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NOVEMBER 2023



PRESIDENT'S LETTER

Chris Stanko, President

As we come to the end of the year and the end of my term as President, I'd like recap what we have accomplished together as a team. It has been very time consuming, hasn't always been

endless meetings and email; however, we did it and we are better and more organized for it.

My sincere THANK YOU TO EVERY VOLUNTEER that was part of the team in 2023. Your dedication and commitment to working equitation and USAWE is awesome!

Here is the recap of SOME of our 2023 accomplishments:

1. Straightened out our various bank accounts, committee invoicing, created annual budget and developed a chart of accounts for committee work and overall organization.
2. Gathered, organized, filed and posted corporate records. Public records were posted to the website.
3. Drafted (soon to be finalized) Policy and Procedures that include each of the board positions as well as each committee's responsibilities (review sessions were held twice a month).
4. Established Licensed Official insurance and LO Program changes were finalized and launched.
5. The International Committee put a together a rider development program with opportunities in each zone (first training camp is scheduled January 2024 in Texas).
6. Held monthly Board meetings and Executive Sessions (as needed) to discuss, address and resolve issues, launch new programs and shore up gaps. Meeting notices were posted on the USAWE calendar as well as Facebook. Meeting agendas were sent to committee chairs and uploaded to the website for membership transparency. Decisions by email were posted to the website.
7. Held monthly Committee Working Meetings which offered a series of informal working sessions for committee chairs to network, connect, communicate and cooperatively share on-going projects, ideas, lessons learned, successes, frustrations and committee framework (job descriptions, recruiting, training, tasks, backup support, budget and SLAs).
8. Solicited membership feedback and put together a new Championship format for regional, multi-regional and national championship shows (still in the works).
9. Sent our first Young Rider to compete in the Youth/Young Rider World Championship in Portugal.
10. Aligned a good relationship and open conversations with WAVE President Joao Ralao Duarte.
11. Started an 'Americas' relationship with Brazil, Mexico, Columbia and Canada.
12. Sent three Senior Judges to Spain for WAVE judges training.
13. Working on great changes to the Coach's Program (still in the works).
14. Marketing and Promotions actively promoted working equitation through lots of opportunities (created Dressage Illustrated booklets and online calling app, offered trade show grants for promoting WE at equine horse events across the country, branded USAWE merchandise for purchase, to name a few activities).
15. Youth Development launched a Youth Facebook page and grew youth memberships!

As I leave my term as President, I'd like to extend a warm WELCOME to our newly voted in board members who will start their term Dec 1:

President - *Doreen Atkinson*

President Elect - Tracey Erway

At-Large Director 1 - Robin Bond

Regional Director 1 - Sarah Mackenzie

Regional Director 5 - Sara Barnwell

Also I'd like to say THANK YOU to all of you that ran in the election.

I am passionate about the sport of Working Equitation and helping USAWE. Thank you for allowing me to be at the helm for the last 10 months. I am humbled by you all.

I would like to extend a personal THANK YOU to Secretary Kris Blacklock. You are an amazing, organized, hardworking, ethical professional that is worth my horse's weight in gold!

Ride Softly

Ride with Grace

Ride with Rhythm

Ride with Tact

CORPORATE NEWS

Kris Blacklock, Secretary

Secretary Term Recap

The first-year term as Secretary was filled with a LOT! Since being elected to this volunteer position November 15th and starting December 1, 2022, a significant amount of time was spent ensuring the organization is in compliance with our Bylaws; gathering and creating a comprehensive list of corporate assets, verifying and documenting authorized G-drive access and corporate documents; along with documenting and analyzing various committee invoicing and co-creating an annual budget with Treasurer Leesa Nero. Additional work ensured complete transparency in public records published on our website that didn't fully exist previously: documented decisions by email (minutes and website posting), log of all BOD approved motions, public notice of meetings (on the website, calendar and Facebook), meeting agendas (on the website), log of board attendance (on the website), to name a few labor-intensive projects. In addition to creating the GIRA Quick Reference and Show Entries Guides (as previous GIRA Administrator) for show organizers, as Secretary, also created numerous useful guides for the board, committee chairs, committee members (Key Contacts, Meeting Etiquette, Zoom and Webinar Usage, Expenditure Reimbursement Form, eMail, Contacts and G-Drive and eBlast Protocol).

