Website falls under the Marketing Committee (as posted on the [USAWE.org](https://www.usawe.org) > [Community](#) > [Committees & Task Force](#) list). If the Website Committee is under the Marketing Committee, then Kiki Pantaze felt the new Marketing Chair should have a say as to who's on the committee. Doreen Atkinson asked the board to table this motion until the next meeting so the committee's structure (Marketing and Website) could be researched within the Bylaws and within the BOD Log of Motions Passed. President Olga Hendrickson asked Secretary Kris Blacklock to research and provide board members with the findings at the next BOD meeting.

➤ **Motion tabled until next meeting**

AWARDS COMMITTEE moved; ROBIN BOND, R2 Director, second:

Motion #9: January 1, 2023, change the Show Licensing Fee to \$5 per horse/rider pair for shows that do not use the Gira.io system to report their results. Retain the current Show Licensing Fee of \$2 per horse/rider pair for shows that do use the Gira.io system to report their results.

Points of discussion: Chris Stanko expressed concern of the proposed non-GIRA show fee and shared points of concern received from Amy Star (R2) Western Zone Championship show organizer. Kiki Pantaze was not in favor of a 'penalty' for shows not using GIRA and suggested the board consider a paid data entry position to process show results. Becky Sherven (as Competitions Chair), shared members who compete are asking why aren't show results posted timelier; explained the delay is due to front end issues (the delay in validating data entry errors and uploading manual show result excel



files). Rebecca Algar asked how many shows didn't use GIRA in the 2022 show season. Bridgett Klingler shared there were 94 competitions (25 show organizers) that used GIRA. There were 23 competitions (8 show organizers) that didn't use GIRA (of which one show organizer held 10 non-GIRA shows). Rebecca expressed concern of the January 1st effective date and the readiness of show organizers for this change that's to occur in the next two weeks. Bridgett Klingler indicated that the first non-GIRA show in the 2023 show season is scheduled in June and there are plans to educate non-GIRA show organizers. Kiki Pantaze and others stated there may be other shows sooner but haven't submitted a licensing request yet (i.e., Texas, Arizona, etc.). Kris Blacklock asked if GIRA is interfaced with the USAWE membership and Recorded Horses list and what happens when there are duplicate rider-horse pair 'Athletes'. Bridgett Klingler indicated the committee has been working through data glitches and the developer has been building hard stops to ensure data integrity. Olga Hendrickson expressed concern of a 'penalty' fee for not using GIRA. Doreen Atkinson recommended incentivizing show organizers to use GIRA instead of imposing an added \$3 'penalty' fee for non-GIRA use.

After much discussion, OLGA HENDRICKSON, President moved to amend the motion, and ROBIN BOND, R2 Director, second:

Motion #9: ~~January 1, 2023~~ Effective June 1, 2023, change the Show Licensing Fee to \$5 per horse/rider pair for shows that do not use the Gira.io system to report their results. Retain the current Show Licensing Fee of \$2 per horse/rider pair for shows that do use the Gira.io system to report their results.

➤ Amended Motion passed by voice vote with 10 in favor and 1 opposed

COMPETITIONS AND AWARDS COMMITTEE moved; HEATHER HUMELBAUGH, R1 Director, second:

Motion #10: Effective January 1, 2023, raise the non-member fee to compete at a USAWE licensed competition to \$50.

Points of discussion: Previous non-member fee was \$20/per non-member per licensed show entry. Current annual Adult USAWE membership is \$45. Kris Blacklock asked the Competitions Committee to ensure show organizers understand the ONE-TIME 'Try It Out' VOUCHER a non-member fee (1) show and not for multiple shows held over a weekend.

➤ Motion passed by voice vote with 11 in favor and 0 opposed

KIKI PANTAZE, R4 Director moved; NO ONE, second:

Motion #11: To upgrade internet service of individuals serving on the Executive Committee. USAWE to reimburse the fee for the upgrade as well as the additional monthly charges to the members of the Executive committee while they are serving.

➤ Motion failed



FINANCIAL REPORT – President Hendrickson noted that Treasurer Erin O’Shaughnessy has updated USAWE financials and bank reconciliations through December in the Financial Report folder of the USAWE Google Drive and encouraged Board members to review them and contact Erin via email with any questions related to financial transactions.

