



### USAWE Annual Members Meeting Minutes

**Meeting Date:** Saturday, February 4, 2023 – Announced December 20, 2022 via eNews  
**Meeting Time:** 9:00 a.m. Pacific, 10:00 a.m. Mountain, 11:00 a.m. Central, 12:00 p.m. Eastern  
**Meeting Frequency/Modality:** Annually, 1<sup>st</sup> Saturday in February held virtually via Zoom (per USAWE Bylaws)  
**Agenda sent via eNews** January 20, 2023 **and eBlast** January 23, 30 and February 3; **posted on usawe.org** January 1, 2023 by Secretary Kris Blacklock

**Minutes Approval:** 2.4.2023 Annual Members Meeting minutes were e-approved 2.8.2023 4:10 AM PST by the BOD and posted to the USAWE.org > Corporate > Records > Meeting Minutes and filed in USAWE G-Drive > Annual Members Meeting

**NEXT ANNUAL MEMBERS MEETING – 9:00 AM PST Saturday February 3, 2024 via Zoom**

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

Current # of Board members = 12; 7 BOD members in attendance.

USAWE Committee and Task Force Chairs in attendance for all or part of the meeting:						
Affiliate Organizations	Kristine Strasburger	P		International Competition	Kellee Campbell	A
Awards	Bridgett Klingler	A		Licensed Officials (co-chair)	Christy Reich	P
Coaches Network	Trisha Kiefer-Reed	A		Licensed Officials (co-chair)	Doreen Atkinson	P
Competitions	Becky Sherven	A		Marketing	Karen Boso	A
Elections	Bridgett Klingler	A		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	P		Youth Development	Alex Tyson	P

Current # of Committee Chairs = 16; 10 were in attendance.

136 members registered; 98 Total Attendance (Members, Board of Directors and Committee Chairs)  
 This represents 18% of the current membership (571 members as of 2/3/2023)

**USAWE Members in attendance for all or part of the meeting:** Adair Soho, Alexandra Venable, Amie Perryman, Angela Rothe, Ashley Bowers, Ashley Smith, Barb Crawford, Barb Sullivan, Beth High, Beth Schaefer, Biddie Lowry, Brandi Baldwin, Britt Callahan, Brittney Flowers, Cathy MacDonald, Char Bergum, Colleen Wright, Conny Mertens, David Yee, Deidre Allen, Diane McPherson, Donna Waldrup, Douglas Griffis, Emily Callihan, Emily Elias, Emily Gill, Gabrielle Gordon, Glynn Hoekstra, J Derrick Richardson, Jane Brueckner, Janet Phinney, Janice Kall, Jessica Mosbaugh, Joy Chadsey, Judy Avera, Julie Alonzo, Karen Ulven, Kate Fowler, Kathleen McLaughlin, Kathy Adams, Katie Drennen, Katie Franklin, Kenton Wright, Kim McBroom, Kim Shinn, Kimberlee Barker, Laura Guillaudeu, Laura Stutesman, Le Cayer, Leslie Martien, Lidia Taylor, Linda Acquisto, Linda Frazier, Linda Sabatini, Lisa Mathis, Lisa



Scebbi, Liz Piacentini, Lynn Maloney, Marie Maloney, Mark Jakopak, Mary Young, Maureen Beavin, Mike Boso, Nicole Chastain Price, Nicole Coon, Polly Limond, Rachel Stout, Robert Phinney, Robin Lindsey, Rose Watt, Ruthie TK, Sandy Klinkey, Shannon Yee, Sharleen Bergum, Stephani Kame, Susan Dudasik, Susan Watkins, Terri O'Neal, Terry Peiper, Trish Hyatt, Willa Rose, Yvonne Stemwedel

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**Minutes Approval:** 2/5/2022 Minutes were e-approved and posted to the USAWE.org > Corporate > Records > Annual Member Meeting Minutes and filed in USAWE G-Drive > Board of Directors (BOD) > Annual Members Meeting

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**Call to Order:** Meeting Facilitator Christy Reich called the 2023 Annual Members Meeting to order at 9:00 AM Pacific Time February 4, 2023.

**EXECUTIVE COMMITTEE UPDATES** (listed in position order)

**President** – Chris Stanko [chris.stanko@usawe.org](mailto:chris.stanko@usawe.org) absent; Doreen Atkinson, President-Elect, provided update for President Stanko. As the new president of USAWE, I'd like to extend a warm welcome to all of you members who took the time out of your day to be here. I want to let you all know that the board of directors, regional directors and all the committee members are working very hard to keep us moving forward in the right direction. We will focus on working as a team and keeping all lines of communication open. Please feel free to contact us with any ideas, questions or concerns you may have. I personally will get your questions to the correct people who will then get you answers. I truly look forward to serving you for the rest of 2023. Together we can grow this sport and this organization. Let's have fun, let's be happy, let's be great partners with our equine friends and keep the comradery going in this family of working equitation. Ride softly. Ride with grace. Ride with rhythm. Ride with tact.

**President Elect** – Doreen Atkinson [doreen@usawe.org](mailto:doreen@usawe.org) - Welcome to the 2023 USAWE annual membership meeting. Thank you for taking time out to meet and hear from the dedicated and hardworking Board of Directors and Committee representatives. I have met many of you at some of the shows over the past few years and I can say with confidence everyone I have met has been welcoming and the camaraderie tops any horse sport I have been involved in. You are warm and friendly and I see the love you have for your horse and support to give to your fellow competitors. USAWE is growing. Committees are all meeting regularly. We invested in double Zoom licenses because committee meetings are going on all the time and we needed more zoom availability. USAWE also has a Webinar account so we can offer virtual sessions for our members. Education for the members is a USAWE goal.