I truly appreciated the honor and privilege of being elected to serve USAWE membership in this capacity and acknowledge the accomplishments achieved by the board and work performed by board appointed committees and task forces. Thank YOU to our membership! Wishing you and your horse(s) continued success. ~ *Kris Blacklock, USAWE Secretary*



What's New?

BOARD OF DIRECTOR MOTIONS

Agendas and Minutes of all Executive Committee and Board of Directors meetings are posted on the usawe.org website > Corporate > [Records](#) > Meeting Minutes. Below are decisions since the BOD meeting held October 11, 2023.

Decisions by Email October 23

- Appoint **Amie Perryman** (R6-VA) to fill the remaining term as Region Director 6 through November 30, 2024.

Decisions by Email October 25

- Appoint **Terri O'Neal** (R1-ID) chair, **Katherine Adams** (R2-CA) member and affirm **Brittney Flowers** (R1-AK) member of the Financial Oversight Committee, effective immediately.

Decisions by Email October 28

the Coaches Network Committee, effective immediately.

- Return to the original nomenclature for email accounts for offices of President and President Elect, and abandon personal name-based corporate email accounts, effective 12/1/2023.

Decisions by Email November 8

- Approve and authorize the President to create a “Benevity” account for USA Working Equitation to allow for corporate matching volunteer contributions to USAWE. USAWE may need to provide EIN, address, associated contacts, etc.

Decisions by Email November 12

- Authorize and approve USAWE President signing the Services Agreement with Namify, LLC d/b/a Axomo (“Axomo”), Springville UT for opening a new online USAWE “Swag” store.
- Authorize and approve spending the \$4,788.00 balance of 2023 Marketing and Promotion budget for USAWE “Swag” store merchandising. This includes \$1,000 for initial set up and \$138 for first month’s subscription to Namify, LLC d/b/a Axomo (“Axomo”), the store hosting company and up to \$3,650 for inventory to be billed on Net 30-day terms. USAWE Marketing and Promotion Committee Chair will determine merchandise items.
- Approve paying a monthly invoice (subscription, shipping, storage and custom statement fees) to Namify, LLC d/b/a Axomo (“Axomo”) for the online USAWE “Swag” store.
- Approve offering a \$10 off coupon good for any online purchases over \$100 on the new USAWE “Swag” store site hosted by Namify, LLC d/b/a Axomo (“Axomo”) to all paid renewing or new memberships for the 2024 membership year.

Decisions by Email November 19

- Approve Competitions Committee \$5,000 budgeted expenditure for 2024 GIRA.io license agreement.
- Appoint **Lisa Mathis** (R6-PA) to the Competitions Committee, effective immediately.
- Appoint **Seth Marshall** (R4-OK) to the Coaches Network Committee, effective immediately.
- Approve the change in the name of the working committee currently known as The Coaches Network Committee to **The Professional Development Committee** and the primary member sub-group name from Recognized Coaches to **Professional Instructors**, effective immediately.
- Effective December 1st, 2023 update USAWE account signers (due to 2023 USAWE Election results). Remove account signer **Christine Stanko** (now past President); authorize and update account signer **Doreen Atkinson** as President (previous President-Elect). Authorize and add account signer **Tracey Erway** as President-Elect. Retain account signers **Kristine Blacklock**, Secretary and **Leesa Nero**, Treasurer. Retain **Leslie Martien**, Registered Agent of USA Working Equitation to make deposits to the USA Working Equitation accounts.

PUBLIC NOTICE
Board of Directors
MEETING

2nd Wed each month
 5pm PST | 6pm MST | 7pm CST | 8pm EST

President, President Elect, Secretary, Treasurer, At-Large Directors and Regional Directors to conduct business.
 Committee Chairs invited to provide updates.

