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DECEMBER 2023



PRESIDENT'S LETTER

Doreen Atkinson, USAWE President

Merry Christmas Everyone!

As President of USAWE for 2024, I am here to serve you this next year. My goal is to work on the purpose and mission of USAWE. The purpose is to promote the sport of working equitation through education initiatives, community outreach, and the mission of the organization is to offer working equitation competitions throughout the US, in a way that promotes the welfare of the horse and the practice of good horsemanship.

USAWE committees are the working groups in the organization that I am also here to support.

As your leader, I commit to use the guide listed below:

BE A LEADER	I am ready to do the work to accomplish my goals. I have a vision for the future of USAWE, but I realize the importance of being flexible. I promise to listen to others, and I will set an example that others aspire to.
BE TRUSTED	I promise to work within the structure and regulations of USAWE, and will prioritize the goals of USAWE in both policy and practice.
BE TRANSPARENT	I believe that communication is key, and plan to lead through open dialogue, not dictation. As part of those discussions, I promise to provide all participants with honest, accurate information to facilitate decisions that benefit all members of USAWE
BE PROACTIVE	I am prepared to challenge the status quo if necessary, and I am dedicated to making a path of action that will achieve my goal of making USAWE a professional, well-run organization that will benefit all of it's members.
BE ACCOUNTABLE	I plan to achieve high performance standards and will welcome outside scrutiny.

One word I'll refer to as well through my year - **GRACE**

- G** -generosity and giving, do for others
- R** -respect for one another
- A** - actions that embrace change
- C** -compassion and concern for others
- E** - energy and effort spent to help

Please check out USAWE's website which is full of wonderful and thorough information from "what is WE" to "how to run a show". You are welcome to join all the board meetings held the second Wednesday of each month. Also, watch for my message -From the President's Saddle- which I hope to put out live regularly.

I wish a happy holidays to you and your family.

Until we meet again-



Ho Ho Ho! Just in time for the Holidays!

[CLICK HERE](#) to check out our new USAWE Swag store items! All proceeds go to help grow USAWE and wearing our swag helps get the conversations started! All new or renewing members for 2024 will receive a \$10 coupon/promo code to use on orders of \$100 or more!

Got a special request? Let us know! We'll be adding items as the demand grows!

Please give feedback and make special requests by sending an email to marketing@usawe.org



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 e-Votes November 19, 2023.

Decisions by Board Meeting - November 29, 2023

- Announce to the membership the roll-out of the Regional Championship Show structure now, for a 2025 start including Regional, Multi-Regional Championships, and a National Championship show. The 2024 Zone Championship Show structure will remain in effect as per our Competitions Manual and website for 2024.
- Change to the 2024 qualifying period for Championship Shows. Rescind the 11/21/2022 Board of Directors (BOD) approved motion *“For competition year 2023, at least one of the scores must be earned during the current competition year. The qualifying period is January 1 of the previous competition year through the show entry deadline for the zone championship in the current year. Beginning in the competition year 2024, both scores must be earned during the current competition year.”* and replace with: At least one of the scores must be earned during the current competition year. Starting in 2024, the second score may be earned in the current competition year or may be carried over from the immediate previous competition year. Both scores must be earned within the specific performance level.
- Starting in 2025 when Regional Championships will be held, qualified horse/rider pairs can only compete in the region’s championships in which qualified scores are earned. Riders can show at any regional championship show outside their “home” region as long as they have earned qualifying scores in that region. Horse/rider pairs may show in multi-regional championship shows if they have earned qualifying scores in the multiple regions. That means if a rider wants to show in 2 different regional championship shows, they must earn 4 total qualifying scores. (2 from each region).
- In 2024, Board of Directors (BOD) approved Zone Championships will continue to receive a USAWE \$2,000 grant as previously approved (per Competitions Policies and Procedures, Competition Manual and usawe.org website Championships page).

Starting in 2025, Board of Directors (BOD) approved Regional or Multi-Regional Championship Shows will receive \$1,000 grant money per region. If a multi-regional show is put on, then the show will get \$1,000 per region involved in the show (i.e., If 2 regions are putting it on, the multi-region show will receive a \$2,000 championship show grant).

