

★ **USAWE** ★
USA WORKING EQUITATION™

ANNUAL MEETING

February 3, 2024



*Doreen Atkinson
USAWE President*



AGENDA

President's Message

Executive Committee

Financial Report

Regional Directors

Committees & Task Forces

Membership Q&A

Next Meeting: Saturday February 1, 2025





PRESIDENT'S MESSAGE

As president of USAWE for 2024, I am here to serve you throughout the 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 organization of working equitation competitions throughout the United States, in a way that promotes the welfare of the horse and the practice of good horsemanship. I am excited for you to meet the Board of Directors and committee chairs, to hear their stories and their goals for 2024.

USAWE, a 501(3)c volunteer nonprofit organization appreciates the expertise, talent and time our volunteers give at the local, regional, national and international level. The committees are the working groups of the organization. Please thank the volunteers for their time and if you have questions contact your regional director or myself.

On behalf of the Board of Directors, Thank you!





EXECUTIVE COMMITTEE

OFFICERS

An administrative committee which deals with the daily business occurring between BOD meetings.



Executive Committee Officers

President, President Elect, Treasurer, Secretary and two At-Large Directors





TRACEY ERWAY

PRESIDENT-ELECT



I commend previous board members for the work they've done to get USAWE up and running. Now I'm excited to join this board and have the opportunity to put my 30 year background in strategic planning and program development to use and lock down the processes USAWE needs to grow effectively over the next **decade**. You'll see me jumping into many areas to help out.

I'll be working on the strategic planning task force, helping to revamp the bylaws to allow our board to be less hamstrung and our committees be more autonomous, joining the International Committee, and helping all committees plan and present their programs with financial clarity.

Meanwhile I'll be working on the final requirements for my "R" judging card, and continuing as a TD. If my broken leg and ankle ever heal you'll see me back in the saddle and I am a fierce competitor :). My goals for this organization are to focus on growing our membership, improving communication, and creating more opportunities to educate all levels of horses and riders.

Complaints? Ideas? Issues? Send them my way. This is the year where we're concentrating on you "being heard".

I appreciate our President and our Board for giving me the opportunity to dig in and do some good work for USAWE. I'm excited and hope you are too. We are going to do some truly wonderful things in the years to come.





AMIE PERRYMAN

SECRETARY

Key Roles and Responsibilities

- ★ Serves a 2 year term - is elected
- ★ Record keeping - is custodian of the corporate records
- ★ Communications
- ★ Organizing information
- ★ Maintaining confidentiality
- ★ Ensuring compliance with policies and procedures
- ★ Ensures all state and federal reports filed



*No hour of life is wasted that is spent in the saddle. ~
Winston Churchill*

Comprehensive
Onboarding

GOALS

Simplifying
Processes





LEESA NERO

TREASURER



Since being appointed Treasurer, in June of 2023, several endeavors have been completed to improve upon the organization's financial tracking and reporting.

First, an Excel Actual vs. Budget spreadsheet was created to document the actual income received versus the monies spent each month. And it included expenditures, approved by the Board of Directors, that had not yet been spent. The spreadsheet was updated and presented at monthly board meetings to help the Board and Committees see the details of the then current income and expenses.

Per the Board's vote of approval a Money Market account was opened on July 25, 2023, with the organization's bank. The funds in the Savings account were then transferred to the new Money Market account. In a little over 5 months this account has earned \$2,653.73 in interest. The reserved funds in one of the checking accounts for Youth Development was then transferred to the Savings account to earn a little interest and remain as a reserved account for the Youth Committee.

At the end of the year, after discussions and input from the Board of Directors and Committees, the QuickBooks Chart of Accounts was expanded, and a 2024 Budget was created in QuickBooks. This will allow for the generation of faster and more in-depth financial reporting. Utilizing the reporting features of QuickBooks now eliminates the need for the original time-consuming Excel Actual vs. Budget spreadsheet.





ROBIN BOND

DIRECTOR AT-LARGE 1



As one of your Directors at Large, it is my task to represent the membership as a whole to the board. I encourage each of you to bring your questions, comments and concerns to me at aldirector1@usawe.org I will do my best to provide you the support and assistance that you deserve.

I remain dedicated to keeping an open mind, and viewing all aspects of an issue before moving forward with a recommendation.

I feel this board is uniquely comprised of a broad range of talents and abilities, and I look forward to the work we can do this year, and in the years beyond!





STEPHANIE HAYES

DIRECTOR AT-LARGE 2



As I enter my final year as Director at Large 2 I continue to look forward to meeting new and returning USAWE members at competitions, clinics, and events that promote the sport we all are so passionate about.

As a representative of the general membership I welcome you to share your thoughts, concerns, and successes with me.

Feel free to reach out to me anytime if you have questions and if I don't have the answer I'll do my best to find it for you.





