



## USAWE Board of Directors Meeting Minutes



**Meeting Date:** Wednesday, May 10, 2023

**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:** 2<sup>nd</sup> Wednesday each month held virtually via Zoom

**Agenda:** Sent 5.3.2023 and posted to USAWE.org > Corporate > Records > Meeting Minutes and filed in USAWE G-Drive > Board of Directors (BOD) > Board Meetings folder by Secretary Kris Blacklock

**Minutes:** The 5.10.2023 Minutes were e-approved 5.14.2023 and posted to the USAWE.org > Corporate > Records > Meeting Minutes and filed in USAWE G-Drive > Board of Directors (BOD) folder

**NEXT MEETING – July 12, 2023.** Agenda items due June 28 (14 days prior to meeting) using the online [Board Agenda Item Request Form](#) located on the usawe.org website > Corporate > Records page

Board of Directors in attendance for all or part of the meeting:		Attendance at Roll Call	
Executive Committee		Present	Absent
President	Chris Stanko	P	
President Elect	Doreen Atkinson	P	
Secretary	Kris Blacklock	P	
Treasurer	Erin O'Shaughnessy		A
At Large Director 1	Robin Bond		A
At Large Director 2	Stephanie Hayes	P	
Regional Directors			
R1 Director	Heather Humelbaugh	P	
R2 Director	Katie Franklin	P	
R3 Director	Linda Frazier		A
R4 Director	Kiki Pantaze	P	
R5 Director	Becky Sherven	P	
R6 Director	Karen Miller	P	
R7 Director	Rebecca Algar	P	

Current # of Board members = 13 | 7 BOD members required for Quorum.

# BOD members in attendance at roll call = 10 | Quorum was established.

[BOD Meeting Attendance Log](#) was updated. | [Log of Motions Passed](#) was updated.

USAWE Bylaws > Article V Full Board of Directors, Section 7 - Any Director who is absent from 3 (three) or more regular meetings within a calendar year shall be subject to removal.

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

Current # of Committee Chairs = 17; 10 Committee Chairs in attendance.

**USAWE Members in attendance for all or part of the meeting:** Amy Star (R2-AZ), Summer Star (R2-AZ).

**Call to Order:** President Chris Stanko called the meeting to order at 5:00 PM Pacific Time.

**Minutes Approval:** 4.12.2023 Minutes were e-approved 4.16.2023 and posted to the USAWE.org > Corporate > Records > Elected Board Minutes and filed in USAWE G-Drive > Board of Directors (BOD)



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### STATUS OF COMMITTEE POLICY AND PROCEDURE REVISIONS

FYI ONLY	Affiliate Organizations - preliminary approval 3/15/23 Awards - <b>pending BOD review</b> Coaches Network - preliminary approval 5/3/23 Competitions - preliminary approval 5/3/23 Elections - <b>pending BOD review</b> Ethics - preliminary approval 4/5/23 Financial Oversight - <b>pending BOD review</b> Horse Recording - preliminary approval 4/5/23	International - <b>pending BOD review</b> Licensed Officials - <b>pending BOD review</b> Marketing and Promotion - <b>pending BOD review</b> Membership - preliminary approval 5/3/23 Rules - <b>pending BOD review</b> Website - preliminary approval 3/15/23 Youth Development - <b>pending BOD review</b>
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**FINANCIAL REPORT:** Treasurer Erin O’Shaughnessy posted USAWE financials and bank reconciliations through April 30, 2023 to the G-Drive > Board of Directors > Financial Report folder and encouraged Board members to review them and contact the Treasurer via email with any questions.

*MOTION BY KIKI PANTAZE, REGION 4 DIRECTOR; SECOND BY STEPHANIE HAYES, AT-LARGE 2 DIRECTOR*

**Motion:** Authorize Account Signers (President, President Elect, Secretary), with secondary approval, to move USAWE funds between accounts.