Financial Summary through December 14, 2022

US Bank Checking Account Current Balance (11/21/22) \$15,847.35
(\$8,525 of this balance is restricted Youth funds)
US Bank Secondary Checking Current Balance (11/30/22) \$600.00
US Bank Savings Current Balance (11/30/22) \$125,933.57
PayPal Account Current Balance: (12/13/22) \$11,784.84
Net Income Nov 2022 \$ 1,627.23
Net Income YTD (Nov) \$ 30,165.92
Previous Year (2021) Net Income \$101,151.67

USAWE COMMITTEES & TASK FORCE BRIEFINGS (listed in alpha order)

AFFILIATE ORGANIZATIONS (AO) – Kristine Strasburger is piloting a recurring subscription-based renewal for annual AO fees that will cut down the administrative time and follow-up.

AWARDS – Bridgett Klingler shared that the awards and results are working on website and social media posts that will celebrate and recognize rider-horse pair achievements and breed sponsorships - of which there are currently sixteen (16) breed sponsors for the 2022 show season that wraps up December 31st.

COACHES NETWORK – Trisha Kiefer-Reed shared there are thirteen (13) WE coaches across the country and 3 candidate applicants. Shout out to R4 and R7 asking regional directors to recruit coaches in those regions. Doreen Atkinson asked Trisha to take a look at the Coaches@usawe.org email’s thank you for your email response message that indicates someone will reply back in 48 hours; however, no contact is received.

COMPETITIONS – Becky Sherven shared the committee is gearing up for 2023 by updating the Competitions Manual with the recent USA Working Equitation rule changes, meeting bi-monthly to update licensed show confirmation and follow-up letters, updating GIRA User Guides to reflect all four (4) trials are included in **one** show license and meeting with the Awards and LOC to bridge any processing or reporting gaps. Plan to gather Regional Directors in a meeting to discuss competitions in general and how to support shows within their respective region.

FINANCIAL OVERSIGHT – Leesa Nero indicated there are four (4) additional individuals interested in serving on this committee and will be presenting a motion for appointments at an upcoming board meeting. Leesa is planning a meeting to outline the pros/cons of a CPA within/outside Colorado as a replacement CPA and is currently developing policies and procedures for this committee.



INTERNATIONAL COMPETITION TASK FORCE – Kiki Pantaze provided an update for Kellee Campbell who had to leave before committee briefings. In response to a social media recruitment post, this Committee received interest from 70 riders interested in competing as a team and asked the board to notify the committee chair if there are others to be considered.

LICENSED OFFICIALS COMMITTEE (LOC) – Doreen Atkinson indicated there are four (4) 'L' Learner judges in the pipeline, licensed officials testing will be held at the end of January and a licensing seminar with a WAVE judge is in the works.

YOUTH DEVELOPMENT COMMITTEE – Kasey Riddle outlined three (3) projects:

- Youth Scholarships – there were nine (9) applicants in 2022 and the application deadline was set before the last zone championship show dates. The application needs to be amended to ensure all zones are eligible. Also need to establish clear guidelines to determine financial need (scholarship recipient criteria set by the anonymous donor).
- Fundraising – exploring ideas to raise funds to support young riders.
- Partnering with local Pony Clubs by first meeting with the national organization to have working equitation included in their equestrian program.

WEBSITE – Kristine Strasburger updated the website's list of Board of Directors due to the recent elections, is in the process of reviewing the website to streamline verbiage and site navigation, and added a new corporate email address for Horse Recording (horserecording@usawe.org).

OTHER BUSINESS

ANNUAL MEETING OF MEMBERS - President Olga Hendrickson reminded the board, committees and members the USA Working Equitation's annual meeting of the members that will be held virtually via a Zoom meeting on Saturday February 4, 2023 at 9:00 am PST | 10:00 am MST | 11:00 am CST | 12:00 pm EST. The meeting day and time is predetermined and mandated by USAWE's Bylaws. All current USAWE members in good standing are invited to attend. Regional Directors will have meeting sign-in information available as of January 25. To attend, please contact your Regional Director *after* January 25, 2023 to RSVP and to receive the meeting information/Zoom link.

Secretary Kris Blacklock shared a [2023 Annual Member Meeting Questions](#) Google Form is being created for members to submit questions for the Board of Directors or Committee Chairs. Form will capture questions until January 25th to allow sufficient time for review and board/committee response.

NEW BUSINESS ITEMS FOR UPCOMING MEETING

- e-mail vote on updating USAWE bank account signature cards

President Olga Hendrickson adjourned the meeting at 7:00 PM, Pacific Time.

Minutes submitted by Kris Blacklock, USAWE Secretary