KRIS BLACKLOCK

CLERICAL ASSISTANT

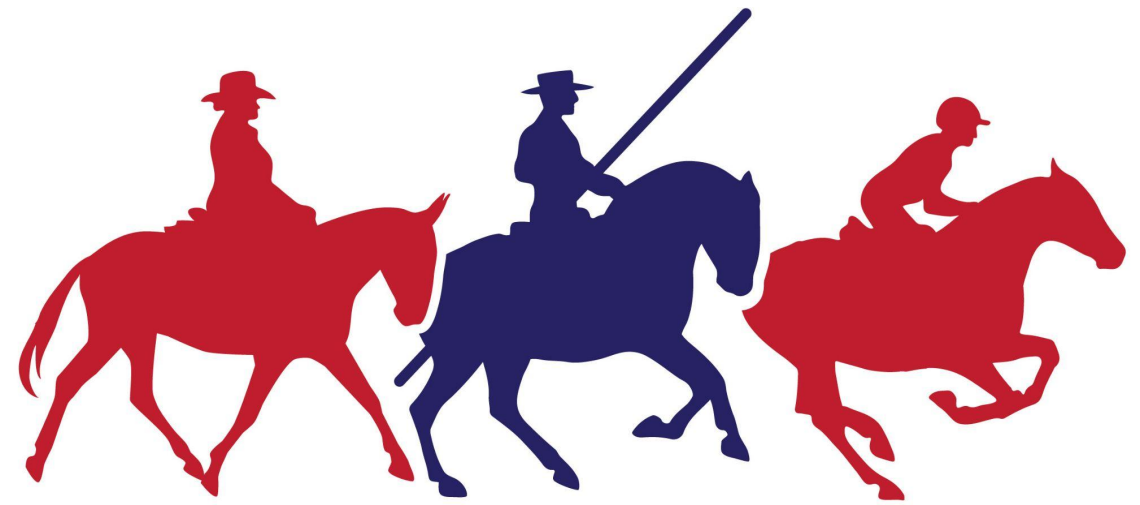
Perform various administrative tasks and assist the board and committees with daily activities.

Position was board appointed on December 13, 2023. Clerical Assistant duties are outlined within Article VI Officers and Staff > Section 7 of the Bylaws of USA Working Equitation. Policies & Procedures 3.8 further define role and responsibilities.

Position is an annual appointment to perform and conduct the programs and activities of the organization. The clerical assistant receives notice of all meetings of the Board of Directors and Executive Committee meetings and attends all Board meetings, except when the Board goes into Executive Session to meet without clerical assistant presence. The clerical assistant has no vote on the Board or Executive Committee.

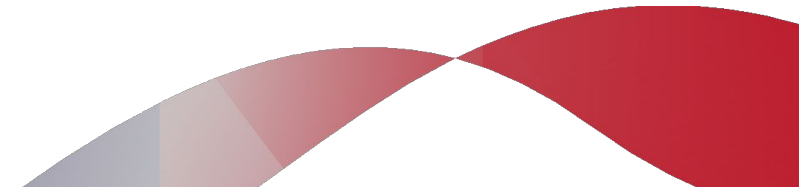
In 2024, I'll be assisting with committee invoicing (awards, horse recording, international, licensed officials, membership, professional development, etc.), tracking income/expenses, helping clarify bylaws and define policies/procedures that allow board and committees flexibly, helping the executive committee in the stewardship of assets and resources and ensuring compliance to bylaws, policies, procedures and nonprofit laws.





★ **USAWE** ★
USA WORKING EQUITATION™

FINANCIAL REPORT





Financial Summary - 2023

USAWE's fourth year of operation showed income from Member Dues, Horse Recording, Show Licensing, Year End Awards Sponsorships, Licensed Officials Fees, and Education income from Clinics/Seminars. Interest income, primarily from the new Money Market account, came to \$ 2,653.73 from July through December 2023.

Operating Expenses were for Advertising and Marketing, Dues & Subscriptions (for software, website and GIRA License), both Directors & Officers and License Officials Insurance, 2022 Tax return preparation/filing, PayPal Fees and various other expenses like postage, licenses, permits, etc. Additional expenses included contributions to other non-profit entities/events for Marketing of USAWE, charges for facilities, travel, supplies and presenters for a LO clinic held in June in Illinois, and sponsorship of a Youth Rider to attend the Junior & Young Riders World Championship in Portugal.