The Rules committee and the Licensed Officials committee have already put on several webinars for the members. Watch for more educational opportunities as they develop. Competitions are happening all over the USA, licensed officials are hard at work, more youth riders are joining the sport, and our marketing committee is expanding its media coverage. Great things are happening and I am so glad you have chosen to be a member of USAWE. See you soon at a show near you!

**Secretary** – Kris Blacklock [secretary@usawe.org](mailto:secretary@usawe.org) - A heartfelt **thank you** to all our members and volunteers. 2023 offers endless opportunities to network within and outside USAWE, share our talent and support each other as we continue to lay a foundation for the organization, enable riders to progress through the performance levels, develop our organization's bench strength, nurture future leaders and look for opportunities to grow our sport. *What's been accomplished since taking office December 1, 2022?*

- Identified and resolved 'gaps' within day-to-day operations in accordance to Bylaws and Policies/Procedures. Corporate assets are being identified, logged and utilized.
- Created 'Corporate News', added meetings to the usawe.org calendar, agendas to the website and meeting announcements on social media to keep you informed.
- Created tools and resources for newly elected and seasoned directors on utilizing corporate email, key contacts, G-Drive, meeting etiquette, Roberts Rules, Zoom meetings, Webinars.
- Streamlined acknowledgement of Annual Statements for BOD and Committee chairs and members.



- Created a responsibilities task list/timeline for Secretary duties.

**Treasurer** – Erin O’Shaughnessy [treasurer@usawe.org](mailto:treasurer@usawe.org) absent; Kris Blacklock, Secretary provided financial report.

#### Treasurer Summary Information

##### Financial Summary for 2023 General Meeting

Net Income 2020	\$20,422.13
Net Income 2021	\$101,151.67
Net Income 2022	\$47,661.21
Cash on Hand 12/31/22	\$169,195.34 (this includes \$7,200 that is restricted to use for Youth activities as prescribed by the original donor).

USAWE’s second full year of operation showed Operating Income from Member Dues, Horse Recording, the final Contribution from WE United, Program income (which includes Show Licensing, Sponsorship for year-end awards, and Licensed Officials applications fees) and Education income from Clinics/Seminars put on by USAWE. Interest Income was from the US Bank savings account and we received cash back income from our PayPal Mastercard.

Operating Expenses were Advertising, Awards, Dues & Subscriptions (mostly for software and website support), Insurance, Tax Return Preparation, PayPal Fees, and various office expenses (postage, licenses/permits etc.). The two clinics put on by USAWE incurred some expenses for facilities, travel, supplies and presenter fees. All the monthly financial reports and bank reconciliations for the year have been completed and are on the Corporate Google Drive. If anyone has any questions, email is the best way to reach me ([Treasurer@usawe.org](mailto:Treasurer@usawe.org))

**At-Large Director 1** – Trisha Kiefer-Reed, absent; Sorry I’m not here today - prior commitments made it impossible to attend. I’m always available by email though ([ALDirector1@usawe.org](mailto:ALDirector1@usawe.org)). I’m looking forward to welcoming members from all over to Big Sky Country for the 2023 Western Zone Championship... when the mountains will be just as pretty, and a whole lot greener!

**At-Large Director 2** – Stephanie Hayes - As the newly elected At-Large Director 2, I am enjoying getting acquainted with the inner workings of USAWE and the membership that I represent. I look forward to meeting riders and Working Equitation enthusiasts from every region. Whether we meet virtually, through emails or in person at clinics or shows, please feel free to reach out to me with your ideas, concerns and questions [al2director@usawe.org](mailto:al2director@usawe.org). I may not know the answer, but I'll be able to point you in the right direction. Your successes in the sport are as important too, so reach out if you have something to share. Along with the opportunity to work with the membership at large, I participate in the monthly board meetings, committee meetings, and AO meetings. The more I can learn about how our organization works and all of the moving parts, the better prepared I am to assist members. I look forward to a great year ahead and serving USAWE.

#### **BOARD OF DIRECTORS - REGIONAL DIRECTOR UPDATES** (listed in position# order)

**Regional Director 1** – Heather Humelbaugh [r1director@usawe.org](mailto:r1director@usawe.org) - Region 1 is a **HAPPENING** region! It’s exciting to see Idaho and Montana rapidly expanding their opportunities for W.E. learning and competition; including the selection of Montana’s Big Sky Horse Park for the 2023 Western Zone Championships. I’ve been a participant on the BOD now for a year and can attest to the dedication and work required to create this thriving community of W.E. enthusiasts from across the country. I was drawn to the sport by the collaborative atmosphere, accessibility for all styles and traditions, both for tack and equine breeds as well as the welcoming environment for all levels of riders. I believe that it is the Intro and Novice level riders in Region 1 who compose the majority of participants, which also means the majority of the revenue stream via your membership dollars. My goal is to encourage the



continued support and affordability for this group while still reaching for opportunity at the higher levels, including eventual international representation. W.E. is an approachable, fun activity and I will advocate to keep that welcoming, learning culture alive and well. At the forefront of our region's strength are the people that make it happen, as such those participants should be rightly recognized for their work. On the next slide I have listed all the Region 1 residents who have so generously contributed their time and resources in order to allow W.E. to grow and thrive across the country. Apologies for anyone overlooked! Region 1: **BE PROUD**. Heather also recognized elected, recognized and credential members Affiliate Organizations and volunteers within Region 1 (see slide 13 of the presentation).