- The Championship Evaluation Committee (CEC) for Regional or Multi-Regional Championships must be comprised of:
 - A competitions committee member not residing in that region(s).
 - One At-large Director.
 - Regional Director(s) from the region(s) involved in the bid proposal.
- CEC will follow a bid proposal process. All proposals require board approval.
- The Regional Director must serve on the Regional Championship Show Committee in their region in an advisory capacity after the show has been approved. This role is to act as a liaison between the regional members, show organizer and the Championship Evaluation Committee (CEC) to ensure that all parties, including the regional membership understand the process, show requirements, as well as show details.
- Approve the 2024 Western Zone Championship proposal submitted by the organizing committee headed by show manager Kristine Strasburger, to be held September 18 – 22, 2024 at the Oregon Horse Center in Eugene OR.
- Re-appoint **Mary Duffy** (R2-CA) to the Competitions Committee, effective immediately.

WA), Director, as the Regional Director member of the Ethics Committee, effective December 1, 2023.

- Approve Version 7 of the United States Rules for Working Equitation.

Decisions by Board Meeting - December 13, 2023

- Appoint **Amie Perryman**, Secretary with a term ending November 30, 2024, effective immediately.
- Accept the resignation of Amie Perryman, Region 6 Director, effective immediately.
- Appoint **Kris Blacklock**, Clerical Assistant and Treasurer Assistant to fill an annual appointment thru November 30, 2024, effective immediately.
- Per Bylaws of USA Working Equitation, reaffirm an annual appointment (Dec 1 – Nov 30) of Treasurer **Leesa Nero**, effective December 1, 2023.

Revise 11.19.203 BOD motion to update account signers and include legal names: Effective December 1, 2023, update USAWE account signers (due to 2023 USAWE Election results and December 13, 2023, Secretary Appointment).

- Remove account signer **Christine A. Stanko** (past President). Authorize and update account signer **Doreen A. Atkinson** as President (previous President-Elect). Authorize and add account signer **Tracey M. Erway** as President-Elect. Remove **Kristine L. Blacklock** as Secretary. Authorize and add account signer **Amie Perryman**, Secretary. Retain **Leesa A. Nero**, Treasurer. Retain **Leslie Martien**, Registered Agent of USA Working Equitation to make deposits to the USA Working Equitation accounts.

Decisions by Email - December 16, 2023

- Appoint **Linette Bond** (R6-VA) as a member of the Marketing and Promotion committee, effective January 1, 2024.



Corporate Meetings

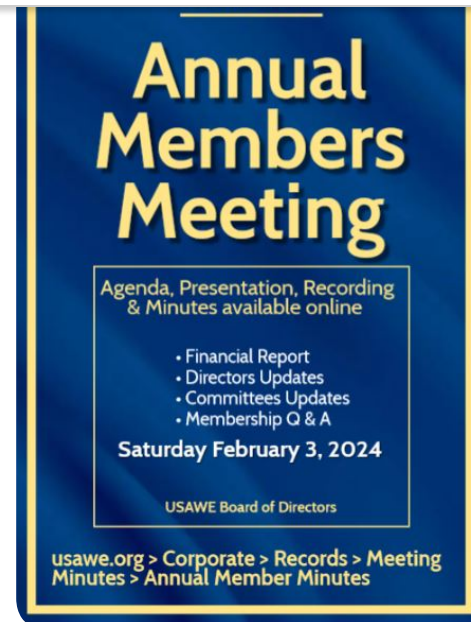
The Board of Directors (BOD) regular meeting is scheduled the 2nd Wednesday of each month. All USAWE Members in good standing are welcome to attend as a silent participant.

Next BOD meeting is scheduled **Wednesday January 10, 2024 5:00-6:30 pm** Pacific time and will take place virtually via Zoom. Please contact Secretary (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 with the Bylaws of USA Working Equitation. *A Log of Motions Passed* is posted to USAWE.org > Corporate > [Records](#)

Agenda Topics

Please use the online [Board Agenda Item Request Form](#) to submit agenda items for board consideration. Form is located on the usawe.org website > Corporate > Records. The Board welcomes requests, proposals and recommendations submitted through Committee Chairs, Regional Directors and Executive Officers, so we can better serve our members' and organization's needs.