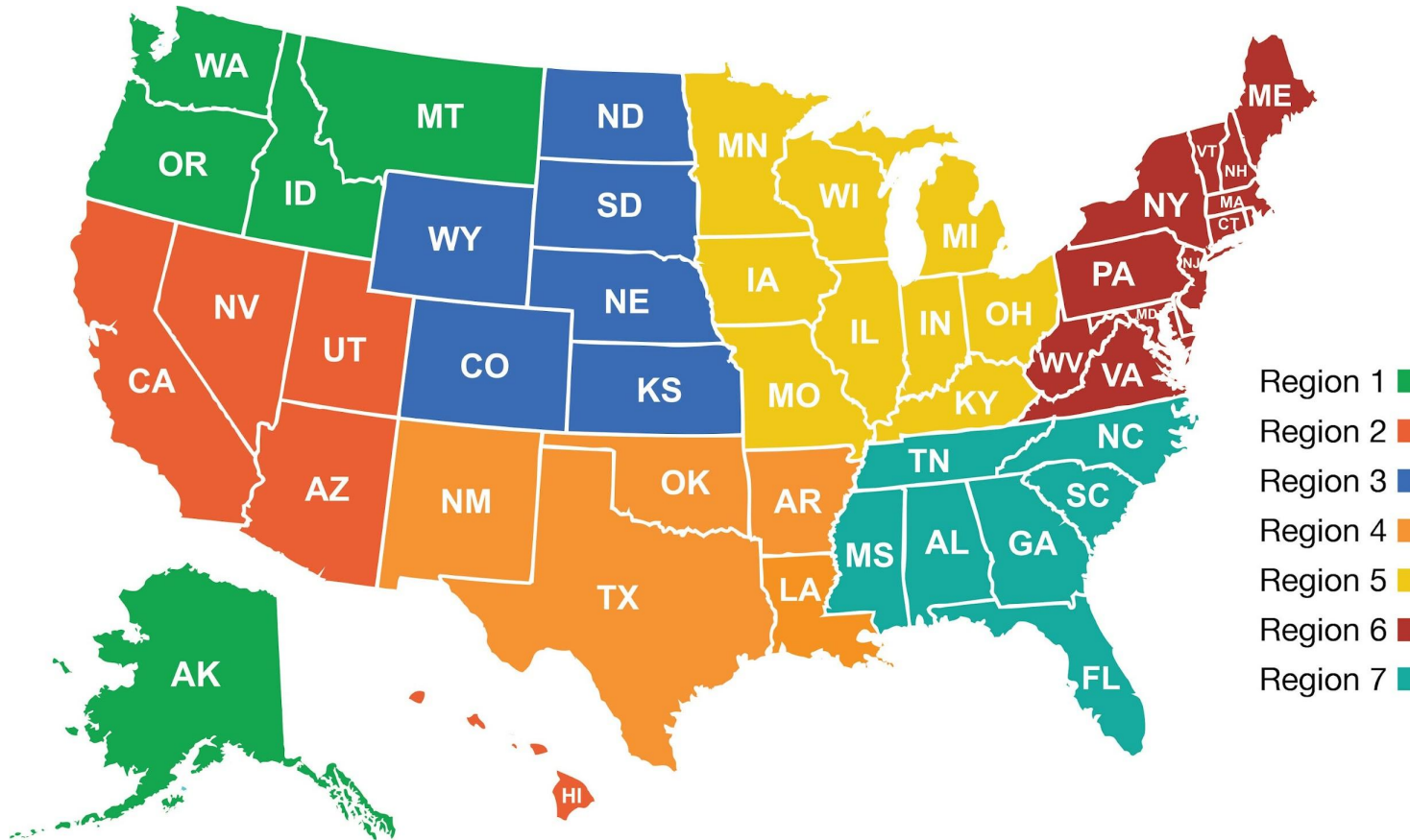
The 2023 financial reports, bank statements and the Excel Actual vs. Budget spreadsheets for 2023 have been filed in corporate records.

Net Income 2020	\$ 20,422.13
Net Income 2021	\$ 101,151.67
Net Income 2022	\$ 47,661.21
Net Income 2023	\$ 7,097.91
*Cash on hand 12/31/2023	\$ 176,326.13

*This includes \$2,191.50 reserved for Youth Development



REGIONAL DIRECTORS



- Region 1 ■
- Region 2 ■
- Region 3 ■
- Region 4 ■
- Region 5 ■
- Region 6 ■
- Region 7 ■

- Region 1 – Sara MacKenzie
- Region 2 – *To Be Appointed*
- Region 3 – Chris Stanko
- Region 4 – Kiki Pantaze
- Region 5 – Sara Barnwell
- Region 6 – Cera Olson
- Region 7 – Pat Melton





SARA MACKENZIE

DIRECTOR, REGION 1



- Based in Redmond, Washington
- Amateur, rides Golden Knight (George), 2023: competed L4; 2024 goal: compete L5 by mid season
- Professional experience - health education, communication, & policy work
- USAWE director goals:
 - increase R1 growth and membership while maintaining inclusive, friendly, supportive environment
 - increase communication between members, regions, & events
 - enhance infrastructure supporting coordination and sustainability of regional clinics and shows
 - support national efforts to develop riders who aspire to compete in upper levels of WE





TO BE APPOINTED

DIRECTOR, REGION 2

**COMING
SOON!**

BY BOARD
APPOINTMENT





CHRIS STANKO

DIRECTOR, REGION 3



I'm from Niwot Colorado. A born and raised Colorado girl.