**Regional Director 2** – Robin Bond [r2director@usawe.org](mailto:r2director@usawe.org) - **Region 2** has been one of the largest and most active regions in USAWE. Please look on the Region 2 Facebook page for information regarding events that have yet to publish on the USAWE Calendar. As of this date, we have: More than 15 schooling shows or clinics planned, at least 20 Licensed shows around the region, 6 active Affiliate Organizations: Arizona Working Equitation Club, US Mangalarga Marchador Association, Rawking Horse Ranch, NorCal Working Equitation, Poway Valley Riders, Broken Bit Ranch. Look for more events to come up as the year progresses!

**Regional Director 3** [r3director@usawe.org](mailto:r3director@usawe.org) – To be Appointed by the Board of Directors; Linda Frazier (KS) provided an update.

**Colorado- Affiliate Organization - High Country Working Equitation - Chris Stanko** - Kickoff Party and Membership Drive - Feb 18<sup>th</sup>, 6 Licensed Shows, 3 Schooling Shows

**Kansas: Affiliate Organization - Working Equitation Kansas - Linda Frazier** - Awards Banquet and Membership Meeting - Feb 5<sup>th</sup>, 2 Intro Clinics/ Playday in April, 6 Licensed Shows, 2 Clinics/Schooling Shows, 1st Cattle Clinic

**Nebraska: Affiliate Organization - Nebraska Heartland Working Equitation - Kristine Strasburger** - This AO was newly established in 2023. Their primary focus this year will be introducing Nebraska riders to the Sport of Working Equitation through local clinics and group attendance at / participation in the Licensed Competitions in Kansas.

**Regional Director 4** – Kiki Pantaze [r4director@usawe.org](mailto:r4director@usawe.org) absent; Christy Reich provided an update. At the moment, Texas is the hotbed for Working Equitation in Region 4. We have clinics, practice days, schooling and licensed shows on the schedule. Doreen Atkinson moving to the Weatherford area sure has sparked interest in the northern area of Texas and I hope it will spread into New Mexico and Oklahoma. Already, her enthusiasm has helped USAWE gain some new members and an Affiliate Organization! I would like to welcome Donna Waldrup and 2 Irons Ranch of Mineral Wells, TX into the fold. 2 Irons Ranch can be found on Facebook or on the Affiliate page on the USAWE website. We have a Schooling Show and Clinic on the books for Louisiana, scheduled for April 1 to take place at Holly Hills Farm in Benton, La. Holly Hills is a beautiful venue and they have already hosted two well attended clinics. Region 4 Events were listed (see slide 16 of presentation).

**Regional Director 5** – Becky Sherven [r5director@usawe.org](mailto:r5director@usawe.org) absent; Kris Blacklock (WI) provided an update. As of 1/24/2023, there are 26 licensed shows scheduled in 2023 for Region 5! See the [USAWE Calendar of Events](#) for details on each show. **Recognized Coaches in Region 5:** Michelle Lackey - Valley City, OH; Erica Peet - Wonder Lake, IL; Emily Kemp - Newton, WI. *Learn more about Region 5 Recognized Coaches and how to apply to be a Coach [here](#)* **Affiliate Organizations in Region 5:** The Sunrise Ranch - Mason, WI; Kemp Horsemanship - Newton, WI; Fox Valley Saddle Association - Hampshire, IL; KarMik Acres - Woodstock, IL; Alex Tyson Horsemanship - Fenton, MI; Classical Attraction Dressage Society (CADS) - Brecksville, OH; Buckeye Working Equitation - Hillsboro, OH. *Learn more about Region 5 Affiliate Organizations and how to apply [here](#)*

**Regional Director 6** – Karen Miller [r6director@usawe.org](mailto:r6director@usawe.org) - 2023 will be my first year serving on the USAWE Board. I am excited to be a part of such a supportive and well-rounded discipline. My goal for 2023 is to promote the sport of Working Equitation by being a positive and compassionate Ambassador of Working Equitation and to help



introduce the sport to new people. I have a unique soft spot for folks who are curious and want to learn more, regardless of their riding level. I personally know anyone can do this sport. Nurturing and feeding that curiosity is the base for our growth in this country. I am so proud of our current AOs in Region 6 who continue to work hard to fill our calendar with licensed shows for competitors ready for that level, as well as providing many opportunities with Schooling Shows, Playdays and clinics for those just getting started, or just prefer a more relaxed environment. I call that planting seeds and watering your garden. I will strive to make events and information easily accessible as sometimes stepping into something new can be a bit intimidating. I encourage everyone to check the calendar of events on the USAWE website as well as Region 6 FB page as events are constantly being added. Please do not hesitate to contact me with any questions. Email [r6director@usawe.org](mailto:r6director@usawe.org), I may not have the answer, but I know people who will!

**Region 6 currently has the following:** 12 Active Affiliate Organizations (2 added in 2023!), 1 Workshop - Horseless Introduction to W.E., 1 W.E. Retreat, 8 License Shows, 10 Schooling Shows, 16 Clinics, 2 Coached Playdays

**Regional Director 7** – Rebecca Algar [r7director@usawe.org](mailto:r7director@usawe.org) - Region 7 is growing fast, and I would like to take this opportunity to thank all our members and AO's for supporting USAWE and our region. If you are interested in learning more about WE, or putting on a clinic in our area, I will be happy to help. This year we have (so far!) 14 clinics, shows and schooling shows listed. Please check our Facebook page, USA Working Equitation - Region 7, for updates, added events, and contact info. I look forward to meeting many of you, and please reach out if you need assistance with information etc. Let's all make a concerted effort to get Region 7 WE "on the map!"