Equitation's annual meeting of the members will be held virtually via Zoom on **Saturday February 4, 2023 at 9:00 am PST | 10:00 am MST | 11:00 am CST | 12:00 pm EST**. The meeting day and time is predetermined and mandated by USAWE's Bylaws. All current USAWE members in good standing are invited to attend. To attend, [CLICK HERE](#) to RSVP and receive the meeting information/ Zoom webinar link.

We would love to hear from you. While we may not be able to answer each and every question during the meeting, your questions will help to guide our decisions and better understand the needs and concerns of our members. To ask a question, [CLICK HERE](#) to submit your question(s) by January 19th so presenters have time to prepare a response. Thank you.

2024 U.S. RULES for WORKING EQUITATION (v7)

2024 Rulebook has been completed and published as of December 1st! [CLICK HERE](#) and download it now! Appreciation to the Rules Committee (**Jeanne Bond, Glynn Hoekstra, Leslie Martien, Barbara Price and Amy Star**) for reviewing 150 rule change proposals. The Rules team would like to publicly acknowledge the excellent contribution of the Technical Review team: **Robin Bond, Tracey Erway, and Lidia Taylor**.

New this year!

- Change Summary includes a summary of deletions.
- All changes are in **red font**.
- Appendix G: USAWE Rider Division Policy
- Subject Index

A Rule Change Proposal may be submitted up until August 31st of any calendar year; this will enable adequate consideration of all proposed modifications prior to the start of the following competition year on January 1. The [Rule Change Proposal form](#) is on the USAWE website: USAWE.org > Competitions > U.S. Rules for Working Equitation. Questions for the Rules Committee can be sent at any time to: Rules@usawe.org. The Rules Committee will not respond to any questions or discussions on social media.



Average of Dressage & EOH Score	Points Earned	Placing	Points Earned
70.000% and above	7	1	1.50
67.500% thru 69.999%	6	2	1.25
65.000% thru 67.499%	4	3	1.00
62.500% thru 64.999%	3	4	0.75
60.000% thru 62.499%	2	5	0.50
57.500% thru 59.999%	1	6 th +	0.25

AWARDS COMMITTEE REPORT

Bridgett Klingler, Awards Committee Chair

Year-End Awards - Did you know? Regional and National Leaderboard rankings are based on scores earned at licensed shows. New for 2023! [Horse Ranking](#) lists show annual points earned, organized by primary horse breed listed in the Recorded Horses datasheet. To sponsor a Breed Award, please contact Awards@usawe.org

Please visit usawe.org > Competitions > [Awards Programs](#) for details. Members are responsible for contacting AwardsChair@usawe.org if they see any discrepancies in their Leader Board or Horse Ranking standings. **Once awards have been finalized (January 15), no further changes will be made.**

MEMBERSHIP COMMITTEE REPORT

Kate Steffes, Membership Committee Chair

Welcome to the 2024 USAWE Season!

We have begun the 2024 USAWE Membership cycle and have been very busy processing memberships for the upcoming year. Be sure to go to the website, usawe.org, to fill out the Google form and then send payment via PayPal. Be certain you do it in this order so we have all the information we need to process your membership request in a timely manner. We are very busy so it may take a few days; please be patient with my overworked committee members!

When you receive your membership card, take note of the coupon code in the letter with the card! It gives you a discount at the new shop on the website, so be sure to go and save on some USAWE swag.

Here are the numbers so far this year; we're off to a pretty good start!

Total 2024 Members as of 12/13/23: 205

Members by Region 2024

- Region 1 – 54
- Region 2 – 44
- Region 3 – 18
- Region 4 – 11
- Region 5 – 16
- Region 6 – 33
- Region 7 – 26
- International – 3

Members by Competition Status 2024

- Amateur 142
- Open 58
- Youth 5

Happy Holidays from the newly formed Professional Development Committee, which as of December 1, 2023, is replacing the Coaches Network program. The Professional Development Committee will be tasked with developing new accreditation programs for our professional members with educational opportunities for participants.