OPEN to Members
 TO RSVP, EMAIL
 Secretary@usawe.org

Meeting takes place virtually via Zoom. All USAWE Members in good standing are welcome to attend as a silent participant.
 Please contact Secretary Kris Blacklock (Secretary@usawe.org) at least 24 hours in advance of the meeting if you would like the Zoom meeting room access info.

USAWE
 USA WORKING EQUITATION
 USAWE.org > WE Events > Calendar

Corporate Meetings

The Board of Directors (BOD) regular meeting is scheduled the 2nd Wednesday of each month. All USAWE Members in good standing are welcome to attend as a silent participant.

NOTE DATE CHANGE Next BOD meeting is scheduled **Wednesday November 29, 2023** 5:00-6:30 pm Pacific time and will take place virtually via Zoom. Agenda topics due 14 days prior.

Please contact Secretary Kris Blacklock (Secretary@usawe.org) at least 24 hours in advance of the meeting if you would like the Zoom meeting room access information. Requests for access arriving less than 24 hours prior to the meeting are not guaranteed a response.

BOD agendas and meeting minutes are posted to USAWE.org > Corporate > Records > [Meeting Minutes](#) in accordance to the Bylaws of USA Working Equitation. A *Log of Motions Passed* is posted to USAWE.org > Corporate > [Records](#)

Agenda Topics

Agenda items for board consideration shall be submitted using an online Google Form located on the usawe.org website > Corporate > Records > [Board Agenda Item Request Form](#)

Please use the new *Board Agenda Item Request Form* to submit agenda items for board consideration. Individual Members are asked to contact their [Regional or At-Large Director](#) to request Agenda Item submission. The Board welcomes requests, proposals and recommendations submitted through

All members! Please setup info@usawe.org with a first/lastname of Clerical Assistant as a 'Contact' within your email to prevent the USAWE Newsletter from going to 'spam'.

ELECTIONS COMMITTEE REPORT

Elections Committee Members

THANK YOU to the members who took time to vote in the 2023 USAWE election. We had a voter turnout of **478 (49.2%)** of 971 eligible electors (U.S. Adult members) that voted in this election. Certified election ballots and member designated funds are located on the usawe.org website > Corporate > Election Information > [Certified Election Results](#) Each newly elected board member term starts December 1, 2023

Ties for seats on the Board of Directors are broken following the policy approved by the Board of Directors (USAWE Policies & Procedures Manual, Section 2.6.7).

PRESIDENT-ELECT

Tracey Erway

AT LARGE DIRECTOR 1

Robin Bond

REGIONAL DIRECTOR 1

Sara Mackenzie

REGIONAL DIRECTOR 3

Chris Stanko

REGIONAL DIRECTOR 5

Sara Barnwell

REGIONAL DIRECTOR 7

Pat Melton

COMPETITIONS COMMITTEE REPORT

Kim Hillyer, Competitions Committee Chair

Volunteer Needed:

The Competitions Committee is looking for a volunteer that would be our Document Specialist.

Document Specialist:

The ideal candidate will manage the development of technical documents, forms, and fact sheets related to the USAWE competitions program. Ensure the baseline of each is protected, i.e., no unauthorized changes are made, no document is released until it has been approved at the appropriate level, and the date of latest revision is clearly indicated. Ensure that changes are made consistently throughout all related documents. Ensure that all documents follow the USAWE standard style and the presentation is professional in appearance and grammatically correct. Ensure changes are communicated and/or distributed as appropriate, e.g., website updates, social media announcements, targeted email blasts, etc. Maintain document baselines on the Drive.

Must have good writing, editing skills and formatting skills. Document management experience is a plus.

If you are interested in being on our team and have the skills needed, please contact Kim Hillyer at competitions@usawe.org so we can set up an interview.