2023 - I went from R3 director to filling the USAWE President vacancy in February.

2024 - I am the R3 Director, a Licensed TD and a Professional Instructor for USAWE.

2024 Goals

- Assist in rebuilding Working Equitation in Colorado
- Support Kansas and Wyoming and other R3 states in building a stronger, larger WE family.
- Support USAWEs lower levels so they become stronger, more confident and vibrant.
- Support USAWEs upper level riders that are working towards the International Development Team.
- Support the Region, Membership, Committees, President and the Board in any way I can.

On a personal note

- Support and focus on my own horse and get back to showing.
- Get back to instructing and teaching clinics for WE with an influence on correct biomechanics for both horse and rider.

2024:

Colorado is planning on having 4 schooling shows and 4 licensed shows plus clinics and playdays.

Kansas is having 4 schooling shows and 8 licensed shows and 2 cattle clinics/cattle schooling cattle trails.

Wyoming is having their first licensed shows plus schooling shows and clinics this summer.





KIKI PANTAZE

DIRECTOR, REGION 4



I am a Graphic Designer and live in McDade, Texas. I have been actively competing in Working Equitation since 2013. I was part of the USA Working Equitation merger team and have served as the Region 4 Director since that time. Along with being a Regional Director, I am on the Marketing and International Committees.

Region 4 is experiencing growth into some new areas of the region, and a rebirth in some areas that had dwindled in numbers. It is exciting to see people come into the sport and the enthusiasm they bring.

In January, Region 4 hosted the first ever Train to Win clinic, in Weatherford, Texas. I know that the clinic being hosted in our region, will help spur on the forward momentum of growth. Everyone who attended the event, is excited about the new insights they learned about WE. In addition to the educational aspect, the camaraderie experienced during the frigid event was addictive, and I know I want WE to continue to grow and thrive in Region 4, so more people can have the same experience.

My goal as Regional Director is to build on that momentum and to help Region 4 to continue to grow.





SARA BARNWELL

DIRECTOR, REGION 5



- I live in Michigan and this will be my 5th year competing in WE as an amateur. In addition to competing, I have a special focus on supporting youth riders and am known as their “horse show auntie”
- My professional experience includes being a dean and faculty at a business university, instructional design and compliance work. I have also been on a number of other nonprofit boards.
- My goals on the board include:
 - Connecting with, listening to and supporting the members in Region 5
 - Ensuring that we have fair and consistent policies and processes in place so USAWE is positioned to serve the membership and our wonderful sport for many years to come





CERA OLSON

DIRECTOR, REGION 6



- Based in Woodbine, Maryland
- Amateur, Horse: Mighty Joe Young (Joe)
 - 2023: Competed L3; 2024 Goal: Compete L4 by mid season
- Experience: Project Management, Pony Club H, Eventing
- Region 6 Director Goals:
 - Member Outreach - Build upon the current resources within the region to better support members
 - Increase coordination and communication, utilizing the AOs
 - Grow the Membership and work with the equestrian communities within Region 6 to develop WE resources
 - Support National efforts to develop riders across all levels of WE





PAT MELTON

DIRECTOR, REGION 7



- ❖ Amateur, live in Gastonia, NC - President of WENC
- ❖ Equine partner – Buddy (Mon Ami), 12 year old Percheron/QH gelding
- ❖ Competed 2021-2023 at Level 1, Level 2 in 2024
- ❖ Region 7 2023 Highlights: *Hosted three licensed competitions, schooling shows, Ride-A-Tests, boot camps, clinics, cattle and obstacle playdays; two new AOs, Working Equitation of North Carolina & Swamp Fox Working Equitation*
- ❖ Region 7 2024 Plans: *Hosting two licensed competitions, 2024 Eastern Zone Championship, schooling shows, Ride-A-Tests, clinics, cattle and obstacle playdays*
- ❖ Region 7 Director Goals:
 - Grow the USAWE active membership within the region
 - Increase the number of regional events, especially licensed competitions
 - Support existing AOs and encourage the creation of new AOs
 - Represent the regional members
 - Use Social Media platforms
 - Seek new ways to grow the awareness of Working Equitation





COMMITTEES & TASK FORCES

COMMITTEES

- Affiliate Organizations – Kristine Strasburger
- Awards – *To be Appointed*
- Competitions – Kim Hillyer
- Elections – Biddie Lowry
- Ethics – Dan Dahlke
- Financial Oversight – Terri O’Neal & Brittney Flowers
- Horse Recordings – Mindy Finelli
- International – Kellee Campbell
- Licensed Officials - Christy Reich & Doreen Atkinson
- Marketing and Promotion - Amie Perryman

- Membership – Kate Steffes
- Professional Development – Sue Watkins
- Rules – Jeanne Bond
- Website – Kristine Strasburger
- Youth Development – Kasey Riddle

TASK FORCES

- Bylaws Review - Kris Blacklock
- Strategic Planning - Leesa Nero

THANK YOU, VOLUNTEERS!





