



WE UNITED BOARD OF DIRECTORS Conference Call

Date:	October 30, 2018	Time:	5:30 pm PDT
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President in Attendance? - Barbara Price
 Secretary? - Julie Alonzo

Members in attendance at roll call

Members Absent

Last Name	First Name	Title	Last Name	First Name	Title
Price	Barbara	President	Perez	Ruth	Director R7
Limond	Polly	President Elect			
O'Shaughnessy	Erin	Treasurer			
Alonzo	Julie	Secretary			
Schwartz	Cari	Director R1			
Pinney	Sarah	Director R2			
Martien	Leslie	Director R3			
Atkinson	Doreen	Director R4			
Blacklock	Kris	Director R5			
Da Silva	Kimberly	Director R6			

Members in attendance after roll call

Last Name	First Name	Title

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

Quorum Achieved

President Barbara Price called the meeting to order at 5:32 pm PST

VOTE ON JUDGE PROMOTION

Motion by Doreen Atkinson to grant a WE United 'r' judge license to Erica Peet. Erica currently holds an 'L' judge license and, according to Doreen, has successfully completed the requirements for an 'r' judge license.

➤ Doreen Atkinson, Chair of the Licensed Officials Committee, made a motion to:

MOTION The WE United Board of Directors hereby votes to grant Erica Peet an 'r' judge license, effective October 30, 2018.

Motion was seconded by Kris Blacklock.

✓ Voting strength of the body was 10. The motion carried unanimously by voice vote.

WE UNITED JUDGE EDUCATION AND LICENSING PROTOCOL

A motion is being brought forward by the Judge Program Development Committee (JPDC) to adopt a new protocol for the WE United Licensed Officials Program. JPDC members Cari Schwartz and Nicole Price have been working for several months with the Confederation to align the two organizations' Licensed Officials requirements. By doing so, we would take an important step toward a combined Licensed Officials protocol that would better serve current and prospective working equitation officials, and completing another requirement for obtaining an international protocol.

Barbara Price, President, noted in the meeting materials that should the program be adopted by WE United, all Confederation references would be replaced with WE United for our version.

Doreen Atkinson, R4 Director and Chair of the Licensed Officials Committee, provided the following comments: There are some areas the LOC cannot agree with. She would like time for the LOC to work with the Judge Program Development Committee to modify the program.

Cari Schwartz, R1 Director and member of the Judge Program Development Committee, provided additional background on the proposal. She explained that the document presented to the Board represents a collaborative effort on the part of both WE United and the Confederation. She shared that WAVE International Judge Trainer Antonio Vicente expressed how positive he felt it was that the two associations here are collaborating on officials training and licensing. She explained that although she does not feel it is a perfect application, she does believe it is an important step forward. The Confederation incorporated about 80% of the suggestions made by the WE United Judge Program Development Committee back in January. (e.g., the incorporation of options for live judging at a show/schooling show or video judging).

Polly Limond, President Elect, expressed some concerns about some of the continuing education comments, such as judging video-taped rides / riding in a licensed show (not sure how those things make a person a better judge).

Erin O'Shaughnessy, Treasurer, explained that she was unclear

Julie Alonzo, Secretary, made the following suggestions for revisions to the document:

Replace all Confederation references with WE United references for our version.

Section 1.2.1. Remove the requirement that judges maintain professional liability insurance (this is already covered by the insurance required of all shows, with WE United named as additional insured).

Section 1.2.2. Remove the “Note” related to “L” judges not being eligible for promotion on the basis of having attended a Judge training seminar with a WAVE Judge. The reason for striking this prohibition is that for those coming in with a great deal of prior knowledge/judging experience and education, the intensive seminar, along with the other requirements included in this section, may prove sufficient.

Section 1.2.3. Remove the “Note” related to “r” judges not being eligible for promotion on the basis of having attended a Judge training seminar with a WAVE Judge. The reason for striking this prohibition is that for those coming in with a great deal of prior knowledge/judging experience and education, the intensive seminar, along with the other requirements included in this section, may prove sufficient.

