



# WE UNITED Board of Directors Conference Call

Date:	January 16, 2017	Time:	5:00 pm PST
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Acting Chair in Attendance?  President Julie Alonzo  
 Secretary?  Secretary Bruce W. Menke

President Julie Alonzo called the meeting to order at 7:02 pm PST.

### Members in attendance at roll call

### Members Absent

Last Name	First Name	Title	Last Name	First Name	Title
Alonzo	Julie	President	Perez	Ruth	Director R7
Price	Barbara	President Elect			
Menke	Bruce W.	Secretary			
Luoma	Donna	Treasurer			
Schwartz	Cari	Director R1			
Limond	Polly	Director R2			
Stanko	Chris	Director R3			
Atkinson	Doreen	Director R4			
Peet	Howard	Director R5			
da Silva	Kimberly	Director R6			

Current strength of body was 11. Minimum # for quorum was 6.  
 Members in attendance was 10.

Quorum Achieved

### MEMBERSHIP REQUIREMENTS AND SHOW LICENSING REQUIREMENTS

➤ President Julie Alonzo made a motion to:

**MOTION** *All competitions seeking WE United licensure and that have advertised their competition prize list and set their fees without notice of membership requirement or non-member fees shall be exempt from licensing fees, membership requirements, and non-member fees. This will be in effect until such time as the completed show licensing standards are approved by and published the Board.*

✓ Voting strength of the body was 10. By voice vote the motion carried.

*APPROVE JUDGES DEVELOPMENT PROGRAM*

- President Julie Alonzo made a motion to:

**MOTION**      *Approve the adoption of the Judges Program (v7) and application documents, as appended to these minutes.*

- ✓ Voting strength of the body was 10. By voice vote the motion carried.

*ASSIGN REVIEW/APPROVAL AUTHORITY TO SLOC*

- President Julie Alonzo made a motion to:

**MOTION**      *Assign authority to review and approve show license applications to the Show Licensing and Oversight Committee.*

- ✓ Voting strength of the body was 10. By voice vote the motion carried.

Meeting was adjourned at 7:42pm PST

Bruce W. Menke, Secretary



# WE United Judge Program

*The WE United Judge Program includes a description of steps a person must take prior to earning their initial Judge License. In addition, requirements to advance from Learner Judge to r, R, and Senior (S) judge are described. All WE United judges must maintain their membership in WE United in order to maintain their judge licenses. The Licensed Officials Committee (LOC) will be responsible for reviewing all applications, conducting interviews of applicants, and making recommendations for Licensure Level to the WE United Board of Directors.*

## Initial Application

**1. Submit application** demonstrating background and experience, along with designated processing fee. Application will include:

- A. Competition background
- B. General horse experience
- C. Other Judge licenses (any animal species/disciplines)
- D. 10 references from Show Managers/ WE United members
- E. Current WE United membership

## 2. Attend Official Judge Seminar

Candidate must attend one full seminar regardless of L, r, or R eligibility.

## 3. Successfully pass written, performance, and oral exams.

At the seminar, attendees must score 80% or higher on both rules test/written exam and video or live judging performance exam in scoring multiple rides/multiple levels appropriate for license being awarded. For example, “L” and “r” judges must score 80% or higher on multiple rides at each of Introductory – Intermediate levels, while “R” and “S” judges must score 80% or higher on multiple rides at all levels, Introductory – Masters. In addition, each applicant must successfully complete a personal interview with the LOC, during which they may be asked to respond to a variety of questions related to working equitation, judging, and competitions in general.

Provided all the above are completed successfully, the LOC will recommend that the applicant be granted a WE United Judge license. Initial level of recommendation will depend on applicants’ previous judging experience and the quality of their application materials, including all aspects of the application / seminar process. The standard initial license will be an “L” license, but the LOC may recommend higher licensure if they believe it is justified.

The following LOC recommendations are possible:

- No license recommended.

- Learner license recommended.
- Small “r” license recommended.
- Large “R” license recommended.

## **Learner/ Apprentice Judge—Gaining Experience Through Judging**

Allows judging at Schooling Shows.

No time limit for advancement.

### **Promotion to Small “r” License**

- Officiate at Schooling shows, at least 40 rides (both dressage and EOH)
- Apprentice judge at 2 WE competitions with judges licensed by WE United or a WAVE member country with 2 different judges. Letters of performance from WE United official judges to be reviewed by LOC for recommendation to small 'r'.