→ **Motion passed by voice vote with 10 in favor, 0 opposed, 0 abstained, 0 recused, 3 absent.**

**DIRECTORS UPDATES** - R2 Director Katie Franklin to email a region update.

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### OLD BUSINESS

**CHAMPIONSHIP PROS/CONS – REGIONAL VS. ZONE VS. NATIONAL** - *Chris Stanko, President*

**Discussion:** Ask each AO. R6 prefers Regional Championship instead of Zone Championship due distance to/from Zone show; Regional show is easier geographical travel to/from and camaraderie. R7 prefers Zone Championships due to limited memberships; a Zone Championship is prestigious for attendees. Why are Zone and Region championships mutually exclusive? Other organizations offer both. Another suggestion was to break out and offer more Zones. R5 recommended a formal process to determine decisioning criteria and value of each option. R1 asked to outline the differences between Regional vs. Zone vs. National Championships. R4 recommended a task force to organize this effort.

**Decision:** Board recommended soliciting membership feedback – giving pros/cons and rationale for decisioning. Heather Humelbaugh volunteered to prepare a draft for BOD review.

### NEW BUSINESS

**LICENSED OFFICIALS: EXPENDITURE REQUEST: LIVE TESTING LO CANDIDATE ADVANCEMENT** - *Christy Reich & Doreen Atkinson, LOC Co-Chairs*

**Rationale:** Live testing for candidates wishing to advance to "r", "R", or "S" judge, was recommended by the Senior judge team to better ensure the quality and consistency of judging and judge suitability in the U.S. Live testing requires the judge candidate to "silent judge" a licensed event that has two S judges presiding.

*MOTION BY KRIS BLACKLOCK, SECRETARY; SECOND BY KAREN MILLER, REGION 6 DIRECTOR*

**Motion:** Approve incorporating "live testing" with two ‘S’ Judges as a requirement for judge advancement in the Licensed Officials Program with USAWE paying for one ‘S’ Judge and one LOC representative; expenses not to exceed \$2500.

→ **Motion passed by voice vote with 8 in favor, 0 opposed, 0 abstained, 2 recused, 3 absent.**



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**LICENSED OFFICIALS: APPROVAL: EXPERIENCED JUDGE LICENSE APPROVAL TO START AT "r"-** *Christy Reich & Doreen Atkinson, LOC Co-Chairs*

**Rationale:** It is the opinion of the LOC and the S Judge Advisory Panel that Mr. Ganc's depth of experience in dressage, working equitation and as a breeder of Lusitano horses, is an asset to USAWE and its members. Additionally, his highly educated eye will be an important element to the development of the USAWE International Team. Mr. Ganc has committed his professional life to equestrianism, the Lusitano breed, establishing working equitation in Brazil, becoming an S judge for Dressage Brazil and sharing his knowledge through clinics and judging. The LOC and S Judge Advisory Panel recommend to start Andre Ganc as a "r" licensed judge. This process will also help us define a "Fast Track" for highly qualified individuals who do not make sense to start them as Learner Judges. Additionally, he has been cleared by the Ethics Committee.

*MOTION BY DOREEN ATKINSON, PRESIDENT ELECT; SECOND BY KRIS BLACKLOCK, SECRETARY*

**Motion:** Approve Andre Ganc as a USAWE "r" judge.

→ **Motion passed by voice vote with 10 in favor, 0 opposed, 0 abstained, 0 recused, 3 absent.**

**YOUTH DEVELOPMENT: YOUTH RIDER FACEBOOK GROUP** – *Kasey Riddle, Chair*

**Rationale:** Create a safe and private community for USAWE youth to participate, communicate and learn. Group could involve but not limited to: small contests, engagement posts, brainstorming, events, information on USAWE opportunities, education, educational content, and communication. Group would be set to private. Youth providing USAWE membership number may join the group as well as their parent/guardian are encouraged to join. Youth may use their parents' Facebook account. USAWE Licensed Officials and USAWE Coaches are also welcome to join and engage with youth. Group will have rules, be closely monitored and the youth development committee will moderate. This private group was discussed with the marketing committee and they are in agreement with a Private Facebook group for the youth.