Section 1.3. Remove the stipulation that written proof of attendance/participation be limited to one pdf or Word document. The reason for striking this language is that it may not be possible to provide proof of participation at multiple events in a single document (e.g., one may receive a one-page certificate of attendance from a judge seminar, and also need to document show participation through a show report or scoresheets (which would require multiple pages).

Section 1.4 - Replace language in this section and replace with existing WE United policy (Board approved) of recognizing WAVE judges with no restrictions, and having the Board approve judges from WAVE member nations who do not hold WAVE International Judge licenses on a case by case basis.

Maintain the paragraph related to providing a copy of the relevant license(s) for International judges.

Section 1.5 - Consider striking. The reason for this suggestion is that this appears to be more of a Show Licensing and Oversight matter than a Licensed Officials matter. WE United grants 10 days after the end of the competition for show results and fees to be sent to us. Requiring Show Managers to complete an evaluation of the judge within 7 days after the competition (although it might be a good idea) does not seem to ‘fit’ here (within the document describing the Licensed Officials Program).

Section 2.4 – Consider striking the section on having TDs attend clinics (Category 2), as clinic attendance focused on riding does not seem to be an area of continuing education relevant to the job of TD. Extend the timeframe in which TDs must complete a minimum of two of the continuing education requirements (from the two categories remaining) to three years, to match the requirement that they must attend a seminar covering

rules/ethics and practical application every 3 years. This change will align the requirements so they match.

Sarah Pinney, R2 Director, indicated that she would like to see us move toward something like this, more formal than our existing program. She does favor finding ways to align more closely with the Confederation.

Leslie Martien, R4, really thinks that the two organizations need to come together, with a single licensing and training approach, and – eventually – a single organization. She thinks it is important that both organizations are committed to continuing to work together to improve the sport. She thinks having coordinated officials licensing between the two organizations will be beneficial for show management, competitors, and officials.

Kris Blacklock, R5, agrees with Leslie. She believes it is important we come together and have one licensed officials program.

Kimberly da Silva, R6, asks what happens if an official wants to gain more experience in another country (such as judging in Brazil). She supports the idea of collaborating with the Confederation and reminds the Board that there are always compromises, just as there were with the Rules document.

➤ President Barbara Price made a motion to:

MOTION The WE United Board of Directors hereby votes to adopt the proposed Licensed Officials Program dated September 2018.

This program will be effective as of December 1, 2018 and will supersede the existing program in its entirety. Any officials' [Judge or TD] candidate who submitted their application prior to December 1, 2018 has one (1) year to complete their requirements under the previous program.

Motion was seconded by Cari Schwartz.

➤ Secretary Julie Alonzo made a motion to amend the motion:

MOTION Amend the main motion in the following ways:

Replace all Confederation references would be replaced with WE United for our version

Section 1.2.1. Remove the requirement that judges maintain professional liability insurance (this is already covered by the insurance required of all shows, with WE United named as additional insured).

Section 1.2.2. Remove the “Note” related to “L” judges not being eligible for promotion on the basis of having attended a Judge training seminar with a WAVE Judge. The reason for striking this prohibition is that for those coming in with a great deal of prior knowledge/judging experience and education, the intensive seminar, along with the other requirements included in this section, may prove sufficient.

Section 1.2.3. Remove the “Note” related to “r” judges not being eligible for promotion on the basis of having attended a Judge training seminar with a WAVE Judge. The reason for striking this prohibition is that for those coming in with a great deal of prior knowledge/judging experience and education, the intensive seminar, along with the other requirements included in this section, may prove sufficient.

Section 1.3. Remove the stipulation that written proof of attendance/participation be limited to one pdf or Word document. The reason for striking this language is that it may not be possible to provide proof of participation at multiple events in a single document (e.g., one may receive a one-page certificate of attendance from a judge seminar, and also need to document show participation through a show report or scoresheets (which would require multiple pages).