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**WE EVENTS:** USAWE provides a calendar to help people interested in Working Equitation find events. To go to our calendar, use the "[Go to our Event Calendar](#)" link or the "[Calendar](#)" dropdown link within [usawe.org](http://usawe.org) > WE Events > *Event Info*

If you are a USAWE show/event organizer, Affiliate Organization or current member using a USAWE licensed official, WE Coach, WAVE official or LOC approved clinician, please click on the "[Request to ADD Event](#)" link.

Let us know if you are organizing a clinic, playday, schooling show, licensed competition, or any other event our members might be interested in and we'll add the events as they come in.

A list of USAWE licensed competitions is available on the Competitions > [List of Licensed Competitions](#) and posted by the Competitions Committee after approving the Competition Licensing Request (request form is available on the Competitions > [Competition Resources](#))

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

**AFFILIATE ORGANIZATIONS** (AO) – Kristine Strasburger [affiliateorganizations@usawe.org](mailto:affiliateorganizations@usawe.org) -

#### **Growth**

- 2021 ended with 32 Affiliate Organizations
- USAWE Members designated a total of \$1,685 back to the AOs in 2021
- 2022 ended with 42 Affiliate Organizations - up 10 from the previous year
- USAWE Members designated a total of \$1,690 back to the AOs in 2022
- 2023 already has 9 new Affiliate Organizations who have joined USAWE
- 28 states have at least 1 Affiliate Organization. 22 states have no Affiliate Organizations

**AO Quarterly Networking Hour** - January, April, July, October

**AO Spring Projects Taskforce** - AO leaders working together to build resources for AOs

**Coming Soon** - AOs Survey to USAWE Membership - Please help AOs help you



**AWARDS** – Bridgett Klingler [awardschair@usawe.org](mailto:awardschair@usawe.org) absent; Julie Alonzo, committee member, provided update - USAWE has joined the world stage with our full adoption of GIRA.io, created by data scientist José Lourenço (Portugal). USAWE's annual license allows us to use GIRA to track Leaderboard standings as well as giving show organizers access to state-of-the-art software for scoring and placing WE competitions.

#### **2022 National High Point\* Winners**

L7 - Miguel Undabarrena, Gunipre (O)  
L6 - Josephine Trott, HD Redford GCH (A)  
L5 - Taylor Linsten, Wallace G (O)  
L4 - David Devoe, Lucien (O)  
L3 - Colleen Wright, On Fire (A)  
L2 - Karen Boso, Broadway Jack (O)  
L1 - Karen Boso, Obi (O)

\*Here, we highlight the TOP point earners for 2022 at each level. Please see the USAWE.org website for the complete list.

All year long, full-resolution Leaderboard standings can be found on the [USAWE.org website > Competitions > Leader Boards](https://www.usawe.org/Competitions/LeaderBoards)

**COACHES NETWORK** – Trisha Kiefer-Reed [coaches@usawe.org](mailto:coaches@usawe.org) absent; Julie Alonzo committee member, provided update.

#### **Coaches by Region**

**Region 1** - Laura Stutesman (OR) & Trisha Kiefer-Reed (MT)

**Region 2** - Ashley Bowers (AZ), Jessica Mosbaugh (CA), Polly Limond (CA), Sue Watkins (CA), & Tessa Nicolet (AZ)

**Region 3** - Chris Stanko (CO)

**Region 5** - Emily Kemp (WI), Erica Peet (IL), & Michelle Lackey (OH)

**Region 6** - Breanna Sprik (NY), Holly Linz (MD), & Stephanie Hayes (VT)

**Region 7** - Jody Fontanetta (TN), & Shannon Yee (SC)

**Initial Recognition:** 5+ years training/instructing experience, 3+ years WE experience (instructing, coaching, training, competing), passage of WE Rules test (90% or higher), recommendations from “R” or “S” WE judge, 2 clients, & 2 equestrian professionals, evidence of competition service, performance, and/or attendance at licensed official’s seminar. **Renewal:** 30+ hours of continuing education every 2 years

**COMPETITIONS** – Becky Sherven [competitions@usawe.org](mailto:competitions@usawe.org) absent; Julie Alonzo, committee member provided update. USAWE offered 100 licensed shows in 2021, 118 licensed shows and 2 Zone Championships (Eastern and Western) in 2022 and as of January 23, 2023 there are 67 licensed shows planned thus far for 2023. Show season is January 1<sup>st</sup> through December 31<sup>st</sup>.

For 2023, we’re encouraging shows to use GIRA.io for processing results. Email [GIRA@usawe.org](mailto:GIRA@usawe.org) if you’d like to be trained on using the online scoring system!

**Qualifying for 2024 Zone Championships** – rider/horse pair must have **2 shows** with average Dressage & EOH of **58% or higher** & no DQ in Speed (L2 +). Can be with the same or different judges.

**Getting on the Leader Board** - must have average Dressage & EOH of **57.5% or higher** & no DQ in Speed (L2+) **under 2 or more judges**. Only the **top 4 scores** earned in the year count. Ties are broken by adding the actual % earned at the shows included in the Leader Board tabulation.





**ELECTIONS** – Bridgett Klingler [elections@usawe.org](mailto:elections@usawe.org) absent; Kris Blacklock, Secretary provided update. **2022 Elections Recap:** Eligible Voters: 854 Ballots Cast: 392 or 45.9% returned. Rounded to 50% on graph (see slide 27 on presentation).