AFFILIATE ORGANIZATIONS

Provides support and networking opportunities for USAWE Affiliate Organizations Serves as a resource for members and groups wishing to become a USAWE Affiliate Organization.

AO Coordinator

Kristine Strasburger

Growth Statistics

- 2020 - 13 AOs
- 2021 - 32 AOs
- 2022 - 41 AOs
- 2023 - 60 AOs

AOs are filled with creative, hard-working, passionate people dedicated to helping others get involved in Working Equitation at all levels and in all capacities. The sport of Working Equitation would not be growing in the U.S. without their boots-on-the-ground, grass-roots involvement everywhere!





AWARDS

Committee tracks points earned at licensed shows, maintains the Leaderboards (national and regional rider-horse pairs), horse rankings, solicits performance breed award sponsorships, orders and distributes year-end awards, plus tracks and mails out Lifetime Rider Medals.

[USA Working Equitation Awards Programs](#)

Licensed Show National & Regional Leaderboards

Recognizes all riders-horses per criteria

Year-end Awards Recognize

- National Top 2 per division/level
- Regional Top 3 (2023) per division/level
- Regional Top 2 (2024) per division/level
- National High Point Youth (7-17 yrs)
- National High Point Breed Performance

Lifetime Rider Medals

Leaderboard Criteria

Dressage & EOH Trials (L1-L7)		Speed & Cow Trial (Levels 2-7)	
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

Committee

Chair: To be Appointed

Members

Julie Alonzo

Mindy Finelli

Lynn Maloney

Pat Melton

Amie Perryman

Kris Blacklock, Interim

Assistant





AWARDS

Visit the [Award Programs](#) and [Leader Boards](#) on usawe.org > Competitions Results of all licensed shows available online [Historic Competition Results](#)

Annual year-end award recipients will be determined by end of February. Awards distributed in March. Questions? Contact awards@usawe.org

Lifetime Rider Medals Awarded (per year)						Total
Year	Pewter	Bronze	Silver	Gold	Platinum	
2020	26	30	12	2	2	72
2021	5	2	1	1	--	9
2022-2023	22	17	8	1	1	49
Total	39	45	19	5	3	111





COMPETITIONS

Committee

Chair: Kimberley Hillyer

Members:

Mary Duffy

Emily Elias

Lisa Mathis

Documents Administrator

Mindy Finelli

Gira Administrator

Julie Alonzo

General Duties and Responsibilities

The Competitions effort includes:

- a. Processing and approving show license applications. Sets up shows in GIRA.
- b. Communicating with show managers to clarify requirements and answer questions.
- c. Communicating with Awards, LOC, and GIRA regarding upcoming shows.
- d. Reviewing TD reports for actionable items and following through with as needed.
- e. Verifying that LO evaluations and show results are delivered as required.
- f. Ensuring the currency and accuracy of the show license database, website list of shows, insurance log, and insurance certificates.
- g. Preparing and maintaining all documentation associated with the Competitions process.





COMPETITIONS

USA Working Equitation Competition Manual

The Competition Manual is a document that defines the requirements and guidelines for conducting USAWE licensed shows in the U.S., including championship shows. The manual was revised (effective January 1, 2024) to include new and updated information on USAWE competition requirements. The document is located on the Competitions Resources page. The Preface provides a Revision Summary which lists all of the changes at a glance. **All revisions are in red font.**

Championship shows

Most exciting is the rollout of a Regional Championship program that will become effective in 2025, replacing the Zone Championship structure that is currently in place. If you are interested in hosting a Regional or Multi-Regional Championship Show in 2025, review **Section 9 Regional Championships** (pgs. 23-25) and submit a proposal by May 31, 2024.





COMPETITION TRENDS

USAWE Members and Recorded Horses Competing in Licensed Shows							
Year	# Licensed Shows	Total # Entries	# Recorded Horses Competing	# Members Competing	Amateur	Open	Youth
2021	102	1935	608	489	283	153	53
2022	111	2055	685	569	319	196	54
2023	115	2205	684	586	333	180	73

#Riders Competing per Performance Level								
Year	L1	L2	L3	L4	L5	L6	L7	Total
2021	258	144	44	19	17	6	1	489
2022	313	159	48	24	18	3	4	569
2023	272	203	55	25	20	4	7	586

#Horses Competing per Performance Level									
Year	L1	L2	L3	L4	L5	L6	L7	Total	
2021	309	178	55	29	28	8	1	608	
2022	353	191	57	37	36	6	5	685	
2023	306	226	68	38	30	5	11	684	





ELECTIONS

Committee

Chair: Biddie Lowry (VA)

Members

Kris Blacklock (WI)

Jody Fontanetta (TN)

The Election Committee works together to produce the USAWE national election each fall, using an independent election firm to conduct the actual election.