Section 1.4 - Replace language in this section and replace with existing WE United policy (Board approved) of recognizing WAVE judges with no restrictions, and having the Board approve judges from WAVE member nations who do not hold WAVE International Judge licenses on a case by case basis.

Maintain the paragraph related to providing a copy of the relevant license(s) for International judges.

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Section 2.4 – Consider striking the section on having TDs attend clinics (Category 2), as clinic attendance focused on riding does not seem to be an area of continuing education relevant to the job of TD. Extend the timeframe in which TDs must complete a minimum of two of the continuing education requirements (from the two categories remaining) to three years, to match the requirement that they must attend a seminar covering rules/ethics and practical application every 3 years. This change will align the requirements so they match.

This program will be effective as of December 1, 2018 and will supersede the existing program in its entirety. Any officials’ [Judge or TD] candidate who submitted their application prior to December 1, 2018 has one (1) year to complete their requirements under the previous program.

✓ Voting strength of the body was 10. The motion to amend carried by roll call, with 9 in favor and 1 opposed.

Main Motion, as Ammended:

MOTION The WE United Board of Directors hereby votes to adopt the proposed Licensed Officials Program dated September 2018, with the following amendments. Replace all Confederation references would be replaced with WE United for our version

Section 1.2.1. Remove the requirement that judges maintain professional liability insurance (this is already covered by the insurance required of all shows, with WE United named as additional insured).

Section 1.2.2. Remove the “Note” related to “L” judges not being eligible for promotion on the basis of having attended a Judge training seminar with a WAVE Judge. The reason for striking this prohibition is that for those coming in with a great deal of prior knowledge/judging experience and education, the intensive seminar, along with the other requirements included in this section, may prove sufficient.

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✓ Voting strength of the body was 10. The motion carried by roll call with 9 in favor, 1 opposed.

2019 LICENSED OFFICIALS SEMINAR

Julie Alonzo and Polly Limond provided additional information about the Licensed Officials Seminar being planned for San Diego April 4-8, 2019.

FINANCIAL UPDATE

Treasurer Erin O'Shaughnessy provided an overview for the Board on financials to date (see attached quarterly report). She was on hand to answer any questions by the Board, but no questions were asked.

ITEMS FOR NOTATION

- WE United voting ballots will go out November 1, 2018 via email to all members eligible to vote.
- We need several additional committee members for next year, including but not limited to, the Show Licensing Committee and the Awards Committee.
- A suggestion has been made by Barbara Price that the WE United Board adopt new or revised existing policies regarding board member participation. The WE United bylaws require a quorum for telephonic meetings to proceed, and unanimous participation for email decisions/votes. Under current parameters, when we have members who do not participate it makes it difficult to do business. Further, their regions are not being adequately represented.
- A letter of reprimand was issued earlier this month to a board member, and a copy of that letter has been included with this meeting agenda/package for the official record.
- Polly Limond spoke to the manager of the Del Mar Horse Park related to the contract for the facility for the 2019 National Championship. She will share the contract with the Board when she receives them.

Meeting was adjourned at 6:42 pm, Pacific Daylight Time.

WE United

STATEMENT OF ACTIVITY

January 1 - October 28, 2018

	TOTAL
Revenue	
Contribution/Donation Income	10.40
Income	
Show Income	
Show Entry Fees	751.80
Show Licensing Fees	1,219.00
Show Sponsorship	80.00
Total Show Income	2,050.80
Total Income	2,050.80
Membership Dues	12,662.00
Refund/Reimbursement Income	0.00
Sales	-564.98
Website Training Commission	140.00
Total Revenue	\$14,298.22
GROSS PROFIT	\$14,298.22
Expenditures	
Advertising	587.67
Awards & Ribbons	885.06
Copying & Printing	518.53
Dues & Subscriptions	549.50
Insurance - Liability	726.00
Insurance -Director & Officer	595.00
Legal & Professional Fees	
Accounting	831.25
Total Legal & Professional Fees	831.25
License Fees	50.00
PayPal Fees	511.52
Postage & Delivery	39.56
Printing & Copying	206.62
Supplies & Materials	
Show Supplies	309.19
Total Supplies & Materials	309.19
Taxes	90.00
Total Expenditures	\$5,899.90
NET OPERATING REVENUE	\$8,398.32
Other Revenue	
Interest Earned	0.50
Total Other Revenue	\$0.50
Other Expenditures	
Miscellaneous	0.00
Total Other Expenditures	\$0.00
NET OTHER REVENUE	\$0.50