### **Small 'r' Judges**

Allows judging Intro to Intermediate level (B-Rated Competitions only)

No time limit for advancement

To maintain “r” license, must judge at least 2 WE United licensed competitions and attend recertification/continuing education seminar(s) approved by WE United every 3 years.

### **Promotion to large 'R'**

- Judge at least 4 WE competitions licensed by WE United or the Confederation for Working Equitation, a minimum of 120 rides at different levels as an 'r' judge.
- Attend recertification/continuing education seminar(s) approved by WE United if more than 3 years since last seminar attended.
- Be reviewed by LOC for recommendation for advancement

### **Large 'R' Judges**

Allows judging all levels at A- and B-Rated and Regional Championship WE Competitions

To maintain “R” license, must judge at least 2 WE competitions licensed by WE United or the Confederation for Working Equitation and attend recertification/continuing education seminar(s) approved by WE United every 3 years.

### **Promotion to 'S'**

- Judge at least 4 WE competitions licensed by WE United or the Confederation of Working Equitation, a minimum of 120 rides at different levels as an 'R' judge.
- Attend recertification/continuing education seminar approved by WE United if more than 3 years since last seminar attended.
- Be reviewed by LOC for recommendation for advancement

### **'S' Judges**

Allows judging all levels at A- and B-Rated, Regional and National Championship WE Competitions

To maintain "S" license, must judge at least 2 WE competitions licensed by WE United or the Confederation for Working Equitation and attend recertification/continuing education seminar approved by WE United every 3 years.

### **International Judge**

The World Association of Working Equitation (WAVE) currently conducts the licensing of International WAVE judges. WE United is committed to working with WAVE to ensure that US judges have the opportunity to become licensed as International judges in the future.

### **Revocation of Judge Licenses**

The WE United Licensed Officials Committee reserves the right to suspend or revoke judge licenses for cause.



# WE United Judge Application: Initial Licensure

Please complete all sections with as much detail as possible, and send your completed application to us at [WorkingEquitationUnited@gmail.com](mailto:WorkingEquitationUnited@gmail.com).

Your Name
Email Address
Mailing Address
Phone #
WE United Membership #
Names & Email Addresses of 10 WE United Members and/or Show Managers who can provide a reference for you, in terms of your experience relevant to becoming a licensed Judge: 1. 2. 3. 4. 5. 6. 7. 8. 9. 10.

The Licensed Officials Committee will review all materials you submit with your application, check your references, and consider the recommendations of the Judge Trainers as well as your scores on the written and performance assessments administered during the Judge Seminar and your responses during the oral interview as they are considering your application. Thus, the information you provide on this application should be as comprehensive as possible.

Please provide information about the following three areas:

- A. Competition background
- B. General horse experience
- C. Other Judge licenses (any animals species / disciplines)

Send your completed application to us at [WorkingEquitationUnited@gmail.com](mailto:WorkingEquitationUnited@gmail.com).



# WE United Judge Application: Promotion Request: L to 'r'

Please complete all sections with as much detail as possible, and send your completed application to us at [WorkingEquitationUnited@gmail.com](mailto:WorkingEquitationUnited@gmail.com) .

Your Name	
Email Address	
Mailing Address	
Phone #	
WE United Membership #	Date(s) of Judge Seminar(s) attended:
<p>Names &amp; Email Addresses of at least 2 WE United or WAVE member country Judges under whom you have apprentice judged. Also, include the date/competition locations at which you served as an apprentice judge.</p> <p>1.</p> <p>2.</p>	
<p>Dates, Locations, &amp; # of rides scored at Schooling Shows at which you have officiated (must have a total of at least 40 rides at schooling shows).</p> <p>Competition #1: Date: _____ Location: _____</p> <p># of Children's Level Riders: _____ # of Introductory Level Riders: _____</p> <p># of Novice A Level Riders: _____ # of Novice B Level Riders: _____</p> <p># of Intermediate A Level Riders: _____ # of Intermediate B Level Riders: _____</p> <p>Name &amp; Email of event organizer: _____</p>	



Competition #2: Date:

Location:

# of Children's Level Riders: \_\_\_\_\_

# of Introductory Level Riders: \_\_\_\_\_

# of Novice A Level Riders: \_\_\_\_\_

# of Novice B Level Riders: \_\_\_\_\_

# of Intermediate A Level Riders: \_\_\_\_\_

# of Intermediate B Level Riders: \_\_\_\_\_

Name & Email of event organizer:

Competition #3: Date:

Location:

# of Children's Level Riders: \_\_\_\_\_

# of Introductory Level Riders: \_\_\_\_\_

# of Novice A Level Riders: \_\_\_\_\_

# of Novice B Level Riders: \_\_\_\_\_

# of Intermediate A Level Riders: \_\_\_\_\_

# of Intermediate B Level Riders: \_\_\_\_\_

Name & Email of event organizer:

Competition #4: Date:

Location:

# of Children's Level Riders: \_\_\_\_\_

# of Introductory Level Riders: \_\_\_\_\_

# of Novice A Level Riders: \_\_\_\_\_

# of Novice B Level Riders: \_\_\_\_\_

# of Intermediate A Level Riders: \_\_\_\_\_

# of Intermediate B Level Riders: \_\_\_\_\_

Name & Email of event organizer:

Competition #5: Date:

Location:

# of Children's Level Riders: \_\_\_\_\_

# of Introductory Level Riders: \_\_\_\_\_

# of Novice A Level Riders: \_\_\_\_\_

# of Novice B Level Riders: \_\_\_\_\_

# of Intermediate A Level Riders: \_\_\_\_\_

# of Intermediate B Level Riders: \_\_\_\_\_

Name & Email of event organizer:

Competition #6: Date: _____	Location: _____
# of Children's Level Riders: _____	# of Introductory Level Riders: _____
# of Novice A Level Riders: _____	# of Novice B Level Riders: _____
# of Intermediate A Level Riders: _____	# of Intermediate B Level Riders: _____
Name & Email of event organizer: _____	
Competition #7: Date: _____	Location: _____
# of Children's Level Riders: _____	# of Introductory Level Riders: _____
# of Novice A Level Riders: _____	# of Novice B Level Riders: _____
# of Intermediate A Level Riders: _____	# of Intermediate B Level Riders: _____
Name & Email of event organizer: _____	

The Licensed Officials Committee will review all materials you submit with your application, check your references, and consider your responses during the oral interview as they are reviewing your application for promotion. Thus, the information you provide on this application should be as comprehensive as possible.

Please provide information about the following three areas, as well as any additional information that you believe supports your promotion file:

- A. Competition background
- B. General horse experience
- C. Other Judge licenses (any animal species / disciplines)



# WE United Judge Application: Promotion Request: 'r' to 'R'

Your Name	
Email Address	
Mailing Address	
Phone #	
WE United Membership #	Date(s) of Judge Seminar(s) attended:
<p>Dates, Locations, &amp; # of rides scored at Licensed Shows at which you have officiated (must have a total of at least 120 rides, across a minimum of 4 shows licensed by WE United or the Confederation for Working Equitation).</p> <p>Competition #1: Date: _____ Location: _____</p> <p># of Children's Level Riders: _____ # of Introductory Level Riders: _____</p> <p># of Novice A Level Riders: _____ # of Novice B Level Riders: _____</p> <p># of Intermediate A Level Riders: _____ # of Intermediate B Level Riders: _____</p> <p>Name &amp; Email of event organizer: _____</p>	
<p>Competition #2: Date: _____ Location: _____</p> <p># of Children's Level Riders: _____ # of Introductory Level Riders: _____</p> <p># of Novice A Level Riders: _____ # of Novice B Level Riders: _____</p> <p># of Intermediate A Level Riders: _____ # of Intermediate B Level Riders: _____</p> <p>Name &amp; Email of event organizer: _____</p>	

Competition #3: Date:

Location:

# of Children's Level Riders: \_\_\_\_\_

# of Introductory Level Riders: \_\_\_\_\_

# of Novice A Level Riders: \_\_\_\_\_

# of Novice B Level Riders: \_\_\_\_\_

# of Intermediate A Level Riders: \_\_\_\_\_

# of Intermediate B Level Riders: \_\_\_\_\_

Name & Email of event organizer:

Competition #4: Date:

Location:

# of Children's Level Riders: \_\_\_\_\_

# of Introductory Level Riders: \_\_\_\_\_

# of Novice A Level Riders: \_\_\_\_\_

# of Novice B Level Riders: \_\_\_\_\_

# of Intermediate A Level Riders: \_\_\_\_\_

# of Intermediate B Level Riders: \_\_\_\_\_

Name & Email of event organizer:

Competition #5: Date:

Location:

# of Children's Level Riders: \_\_\_\_\_

# of Introductory Level Riders: \_\_\_\_\_

# of Novice A Level Riders: \_\_\_\_\_

# of Novice B Level Riders: \_\_\_\_\_

# of Intermediate A Level Riders: \_\_\_\_\_

# of Intermediate B Level Riders: \_\_\_\_\_

Name & Email of event organizer:

Competition #6: Date:

Location:

# of Children's Level Riders: \_\_\_\_\_

# of Introductory Level Riders: \_\_\_\_\_

# of Novice A Level Riders: \_\_\_\_\_

# of Novice B Level Riders: \_\_\_\_\_

# of Intermediate A Level Riders: \_\_\_\_\_

# of Intermediate B Level Riders: \_\_\_\_\_

Name & Email of event organizer:

Competition #7: Date:

Location:

# of Children's Level Riders: \_\_\_\_\_

# of Introductory Level Riders: \_\_\_\_\_

# of Novice A Level Riders: \_\_\_\_\_

# of Novice B Level Riders: \_\_\_\_\_

# of Intermediate A Level Riders: \_\_\_\_\_

# of Intermediate B Level Riders: \_\_\_\_\_

Name & Email of event organizer:

Competition #8: Date:

Location:

# of Children's Level Riders: \_\_\_\_\_

# of Introductory Level Riders: \_\_\_\_\_

# of Novice A Level Riders: \_\_\_\_\_

# of Novice B Level Riders: \_\_\_\_\_

# of Intermediate A Level Riders: \_\_\_\_\_

# of Intermediate B Level Riders: \_\_\_\_\_

Name & Email of event organizer:

Competition #9: Date:

Location:

# of Children's Level Riders: \_\_\_\_\_

# of Introductory Level Riders: \_\_\_\_\_

# of Novice A Level Riders: \_\_\_\_\_

# of Novice B Level Riders: \_\_\_\_\_

# of Intermediate A Level Riders: \_\_\_\_\_

# of Intermediate B Level Riders: \_\_\_\_\_

Name & Email of event organizer:

Competition #10: Date:

Location:

# of Children's Level Riders: \_\_\_\_\_

# of Introductory Level Riders: \_\_\_\_\_

# of Novice A Level Riders: \_\_\_\_\_

# of Novice B Level Riders: \_\_\_\_\_

# of Intermediate A Level Riders: \_\_\_\_\_

# of Intermediate B Level Riders: \_\_\_\_\_

Name & Email of event organizer:

The Licensed Officials Committee will review all materials you submit with your application, check your references, and consider your responses during the oral interview as they are reviewing your application for promotion. Thus, the information you provide on this application should be as comprehensive as possible.

Please provide information about the following three areas, as well as any additional information that you believe supports your promotion file:

- A. Competition background
- B. General horse experience
- C. Other Judge licenses (any animal species / disciplines)

Send your completed application to us at [WorkingEquitationUnited@gmail.com](mailto:WorkingEquitationUnited@gmail.com).



# WE United Judge Application: Promotion Request: 'R' to 'S'

Your Name	
Email Address	
Mailing Address	
Phone #	
WE United Membership #	Date(s) of Judge Seminar(s) attended:
<p>Dates, Locations, &amp; # of rides scored at Licensed Shows at which you have officiated (must have a total of at least 120 rides, across a minimum of 4 shows licensed by WE United or the Confederation for Working Equitation).</p> <p>Competition #1: Date: _____ Location: _____</p> <p># of Children's Level Riders: _____ # of Introductory Level Riders: _____</p> <p># of Novice A Level Riders: _____ # of Novice B Level Riders: _____</p> <p># of Intermediate A Level Riders: _____ # of Intermediate B Level Riders: _____</p> <p># of Advanced Level Riders: _____ # of Masters Level Riders: _____</p> <p>Name &amp; Email of event organizer: _____</p>	

Competition #2: Date:

Location:

# of Children's Level Riders: \_\_\_\_\_

# of Introductory Level Riders: \_\_\_\_\_

# of Novice A Level Riders: \_\_\_\_\_

# of Novice B Level Riders: \_\_\_\_\_

# of Intermediate A Level Riders: \_\_\_\_\_

# of Intermediate B Level Riders: \_\_\_\_\_

# of Advanced Level Riders: \_\_\_\_\_

# of Masters Level Riders: \_\_\_\_\_

Name & Email of event organizer:

Competition #3: Date:

Location:

# of Children's Level Riders: \_\_\_\_\_

# of Introductory Level Riders: \_\_\_\_\_

# of Novice A Level Riders: \_\_\_\_\_

# of Novice B Level Riders: \_\_\_\_\_

# of Intermediate A Level Riders: \_\_\_\_\_

# of Intermediate B Level Riders: \_\_\_\_\_

# of Advanced Level Riders: \_\_\_\_\_

# of Masters Level Riders: \_\_\_\_\_

Name & Email of event organizer:

Competition #4: Date:

Location:

# of Children's Level Riders: \_\_\_\_\_

# of Introductory Level Riders: \_\_\_\_\_

# of Novice A Level Riders: \_\_\_\_\_

# of Novice B Level Riders: \_\_\_\_\_

# of Intermediate A Level Riders: \_\_\_\_\_

# of Intermediate B Level Riders: \_\_\_\_\_

# of Advanced Level Riders: \_\_\_\_\_

# of Masters Level Riders: \_\_\_\_\_

Name & Email of event organizer:



Competition #5: Date:

Location:

# of Children's Level Riders: \_\_\_\_\_

# of Introductory Level Riders: \_\_\_\_\_

# of Novice A Level Riders: \_\_\_\_\_

# of Novice B Level Riders: \_\_\_\_\_

# of Intermediate A Level Riders: \_\_\_\_\_

# of Intermediate B Level Riders: \_\_\_\_\_

# of Advanced Level Riders: \_\_\_\_\_

# of Masters Level Riders: \_\_\_\_\_

Name & Email of event organizer:

Competition #6: Date:

Location:

# of Children's Level Riders: \_\_\_\_\_

# of Introductory Level Riders: \_\_\_\_\_

# of Novice A Level Riders: \_\_\_\_\_

# of Novice B Level Riders: \_\_\_\_\_

# of Intermediate A Level Riders: \_\_\_\_\_

# of Intermediate B Level Riders: \_\_\_\_\_

# of Advanced Level Riders: \_\_\_\_\_

# of Masters Level Riders: \_\_\_\_\_

Name & Email of event organizer:

Competition #7: Date:

Location:

# of Children's Level Riders: \_\_\_\_\_

# of Introductory Level Riders: \_\_\_\_\_

# of Novice A Level Riders: \_\_\_\_\_

# of Novice B Level Riders: \_\_\_\_\_

# of Intermediate A Level Riders: \_\_\_\_\_

# of Intermediate B Level Riders: \_\_\_\_\_

# of Advanced Level Riders: \_\_\_\_\_

# of Masters Level Riders: \_\_\_\_\_

Name & Email of event organizer:

Competition #8: Date:

Location:

# of Children's Level Riders: \_\_\_\_\_

# of Introductory Level Riders: \_\_\_\_\_

# of Novice A Level Riders: \_\_\_\_\_

# of Novice B Level Riders: \_\_\_\_\_

# of Intermediate A Level Riders: \_\_\_\_\_

# of Intermediate B Level Riders: \_\_\_\_\_

# of Advanced Level Riders: \_\_\_\_\_

# of Masters Level Riders: \_\_\_\_\_

Name & Email of event organizer:

Competition #9: Date:

Location:

# of Children's Level Riders: \_\_\_\_\_

# of Introductory Level Riders: \_\_\_\_\_

# of Novice A Level Riders: \_\_\_\_\_

# of Novice B Level Riders: \_\_\_\_\_

# of Intermediate A Level Riders: \_\_\_\_\_

# of Intermediate B Level Riders: \_\_\_\_\_

# of Advanced Level Riders: \_\_\_\_\_

# of Masters Level Riders: \_\_\_\_\_

Name & Email of event organizer:

Competition #10: Date:

Location:

# of Children's Level Riders: \_\_\_\_\_

# of Introductory Level Riders: \_\_\_\_\_

# of Novice A Level Riders: \_\_\_\_\_

# of Novice B Level Riders: \_\_\_\_\_

# of Intermediate A Level Riders: \_\_\_\_\_

# of Intermediate B Level Riders: \_\_\_\_\_

# of Advanced Level Riders: \_\_\_\_\_

# of Masters Level Riders: \_\_\_\_\_

Name & Email of event organizer:

The Licensed Officials Committee will review all materials you submit with your application, check your references, and consider your responses during the oral interview as they are reviewing your application for promotion. Thus, the information you provide on this application should be as comprehensive as possible.

Please provide information about the following three areas, as well as any additional information that you believe supports your promotion file:

- A. Competition background
- B. General horse experience
- C. Other Judge licenses (any animal species / disciplines)