Committee members check the membership database for accuracy, conduct a media campaign to inform and encourage members to vote, gather Candidate Statements for publication, set up the election ballot and inform board & membership of election results.

Committee elections@usawe.org





ETHICS

Committee

Chair: Dan Dahlke (R1)

Members:

Adair Soho (R6)

Cindy Branham (R3)

Marcy Buffington (R4)

Sara Mackenzie (R1)

Glynn Hoekstra (R2)

Ali Kermeen (R2)

5/7 Regions are represented

Ethics are a system of moral principles or rules that say what is and is not acceptable





ETHICS

Deals with alleged infractions of the Social Media Policy, the Code of Conduct for Officers and Directors, Code of Ethics for Professional Instructors and Licensed Officials and Members Code of Conduct

Ethics 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 are completed
- Both parties are informed of the findings
- Either party can appeal the findings if they disagree





ETHICS

Document location and email address

- <https://usawe.org/corporate/ethics-form/>
- Ethics Complaint and Appeals Form can be found here
- Questions regarding possible ethics violations and general ethics related questions can be sent to ethics@usawe.org
- For complaints and confidential question: usaweethicscomplaint@gmail.com





FINANCIAL OVERSIGHT

Committee

Chairs: Brittney Flowers
Terri O'Neal

Members:

Katherine Adams
Barbara Crawford
Phyllis Landerman

Kris Blacklock, Interim Assistant

FOC is responsible for financial oversight of the organization's income & expenses

2023 Accomplishments

- Created Financial Oversight policies and procedures
- Asked AOs to verify business entity and provide W9
- Selected CPA for annual tax return filing
- Asked BOD and Committees to document expenditures, reimbursements and account transfers
- Recommended organization designate an IT, attorney and bookkeeping service
- Asked organization create an annual budget for BOD and committees
- Asked for 2-level authentication on email and financial accounts
- Reviewed Bylaws and recommended amendments to Articles VII Committees Section 4 Financial Oversight and Articles IX Contracts and Article X Misc Provisions
- Created a Financial Review Assessment Tool for quarterly and annual reviews



HORSE RECORDING

USAWE Recorded Horses (per month)													
Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Total
2021	16	37	45	25	37	51	46	35	29	17	21	11	370
2022	32	47	43	35	54	40	47	43	25	10	15	22	413
2023	37	42	66	48	53	41	31	32	20	12	11	28	421

Committee

Chair: Mindy Finelli

The Horse Recording committee is responsible for recording all horse applications as they come in to USAWE. We presently have 3,643 recorded horses, with an average of 400 new horses being recorded each year. The Horse Recording committee works closely with the Awards and Competitions committees each year on events and awards, as well.

In 2023, we were able to make some well needed improvements to the recording process. This allowed the above two committees draw out the information they need in a more streamlined manner.





INTERNATIONAL

Committee

Chair: Kellee Campbell DVM

Members:

Kiki Pantaze
Christy Reich

Rotating Members

President
Doreen Atkinson

President Elect
Tracey Erway

Responsible for the development and implementation of competition and training programs for both domestic and international events.

The International Committee (IC) mandate is to:

1. provide educational and competition (both domestic and international) opportunities for L5 - L7 riders.
2. facilitate dissemination of the information from Train To Win clinics to the general membership through auditing options.

The International Committee Program and Policy details can be found on the USAWE website, under the Competitions tab.





INTERNATIONAL

Train to Win Clinics will be held in Western, Central and Eastern locations of the US each year. The locations of the clinics in each region may vary from year to year, and will be based on a selection process based on data points including, but not limited to: ease of access/facility details such as cost/arena size, available educational space, stall capacity, parking capacity/available food options/the number of likely participants/etc.

For 2024 the Train To Win clinics will be:

- #1 - Central: Weatherford, TX - Jose Andreas Benito, DVM, Senior WAVE Judge, clinician
- #2 - Western: El Campion Farms, Thousand Oaks, CA - Jose Andreas Benito, DVM, Senior WAVE Judge, clinician
- #3 - Eastern: 3 Bulls Farm, Bulls Gap, TN - Clinician To Be Announced





LICENSED OFFICIALS (LOC)

Educates, tests, licenses and regulates licensed officials and offers educational sessions for members.

Committee

Chairs:

Christy Reich

Doreen Atkinson

Members:

Jeanne Bond

Kellee Campbell

Leslie Martien

The Licensed Officials Committee exists to educate, manage and license judges and technical delegates to officiate at USAWE licensed shows.

USAWE currently has:

4- Senior (S) Judges

3- Registered (R) Judges

8- Recorded (r) Judges

8- Learner (L) Judges

36- Technical Delegates (TD)

We have 20 L candidates and 20 Technical Delegates in the pipeline.