All previously approved Recognized Coaches were grandfathered in as Professional Instructors. We currently have 20 members in this program to start the new year. The program will be the place to locate Professional Instructors that can help improve your Working Equitation skills or develop your own Working Equitation instruction proficiency. We want WE professionals to join us in developing as individuals and as a discipline. We appreciate your support of the revamped committee as we begin this journey. Don't hesitate to contact us for more information at prodev@usawe.org

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.

Licensed shows:

The 2023 Season has completed its last show of 2023. What a great year! USA Working Equitation licensed or provisionally licensed 141 shows; 119 shows were held. A few shows were canceled due to Vesicular Stomatitis in CA.

2024 is out of the gate! We already have 41 shows on the calendar for 2024! Be sure to go to the usawe.org > [Competitions Resources](#) page to review the Competitions Manual and submit a [show licensing application request form](#).

Championship shows:

There were also 3 Zone Championships held in 2023 (Eastern, Central and Western), and they were all a fantastic success. It takes a village to make these things happen, and wow, did the villages show up! Without the volunteers, all of the shows wouldn't happen, much less the championships. So, Kudos to all those that stepped up to help make these shows a success.

2023 will be the last year for Zone championships. After reviewing the survey that was sent out earlier this year, it has been decided to change the championship show structure from Zone Championships to Regional Championships. This new championship show structure will begin in 2025. Be on the lookout for the Regional Championship Show bid procedure which is being ironed out at this time. Now is the time to start thinking about the Regional Championships for 2025.

The Competitions Committee wishes everyone a happy Holiday Season, and we look forward to working with you in 2024.

REGION 1

Sara Mackenzie, Region 1 Director

December in the Pacific Northwest is dark and wet. I dream of warmer climates and the upcoming year. With working equitation's rich history and cross-cultural opportunities, my dreaming often turns to Portugal. Will this be the year to go? The Feira Nacional do Cavalo in Golega, Portugal, occurs in November and, with the event just in the rear-view mirror, I checked in with four Region 1 members who made the trip. I asked each what stood out and how the journey impacted them. The trip was a first for Kenton Wright (Open, L7 rider) and his son, Maverick "Pavito" Wright (Junior, L4 rider). Kent noted that "the sheer volume of quality horses make one's heart start beating faster." They had a wonderful time meeting tons of horses and many kind and helpful people along the way. He feels future trips will be different because of the impactful relationships they developed. The trip changed how he will train and set goals in working equitation because the level of talent and quality of work that he saw in Portugal raised the bar to a level of excellence that seems to be almost commonplace in Portugal. He came away focusing even more on a light connection and building that harmonious presentation we all strive for. His goals revolve around creating movements with smaller aids and plans to integrate more frequent repetitions of work than he had previously done. Pavito most enjoyed experiencing the culture and the quality of horses. For future trips, he would like to visit more stud farms, see more horses, and go to a bull fight. He also came away with new approaches to his riding and says he now spends more focused time working on the walk and has a new appreciation for walk-canter-walk transitions.

The trip was a second visit for Kimberlee Barker (Open, L7 rider) and Emily Callihan (Amateur, L2 rider). Kimberlee first commented on the quality of riders—from 8-year-olds to 80-year-olds—at the Feira. But I took four pages of notes on her descriptions of the Lusitano horses and the development of horses in Portugal. In summary, she said the horses were remarkably generous and kind. Despite producing many upper-level horses, she was amazed by the almost magical ability of trainers/owners to develop super confident, willing, soft, flexible horses. She was humbled by the generosity of the horses, and she wants to return asap. Emily's focus was on the Feira and the incredibly supportive crowds that turn out for EOH and speed phases—standing room only, several people deep from the rail. Portugal's young riders and the women who dominate their WE divisions were inspirational and have her seeking more grace and precision in her own riding. Whether one's goal is experiencing Portuguese culture, drooling over horses that are the product of hundreds of years of selective horse breeding, or studying to improve one's own riding, the main takeaway appears to be that one trip will not be enough!



Second picture: Kimberlee and Emily enjoying a ride together

REGION 3

Chris Stanko, Region 3 Director



Happy Holidays

Here is wishing all of you a Holiday Season filled with Family, Health, Happiness and HORSE's!.

Region 3 is looking forward to a great 2024.

Stay Tuned!!



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