**Chair:** Bridgett Klingler, **Members:** Biddie Lowry & Jane Renner

***What positions will be elected this fall?*** 2023 Election positions that will take office Dec 1st, 2023 are listed below:

**President Elect - 2-Year term** - 1 yr Pres Elect; then moves into President the following year for 1 Year term - All Regions

**At Large Director One - 2-year term** - All Regions

**Region 1 Director - 2-year term** - Alaska, Washington, Oregon, Idaho, and Montana.

**Region 3 Director - 2-year term** - Wyoming, North Dakota, South Dakota, Nebraska, Kansas, Colorado.

**Region 5 Director - 2-year term** - Minnesota, Iowa, Missouri, Wisconsin, Illinois, Michigan, Indiana, Ohio, Kentucky.

**Region 7 Director - 2-year term** - Tennessee, Mississippi, Alabama, North Carolina, South Carolina, Georgia, Florida, and US territories in the Atlantic.

**ETHICS** – Dan Dahlke [ethics@usawe.org](mailto:ethics@usawe.org) - Definition of Ethics: Ethics are a system of moral principles or rules that say what is and is not acceptable. Ethics committee members currently represent 5/7 Regions

Complaint Flow

- Ethics Committee receives a complaint
- Ethics Committee meets to determine merit
- Both parties are notified if merit is determined and investigation begins
- Upon completion of the investigation, the Committee meets to determine if an Ethics violation occurred
- A summary of findings is completed
- Both parties are informed of the findings
- Either party can appeal the findings if they disagree

#### **Filing an Ethics Complaint**

Any member or competitor has the right to file a complaint. The complaint must be in writing using the Ethics Complaint Form and accompanied by a fee of \$100. The fee will be refunded if any portion of the complaint is upheld (i.e., the complaint is not dismissed in its entirety).

- Ethics Complaint and Appeals Form** can be found at <https://usawe.org/corporate/ethics-form/>
- Send questions regarding possible ethics violations and general ethics related to: [ethics@usawe.org](mailto:ethics@usawe.org)
- Send complaints and confidential questions to: [usaweethicscomplaint@gmail.com](mailto:usaweethicscomplaint@gmail.com)

**FINANCIAL OVERSIGHT** – Leesa Nero [financialoversight@usawe.org](mailto:financialoversight@usawe.org) - The Financial Oversight Committee now consists of five volunteer members who all have extensive financial experience and are familiar with the bookkeeping program currently used by the Treasurer.

#### **Committee Goals for 2023:**

1. Identify, and recommend to the USAWE Board of Directors for approval, a new independent



- CPA firm to complete the organization's annual tax return.
2. Create and establish Policies and Procedures for this Committee:
    - Delineate how this Committee coordinates with and reports to the Board of Directors.
    - Establish job and task descriptions for its committee members.
    - Establish reporting templates and forms.
    - Establish timelines for reviews and submission of the Annual Financial Assessment and Annual Financial Review.
    - Establish timelines and coordination protocol working with the Treasurer and hired CPA firm to facilitate the completion of the annual tax return on time.
  3. Continue to oversee the financial transactions and records for the current year.

**HORSE RECORDINGS** – Mindy Finelli [horserecording@usawe.org](mailto:horserecording@usawe.org) - USAWE presently has 3,258 horses recorded. We've received 120 Horse Recording Change requests.

The **Top Five** most registered breeds are: **Grade** - 1,097; **Iberian** - 567 (Andalusians - 237; Lusitanos- 217; ½ Andalusian/Lusitano - 113); **Quarter Horse** - 490; **Paint** - 123; **Arabian** - 115.

**INTERNATIONAL COMPETITION TASK FORCE** – Kellee Campbell [international@usawe.org](mailto:international@usawe.org) absent; Christy Reich provided update.

- The International Competition Task Force (ICTF) is in the process of designing a program to provide access to WAVE competitions and the training needed to become an effective competitor at the international level.
- Educational programs that are developed as part of the International Competitions are intended to provide training opportunities to the entire USAWE membership, as well as to potential international competitors.
- A questionnaire and brief description of the program was sent out to our entire membership and the results will be reviewed in February.
- Members of the ICTF will be meeting with the WAVE President, Joao Duarte, and renowned Working Equitation Champion, Pedro Torres, on February 5 to discuss development of the USAWE International Competition program.
- The USAWE membership will be updated with program details as soon as they are formalized.

**LICENSED OFFICIALS (LOC)** – Christy Reich / Doreen Atkinson [loc@usawe.org](mailto:loc@usawe.org) – Christy Reich provided an update.

For 2023 the LOC is:

- Planning a seminar on EOH with WAVE judge, Jose Benito, in conjunction with a licensed show.
- Working in conjunction with our "S" judges, we develop training materials.
- Providing training and testing on updates to the U.S. Rules for Working Equitation.
- Developing online access to educational resources: webinars, silent judging, shadow judging, training videos, judging calibrations.

The LOC currently has 19 licensed judges, 40 licensed TDs, 27 "L" judge candidates, and 16 TD candidates.





**MARKETING AND PROMOTION** – Karen Boso [marketing@usawe.org](mailto:marketing@usawe.org) absent; Lidia Taylor, committee member, provided an update.

#### **Marketing Committee goals for 2023**

- Develop a working set of Policies and Procedures to ensure marketing program efficiency
- Establish cohesive branded Social Media presence as a source of information, education, and entertainment
- Development of a grant program for presentations at trade shows/exhibitions (pending board approval)
- Relaunch branded USAWE logo wear program
- Develop strategic partnerships within equine community
- Outreach within other USAWE committees to ensure branding across the organization
- Develop new promotional videos for organization
- Licensing program with Dressage Illustrated for 2023 dressage tests (pending board approval)

We need your help to grow the sport! Like and share content from USAWE Social Media to your feeds and local equine groups. Let's show everyone how special our community and sport truly are.