LICENSED OFFICIALS (LOC)

2023 Highlights

In June of 2023, the LOC held the largest Licensed Officials training to date in Woodstock, Illinois. The Boso family graciously collaborated with the LOC to provide a wonderful learning environment at the show that they managed for our current LOs and hopeful LOs to build their skills with WAVE Judge Dr. Jose Benito of Spain. The seminar was comprised of two classroom days of lecture, videos and practicing scoring movements. We then moved on to the show where part of the attendees were able to listen in real time to Dr. Benito as he scored rides through our one-way transmitters, while the other half practiced their skills by silent judging where their scores and comments were compared to Dr. Benito's.

2024 Goals

2024 is the year of calibration. What do we mean by that?

Because we are such a large country, it's very challenging to train all of our LOs judge's eye to 'be on the same page'. Videos can only help so much, so what we are planning for this year is to organize shows where there will be a panel of at least two judges for our LOs to attend and to practice judging and have their scores assessed.





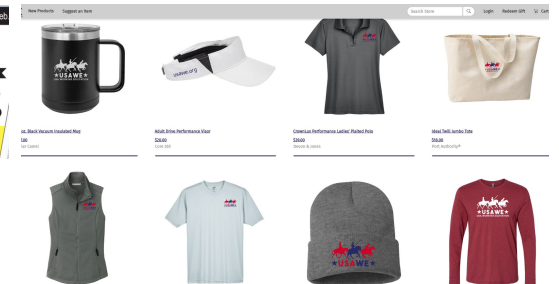
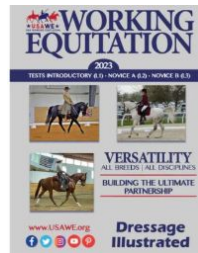
MARKETING & PROMOTION

*Embracing the challenge | Extending the reach | Empowering the horse and rider | Promoting the sport
The best part of WE is YOU!*

COMMUNICATION ★ BRAND RECOGNITION ★ ALLIANCES ★ PROMOTION



Newsletter



Social Media





MEMBERSHIP

Chair: Kate Steffes; **Processors:** Aimee Miller, Willa Rose, Jacqueline Ely

Records all new and renewing memberships. Sends out a membership card and welcome letter to all members and sends out renewal notices each year. Facilitates any changes in membership information and troubleshoots issues.

USAWE Membership (by Region)

Year	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	Region 7	Int'l	Total	Adult	Junior	New	Renewal
2021	271	276	72	55	123	138	107	16	1058	959	99	67	991
2022	250	261	69	62	117	126	77	11	973	875	98	396	577
2023	288	264	79	91	131	137	114	11	1115	993	122	415	700

Accomplishments 2023

Collaborated with Website and Youth for membership educational opportunities

Collaborated with Marketing to determine outreach impact.

Streamlined the membership form responses to provide greater access to pertinent information for all committees

Goals

2024 - Increase membership

Streamline processing process

2025 - Possible lifetime membership

Possible automatic renewal





PROFESSIONAL DEVELOPMENT

Sue Watkins (Chair) - Michelle Lackey (R5) - Stephanie Hayes (R6) - Nicole Chastain (R2) - Seth Marshall (R4) - Rose Watt (R6)

The purpose of the Pro Dev Committee is to develop and provide programs to promote and educate WE professionals of the highest quality while maintaining complete records of all relevant applications and continuing education documentation.

Pro Dev Committee Current Projects

- New Professional Instructor (PI) application and CE format
- USAWE website pages to give members direct access to WE Professionals
- More educational opportunities for CE credits and professional growth

2024 Committee Goals

- Increase benefits for participating PIs
- Improve communication with the PIs
- Engage with other USAWE programs
- Fulfill all committee requirements per policy and procedures
- Quarterly zoom meetings





RULES

Rules Committee

Chair: Jeanne Bond

Members:

Glynn Hoekstra
Leslie Martien
Barbara Price
Amy Star

The Rules committee's role is to ensure that the USAWE Rulebook is complete, accurate, and compliant with WAVE rules at all times.

All changes to the Rulebook must meet three basic criteria:

- Adhere to the spirit of the sport of Working Equitation
- Protect the welfare of the horse
- Ensure a level playing field for all competitors.

Changes to the rulebook are driven by revisions to the WAVE rulebook, rule change proposals submitted by USAWE members, and corrections or clarifications that surface as a result of competition experience.

Change proposals can be submitted on the website (usawe.org>Competitions>U.S. Rules>Rule Changes) up until August 31st of any calendar year.





YOUTH DEVELOPMENT

Promotes youth involvement in Working Equitation.