Resources for Show managers:

Did you know that the Competitions Manual, which resides on the Competitions Resources page on the website, is a must read for those putting on USAWE licensed shows. It is not just a document of suggestions. If you want to put on a USAWE licensed show, be sure to read this manual thoroughly before, and after your shows. This document is meant to be used so that our licensed shows are run consistently throughout the country and to ensure all steps and documentation follows the USAWE standards that have been established. Please note the competitions manual will be updated after the Rulebook update is approved for 2024, so, even if you are familiar with it, please be sure to review it again before your next show.

MEMBERSHIP COMMITTEE REPORT

Kate Steffes, Membership Committee Chair

USAWE would like to welcome all the new members who have joined us this year. We fervently hope that you have had fun this year and will be renewing your membership in 2024. To that end, I wanted to notify everyone that renewal applications will NOT be accepted until December 1, 2023. On that day, the 2024 button will be put up on the website and off we go for another year! Please be patient with us; you might not receive your membership card right away. We hope to get everyone's card to them within 5 days, but we are volunteers with regular lives and get pretty swamped in these first few months of renewals. Also please note that there have been changes made to the dues - Adults will be \$55 and Youth will be \$41. Please check the website or send us an email if you have any questions or concerns. Finally, please be aware that the Voucher program has been discontinued for 2024. You will need to become a member to compete at a show or enter only as a schooling entry (only for regular season shows). Thanks so much!

Total Members as of 11/15/23: 1116 (+13 from 10/09/23)

Members by Region

- Region 1 – 288 (+4)
- Region 2 – 264 (+3)
- Region 3 – 81 (+0)
- Region 4 – 89 (+6)
- Region 5 – 132 (+0)
- Region 6 – 141 (-1)
- Region 7 – 111 (+1)
- International – 10 (9 Canada, 1 Germany) (+0)

Members by Competition Status

- Amateur 690 (+9)
- Junior 122 (+1)
- Open 304 (+3)

REGIONAL NEWS

REGION 1

Heather Humelbaugh, Region 1 Director

I write this as my final submission as Region 1 Director.

It has been a true honor to spend time on your Board of Directors. USAWE continues to grow across the United States, it seems that once people try it, they like it!

My time on the board has been insightful, challenging, and rewarding. It has been tremendously rewarding to become acquainted with so many passionate, talented horse people from across the United States.

Your BOD contains dedicated members who volunteer their own time and resources to keep this great sport operating amid the challenges of tremendous growth.

Region 1 continues to thrive and grow as well. It is, of course, my favorite region, since I live and compete here, but also because I find the spirit of support, opportunity, generosity and good sportsmanship to be exemplary among our members. There are more opportunities available across the region now; Idaho, Oregon, Washington and Montana all offer regular clinics and show opportunities, with experienced and knowledgeable trainers and judges.

Thank-you so much to those of you who elected me to serve. I wish the next BOD members much success as they continue to represent the great sport of Working Equitation across the United

See you at the shows!

REGION 5

Becky Sherven, Region 5 Director

Greetings Region 5:

As my time as Region 5 Director comes to a close, I want to say Thank You to our members and my board of director peers for supporting me in the role.

I have learned so much through this experience and am grateful for the opportunity to serve alongside many talented individuals. I feel closer to the up front and behind-the-scenes work of USAWE than ever before and hope to continue to share and educate others on this sport that we all love so much.

Thank you again for your confidence. Wishing everyone a safe and happy holiday season ahead.

REGION 7

Rebecca Algar, Region 7 Director

USAWE had a very popular booth at the World Equestrian Center, Ocala, FL in October, as part of the Iberian Horse Spectacular. Lots of interest, and almost 2000 visitors! Carlos Carneiro, USAWE member from Region 7, gave an excellent exhibition of WE

On November 18th, there is a combined introduction/ playday with Baroque Equestrian Games Institute, in Ocala, FL. All riding spots are filled, but auditors are welcome- bring a chair! Heather walters will be demo-ing a few obstacles and both Heather and I (Rebecca Algar) will be available for coaching/ instruction. Many thanks to Tina Veder and BEGI for inviting us to be part of their day, and allowing us to showcase WE.



Carlos Carneiro at the Iberian Horse Spectacular



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