**MEMBERSHIP** – Kate Steffes [membership@usawe.org](mailto:membership@usawe.org) - 2021 Membership Total - 1088 members; 2022 Membership Total - 973 members, 84 vouchers - 377 New, 596 Renewals

As of 01/27/22 YTD - 463 members - 97 New, 366 Renewals

COMPARES TO: As of 01/27/23 YTD - 624 members, 77 vouchers (only 7 became members) – 87 New, 537 Renewals

**RULES** –Jeanne Bond [rules@usawe.org](mailto:rules@usawe.org) - Changes to the **United States Rules for Working Equitation** are derived from two sources:

- Updates incorporated in the **WAVE International Working Equitation Regulations**, and
- Change proposals submitted by competitors, officials, and show management.

To be considered, change proposals must meet three criteria:

- Maintain the spirit of the sport of Working Equitation.
- Not in any way compromise the welfare of the horse.
- Provide a level playing field (i.e., be fair) for all competitors.

Rule change proposals are submitted on the USAWE website: Competitions > U.S. Rules for Working Equitation.

The Rules Committee welcomes questions at any time throughout the year. [Rules@usawe.org](mailto:Rules@usawe.org)

**WEBSITE** – Kristine Strasburger - [Twebadmin@usawe.org](mailto:Twebadmin@usawe.org) - The Website Committee will be expanding in 2023.

#### **Planned improvements**

- a better shopping cart experience for membership dues and horse recording payments
- automatic renewal subscription payment option for membership dues



- review and maintenance to enhance page load speeds
- content and design review
- possible re-launching of the WE Shop with a different type of merchandise provider

We are looking for members interested in serving on the Website Committee who already have experience using the Divi Editor on WordPress. To apply, please email [WebAdmin@usawe.org](mailto:WebAdmin@usawe.org)

#### **YOUTH DEVELOPMENT** – Alex Tyson [youth@usawe.org](mailto:youth@usawe.org)

- In 2022, we submitted a rule change (that was passed for 2023 USA Working Equitation Rules) now allows a youth rider and an adult rider to share a horse while both competing at the L1 Introductory level. This combination, as well as two youths competing at the same show in Intro, is also allowed.
- Continuing in 2023, qualified youth riders can submit a scholarship application to the youth committee if they need financial assistance to attend a Zone Championship Show.
- We started the long process of getting Working Equitation recognized by the U.S. Pony Club.
- We would like youth and young riders to submit a design for a “Youth T-Shirt Design Contest” as a youth fundraiser.
- We are also working on a Youth Competition Manual.
- If YOU as the youth, parent, coach etc., can think of a policy or rule change you would like to see for youth involvement in the sport, please email us at [Youth@usawe.org](mailto:Youth@usawe.org)

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#### **MEMBERSHIP QUESTIONS SUBMITTED PRIOR TO THE MEETING**

**Q. Can a Level 2 or higher competitor **audit** a clinic, within 30 days before a show, with the judge as clinician?**

**A. Auditing is permitted for any level (Rules Committee).**

**Q. Is there some way to get more people involved in volunteering? Perhaps a discount on a show, or membership. Maybe a certain number of hours required per year, something to encourage people to get involved.**

**A. This can be done (and is being done) on a local level. Show managers and AO's can talk and set up some sort of volunteering format to offer discounts on show entry, clinics and AO membership to encourage volunteering.**

**Q. How long should the garrocha pole be if you are on a small horse (14h)?**

**A. Currently, there is no requirement in the rulebook to change the length of the pole for riders on small horses. In cases of children riding, there have been adjustments made but that was the decision of show management to accommodate the smaller/younger riders, not anything that was specified in the rules. (Rules Committee).**

**Q. Who vets election nominations to ensure the candidate is eligible to be placed on the ballot (current membership, current and past code of conduct, ethics, social media violations, etc.)?**

**A. The Elections Committee reviews all nominations. Per the Bylaws, the qualifications for someone to be on the ballot for a Board position are:**

**1. A member in good standing - due are paid for the year and must maintain their membership in good standing throughout the term**

**2. A member has not been suspended or expelled from the organization pursuant to Section 5**

**There are no other stipulations, per the Bylaws.**



*If a candidate appears on the ballot and is in violation of Article 4, Section 5 of the Bylaws, the Ethics Committee would reach out to the Elections Committee to inform them of the violation. (Ethics Committee)*

**Q. Is a candidate ever not listed because of past infractions?**

*A candidate would NOT be listed if they had been suspended or expelled per Bylaws, Article IV - Section 5, Suspension or Expulsion. (Ethics Committee)*

**Q. When will there be USAWE sponsored educational opportunities (live clinics, virtual sessions, example videos of each dressage test, etc.) in each region to help members progress up the performance levels? Is there a resource lending library for books, DVDs, etc.?**

*A. An educational online website membership library of resources is currently under construction. The International Competition Task Force is in process of developing educational opportunities. Stay tuned for details. (International Competition Task Force)*

**Q. Does USAWE offer any financial (or marketing items) assistance if a member or AO applies for/organizes a discipline demo and booth at a local, state, region or national horse expo/fair? If yes, how does one apply?**

*A. Yes, the Marketing Committee has put together a grant program to help assist members and AOs with the expenses associated with doing demos at larger horse expos and fairs. The funds are limited, will require an application process and grants paid will need to meet certain criteria. We'd like to expand on the program as the organization grows. The program is pending board approval. (Marketing and Promotion Committee)*