	TOTAL
NET REVENUE	\$8,398.82

WE United

STATEMENT OF FINANCIAL POSITION

As of October 28, 2018

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
PayPal	12,101.15
Umpqua Bank Checking	1,740.33
US Bank Checking #2127	6,740.45
Total Bank Accounts	\$20,581.93
Other Current Assets	
Undeposited Funds	0.00
Total Other Current Assets	\$0.00
Total Current Assets	\$20,581.93
TOTAL ASSETS	
	\$20,581.93
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Suspense	0.00
Total Other Current Liabilities	\$0.00
Total Current Liabilities	\$0.00
Total Liabilities	\$0.00
Equity	
Retained Earnings	12,183.11
Net Revenue	8,398.82
Total Equity	\$20,581.93
TOTAL LIABILITIES AND EQUITY	\$20,581.93



October 8, 2018
Julie Alonzo
Secretary, WE United

RE: Supplemental Technical Delegate Report
Dated: September 26, 2018
By: WE United Technical Delegate Doreen Atkinson
Event: 2018 Andalusian World Cup, WE United Licensed Competition

Dear Julie,

As you're already aware, a formal complaint has been filed against you by WE United Technical Delegate Doreen Atkinson for interference with the duties and responsibilities of horse show management during the Andalusian World Cup held last month in Las Vegas, Nevada. The details pertaining to this complaint are outlined in the official Supplemental Technical Delegate Report provided with this letter.

The WE United Board of Directors and Show Licensing Oversight Committee members have been informed of this incident, provided with Ms. Atkinson's report and complaint, and asked to respond as to their suggested course of action. A majority of the directors/members have responded via email correspondence, and, of those, unanimously advised a letter of reprimand with stated consequences for any future breach of propriety or complaint of interference with a licensed Working Equitation horse show (regardless of licensing organization).

All members of the WE United Board of Directors are expected to follow and uphold horse show competition rules as outlined in the United States Rules for Working Equitation. Contained within this rule book are provisions which call for any competition protest to be handled through the Technical Delegate. Further, there is a formal appeals process outlined. The rules also state that any competitor or their representative who violates these rules may be subject to disciplinary action and/or fines by the licensing organization (Sections 4.9 and 4.10).

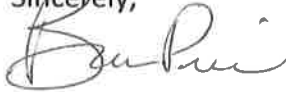
Your actions in directly contacting other show competitors and attempting to revise show results, as outlined in the complaint and as you have agreed is the case, is in direct violation of the rules. Additionally, we find this type of interference and intention to act on behalf of WE United outside of the scope of your responsibilities to be in violation of the standards expected of our board members.

Given the current complaint addressed above, and that our board has fielded two previous complaints from Confederation officials regarding your publicly posting show results without

the consent of show management, the WE United Board of Directors issues the following directive:

This letter is to be construed as an Official Letter of Reprimand advising of a lack of professional conduct determined by both the previous actions of posting unofficial results and, in particular, the actions outlined in the Supplemental Technical Delegate Report dated September 26, 2018. Any future similar conduct or other actions deemed unprofessional will result in a more severe sanction, up to and including removal from the WE United Board of Directors.

Sincerely,

A handwritten signature in cursive script, appearing to read "Barbara Price".

Barbara Price
President, WE United