Committee

Kasey Riddle, Chair

Adrienne Dymesich

Megan Kenney

Judy MacKenzie

Alex Tyson

Bailey Yee

Alyx West

Hilarie Zarazau



LOOKING BACK OVER THE YEAR:

122 youth members

73 youth competed in licensed shows

43 qualified for Zone Championships

USAWE Youth Rider Club Facebook Group

Establishment of Youth Dev. Fund

Membership fees **BENEFITING YOUTH**

Funding from Dressage Illustrated

Funding from USAWE Swag Store

THE FUTURE OF YOUTH in USAWE:

Membership Recruitment for Growth

-Outreach

Membership Retention

-Increasing youth membership

-Financial opportunities

-Education

-Incentives & Opportunities

-Community



DON'T FORGET TO VOTE BY FEBRUARY 5th for the Youth Design!





WEBSITE

Website Committee keeps the website and corporate email addresses current and operating. Addresses and resolves problems as they arise.

The USAWE website has several main purposes which guide content and presentation. We want to attract people to the sport with great images and informative content while at the same time maintain an easy to navigate repository for all of the resources our members, event planners, licensed officials and committee members rely on for their respective needs. We strive to keep our website attractive, informative, easy to navigate, uncluttered, fast-loading, up-to-date, accurate and on-line.

2023 - The Website Committee spent 2023 collaborating with all committees on improving the content and layout of the pages they have information on. Some changes were made to the overall look and feel of the site, including new headers and header images.

2024 - New Homepage design, new photos, subject index, search optimization and more!





BYLAWS REVIEW TASK FORCE

Why: Scheduled Periodic Evaluation and Amendment 2 year cycle (last done 2022)

Process: 3 step process mandated by current bylaws

- **Step 1:** Task force reviews & proposes revisions to Board of Directors; BoD reviews & must achieve $\frac{2}{3}$ majority vote for approval.
- **Step 2:** Once approved, 45 day period for membership review & comment
- **Step 3:** Task Force & BoD review comments & integrate as necessary. BoD vote to finalize ($\frac{2}{3}$ majority again required); Approved final version posted to website and filed with IRS

Timeline: Goal to be completed by November 30, 2024

Process will require coordination with Strategic Planning Task Force & Policy/Procedure revisions

Task Force Members

Kris Blacklock

Marcy Buffington

Tracey Erway

Sara Mackenzie

Kristine Strasburger





STRATEGIC PLANNING TASK FORCE

Task Force Members

Doreen Atkinson

Sara Barnwell

Tracey Erway

Leesa Nero

Kristine Strasburger

In 2024, USAWE will be creating a strategic plan to drive the effective development of programs and use of resources and finances to reach specific and agreed upon goals. This will allow the organization to manage to known and agreed upon tactics, and transition from a reactive to a proactive organization. USAWE has not yet attempted a strategic planning exercise and needs assessment.

Goals

1. to create a framework/process to help develop a strategic plan
2. to develop the plan
3. to put in place an ongoing process for reviewing and measuring the success of the defined plan
4. to specify a process to modify the plan over time if necessary
5. specify how to align the plan with financial goals





Volunteers Are the Heart of USAWE

**All committees & task forces are appointed by the
USAWE Board of Directors**

Interested in serving?

*Please let us know by completing the
[USAWE Members Interested in Volunteering and Serving Form](#)*

*Available on the usawe.org website.
Visit [Community > Committees & Task Forces](#)*



Q & A SESSION

Responses to Membership Questions





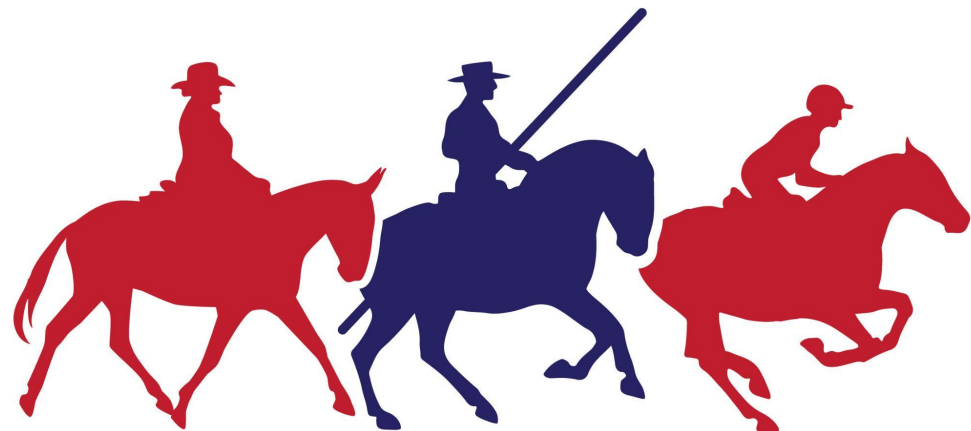
THE PRINCIPLES OF GRACE

- 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



THANK YOU FOR ATTENDING

Next Meeting: Saturday February 1, 2025



★ **USAWE** ★
USA WORKING EQUITATION™