**Q. Is there a limit as to how many committees or chair positions a member can volunteer for?**

*A. Current USAWE Bylaws do not limit the number of committee or chair positions an individual may hold. The bylaws do limit power and all activities are overseen by the elected Board of Directors, particularly the executive members. (Article VII Section 7).*

**Q. Why are Directors also serving as a Committee Chair?**

*A. USAWE Bylaws, rules and policies currently do not prohibit this service. Since these are volunteer positions, volunteers must first volunteer for a position and then be approved for and appointed by the BOD to serve. Directors are elected, while committee members and chairs are appointed. All members of the BOD and committees must abide by the conflicts-of-interest, ethics, and code of ethics policies; those found in violation, may be reported for such violations and removed from those positions.*

**Q. Also the same individual on multiple committees? Within the USAWE membership, there should be ample volunteers that could serve as chairs and committee members.**

*A. Again, there are no rules in place prohibiting this action. If you'd like to be considered for a committee appointment, please complete the [Interested in Volunteering and Serving Form](#) located on the Community page of [usawe.org](#) website. Those interested in volunteering are referred to the appropriate BOD created committee by filling out that form. Many committees have been short of members due to lack of a volunteer to fill that committee position. Many members of USAWE have expertise and experience useful to fulfill committee positions as well as the time to do so. Please volunteer your time, talent and skills. We can use your help!*

*Due to the checks and balances of the bylaws, the number of committees and committee members, and the specific tasks each committee serves, there is no ability for undue influence to the organization as a whole. We would love to see more members stepping up to volunteer for these important committees, as historically there have not been enough volunteers to fulfill committee requirements.*

**Q. How can members, AOs, LOs, WE Coaches support the new International Competition program?**

*A. The International Competition Task Force's goal is to have AOs, LOs, WE Coaches play an integral part in the program. More to come.... (International Competition Task Force)*



**Q. Does USAWE offer any scholarships (youth or adult amateur or professional) to attend educational clinics hosted by USAWE accredited clinicians? If yes, how does one apply? If not, could there be.**

**A.** *Currently, there are no educational scholarships available at this time. We will be happy to forward this query to the Coaches Network, Youth Development and the Licensed Officials Committees for consideration as it would require a fundraising effort that is not currently in place.*

*The Youth Development Committee offers a [Youth Championship Show Scholarship](#) for youth competitors planning to attend a Zone Championship. Information and application form is located on the [usawe.org website > Competitions > Championships > Youth Scholarships](#) page.*

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## **MEMBERSHIP QUESTIONS RAISED DURING THE MEETING**

Joy Chadsey

**Q.** I am wondering if USAWE will be offering a period of "free" horse recording, which they have done in the past.

**A.** *The 'Free' horse recording was a one-time offer during the USAWE merger to promote a quick onboarding of as many new horses as possible into the new organization after the merger. It also allowed for a seamless grandfathering of all previously recorded horses from the two originating organizations.*

*USAWE's current one-time horse recording fee is \$20 and is valid for the LIFETIME of the horse. Horse recordings are transferable upon the sale of the horse at no additional fee.*

Barb Crawford

**Q.** Is it possible to include on the annual membership form the information about supporting our affiliate organization AND include a box or line with the amount of \$5.00. This would make it clear how to easily support our affiliates of choice

**A.** *Currently the [USA Policies and Procedures](#) > Section 2.1.1. b outlines how USAWE supports Affiliate Organizations "To help provide financial support to AOs and encourage their continued activity on behalf of members and the sport, each USAWE member will be given the option to designate \$5 from their membership dues to a specified AO at the end of the membership year. If no AO is designated, then the money will be earmarked for USAWE educational initiatives."*

*We will not be adding this additional question to the membership application, primarily because it will cause confusion. The national organization does not collect any form of Affiliate Organization dues. USAWE members could become confused about this if it was included in the national organization's membership process. Another reason why we do not include this in the national organization membership application or renewal is because we want every member to have the entire year to evaluate which Affiliate Organization, they would like their money to go to. Not every USAWE member has interaction with an Affiliate Organization at the beginning of the year, but may develop a relationship with one during the year. We want people to have as much flexibility as possible in designating their funds. Allowing them to make their vote at the end of the year achieves this goal. Also, not every member is a member of an Affiliate Organization and not everyone has an Affiliate Organization in their area.*

*The Affiliate Organization, Membership, Website and Youth Development Committees are discussing fundraising opportunities as to how USAWE can easily support our Affiliate Organizations and Youth and will be offering proposals for Board of Director review/decisioning.*

Nicole Coon

**Q.** What are the rules regarding the use of the USAWE logo? For example, if we would like to create a product for sale, could the USAWE logo be used?

**A.** *Brand Guidelines for the use of the USA Working Equitation logo can be found on the [USAWE.org > Corporate Records > USAWE Brand Logo Guidelines](#) - here is the direct link [USAWE-Brand-Logo-Guidelines-3\\_21-2.pdf](#). Members may not use the USAWE logo to create products for profit. The above*



*referenced document contains the list of entities and individuals that are allowed the use of the logo for predetermined purposes. Any use by authorized parties outside of purposes clearly outlined in the document requires prior approval. If you have any other branding or marketing related questions, please feel free to contact the Marketing and Promotion Committee at [Marketing@usawe.org](mailto:Marketing@usawe.org)*

Jessica Mosbaugh

**Q.** Are there any marketing materials available now to show managers to hand out at shows? Videos available to share with new potential event facilities?