*MOTION BY KRIS BLACKLOCK, SECRETARY; SECOND BY DOREEN ATKINSON, PRESIDENT ELECT*

**Motion:** Approve a "USAWE Youth Rider Club" Facebook private group.

→ **Motion passed by voice vote with 10 in favor, 0 opposed, 0 abstained, 0 recused, 3 absent.**

**2023 WAVE YOUTH AND YOUNG RIDER CHAMPIONSHIP** - *Chris Stanko, President, Kellee Campbell, International, Kasey Riddle, Youth Development*

Board discussed and recommended the International Committee discuss and develop policy for supporting youth, young riders and adults competing in WAVE Championships. The International Committee will meet and define their recommendations for board approval.

*MOTION BY KRIS BLACKLOCK SECOND BY REBECCA ALGAR, REGION 7 DIRECTOR*

**Motion:** Authorize USAWE to pay the entry fee (maximum of \$550 US Dollars) for an International Committee approved competitor to compete in the 2023 WAVE Youth and Young Rider Championship Show in Portugal.

→ **Motion passed by voice vote with 10 in favor, 0 opposed, 0 abstained, 0 recused, 3 absent.**

*MOTION BY REBECCA ALGAR, REGION 7 DIRECTOR; SECOND BY KATIE FRANKLIN, REGION 2 DIRECTOR*

**Motion:** Authorize USAWE make a donation of up to \$1,000 to offset the cost of the USA Working Equitation uniform for an International Committee approved competitor to compete in the 2023 WAVE Youth and Young Rider Championship Show in Portugal.

→ **Motion failed pending International Committee defined USAWE uniform, attire cost and policy for WAVE Championships**



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### CORPORATE BUSINESS

#### WAVE COMMUNICATION & SOCIAL MEDIA - *Chris Stanko, President*

WAVE's new board sent a letter to the USAWE President that outlined WAVE's 2023 communication and social media plans: Instagram account (wawe\_working\_equitation), new logo, official YouTube channel (WAVE World Association for Working Equitation) and updating their home page. WAVE is asking each WAVE affiliated country to send the following items to WAVE: official logo, 6-8 pictures of championship riders, website link, photo of USA President (with or without horse), name and corporate mailing address.

#### WE CALENDAR – by *Kris Blacklock, Secretary*

**Rationale:** Out of respect for USAWE members who have spent the time and money to become accredited coaches and/or licensed officials and WAVE officials and to ensure consistent and up-to-date instruction, USA Policies and Procedures need to outline criteria for posting USAWE.org WE Calendar Events.

#### MOTION BY KRIS BLACKLOCK, SECRETARY; SECOND BY DOREEN ATKINSON, PRESIDENT ELECT

**Motion:** Reaffirm the policy that the USAWE.org website calendar is for posting licensed shows approved by the Competitions Committee and for events hosted by current USAWE members, USAWE Committees and current Affiliate Organizations that use recognized USAWE Coaches, accredited USAWE Licensed Officials and WAVE officials.

→ **Motion passed by voice vote with 10 in favor, 0 opposed, 0 abstained, 0 recused, 3 absent.**

### ANNOUNCEMENTS

Treasurer, Erin O'Shaughnessy sent an email to the Executive Committee 5/10/23 that she is stepping down from her position. Board to fill the vacancy per Bylaws of USA Working Equitation (USAWE). Discussion was held and it is recommended the Board consider filling the vacancy with two positions: Treasurer appointment and a separate bookkeeping service. The Financial Oversight Committee to vet bookkeeping services and provide a list for the board to consider. Board members to inform President Stanko if they are interested in the Treasurer position or nominate a current USAWE member to be considered for the annual appointment.

### ITEMS TO CONSIDER FOR NEXT MEETING

- 2023 Corporate Budget – *Treasurer, Financial Oversight*

**President Chis Stanko adjourned the meeting at 7:26 PM, Pacific Time.**

Minutes submitted by Kris Blacklock, USAWE Secretary