

**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)

### 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.** *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](#) 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)*



## USAWE Annual Membership Q&A



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 your questions. On behalf of the Board of Directors and Committee Chairs we appreciate your participation and your membership.