**A.** *The Marketing Committee is currently working on creating several promotional videos of various lengths. The videos will be unveiled to the membership upon completion. We do have a limited number of brochures available. If you wish to receive brochures to distribute at shows please contact the Marketing and Promotions Committee. Show organizers/show managers are eligible for one time \$50 credit towards purchase of a vinyl USAWE logo banner which currently costs \$86. Please complete a Banner Order Form request located on the [usawe.org](http://usawe.org) website > Competitions > Competition Resources > Links and Downloadable Forms.*

*At this time the Marketing and Promotion Committee's focus is on attracting new members to the sport. As show managers interact with riders who are already familiar with the sport, the Committee agreed that the promotional budget would be best allocated to national and regional equine events (other than WE) and trade shows.*

*If you have any other marketing related questions, please feel free to contact the Marketing and Promotion Committee at [Marketing@usawe.org](mailto:Marketing@usawe.org)*

Jessica Mosbaugh

**Q.** What are our membership dues used for?

**A.** *USAWE Membership dues are used to fund the organization, committee budgeted expenses, licensed official and membership educational opportunities, program development and marketing and promotion of USAWE. In 2022, Operating Expenses were Advertising, Awards, Dues & Subscriptions (mostly for software and website support), Insurance, Tax Return Preparation, PayPal Fees, and various office expenses (postage, licenses/permits etc.). Currently each Committee is developing their committee structure and budget that will be reviewed and approved by the Board of Directors when completed. The Treasurer provides a Financial Report to the Board of Directors at their regular board meetings and included in the meeting minutes. Feel free to contact the Treasurer if you have questions [Treasurer@usawe.org](mailto:Treasurer@usawe.org)*

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Thank you for attending. On behalf of the Board of Directors and Committee Chairs we appreciate your participation and your membership.

Never underestimate the difference YOU can make. A kind word. Sharing your talent. Unity. Teamwork.

Embrace differences. We are more powerful when we empower each other. Sparkle and Shine.

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**Meeting adjourned at 10:45 AM, Pacific Time.**

Minutes submitted by Kris Blacklock, USAWE Secretary



This meeting was held in accordance with  
**USA Working Equitation Bylaws > Article IV Members**

**SECTION 6. ANNUAL MEETING** At least 1 (one) annual meeting of the members shall be held each year. This meeting shall be held the first Saturday of February at 10 a.m. Mountain Standard time unless a different time or date, not more than 14 (fourteen) months since the most recent annual meeting, is fixed by a unanimous vote of the then seated Full Board of Directors. The annual meeting of the members may be held at a physical location, or may be conducted through use of any means of communication by which all members participating may communicate with each other during the meeting. Annual meetings may be held by telephone, video conferencing, internet-based communication, or other method, so long as all participating members can hear and speak with each other. A member participating in such a meeting is deemed present for purposes of a quorum. At the annual meeting, members shall hear and consider reports from the Board of Directors, Officers, and staff (if the organization has any) concerning the activities, management, and budget of the corporation, and conduct any other business as needed. U.S. Adult members will also vote on any other matters for which proper notice was given. Voting will be by secret ballot if any person so requests. Members may be given the option to vote by telephone, video conferencing, internet-based communication, mail, fax, e-mail, or other method, so long as all members have equal opportunity to vote. The failure to hold an annual meeting does not affect the validity of any corporate actions already in process. The failure to hold or schedule an annual meeting as required above will bar the Board of Amended May 2022 Bylaws of USA Working Equitation (USAWE) Page 10 of 39 Directors, in full or in part, from any corporate action until such a meeting is scheduled and announced to the members as required in Section 9 (Notice of Member Meetings) below. Failure of a quorum of members as defined in Section 7 (General Membership Quorum) below to attend a properly scheduled annual meeting does not affect the validity of any corporate action already in progress or approved.

**SECTION 7. GENERAL MEMBERSHIP QUORUM** A minimum of 25% (twenty-five) percent of the total current U.S. Adult membership shall constitute a quorum for any meeting of the general membership, including any Special Meeting. To establish quorum, roll call shall be taken and recorded by the Secretary according to the timestamp set by the Board for this purpose by accounting for all members present by telephone, video conferencing, internet-based communication, mail, fax, e-mail, or other method of being present and represented for the purposes of voting as determined by the Board in advance of the meeting. If a quorum is present, action is taken by an affirmative vote of a majority of the U.S. Adult members present in person or by proxy. **If no quorum is achieved, no votes may be taken, but reports and presentations may be given.**

**SECTION 9. NOTICE OF MEMBER MEETINGS** Notice of all General Meetings of the members shall be given to each member by mail, fax or email communication at least 30 (thirty) but not more than 60 (sixty) days before the meeting. The notice must contain the date, time, location and when required, the purpose of the meeting. Notices of Special Meetings always require a statement of the purpose(s) for which the meeting is called.

**SECTION 10. RECORD DATE** The record date for determining the members entitled to receive notice of a meeting shall be the day before the day on which the notice is emailed. The record date to determine the members entitled to vote at a Members' meeting shall be the date of the meeting. Renewing members who renew membership in USAWE and new members who join USAWE after a meeting notice has been emailed to members shall receive a copy of the meeting notice at the time their membership application and payment of dues submission is processed and recorded if the meeting announced by the notice has not yet been called to order at the time of processing. This meeting notice shall be accepted by the renewing or new member as if it were received at least 30 (thirty) days before the day of the meeting, and USAWE shall not be liable for failure to give proper notice of a meeting in this case. USAWE is under no obligation to process new memberships or renewal memberships within 24 (twenty-four) hours of the start of any meeting.