



# WE UNITED BOARD OF DIRECTORS Conference Call

Date:	April 23, 2019	Time:	5:30 pm PST
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President in Attendance?  - Polly Limond  
 Secretary?  - Aimee Ziller

### Members in attendance at roll call

### Members Absent

Last Name	First Name	Title	Last Name	First Name	Title
Limond	Polly	President			
			Price	Barbara	Past President
Alonzo	Julie	President Elect			
O'Shaughnessy	Erin	Treasurer			
Ziller	Aimee	Secretary			
Schwartz	Cari	Director R1			
Pinney	Sarah	Director R2			
			Martien	Leslie	Director R3
Pantaze	Kiki	Director R4			
Blacklock	Kris	Director R5			
Dornon	Barry	Director R6			
			Walters	Heather	Director R7

### Members in attendance after roll call

Last Name	First Name	Title

### Guests in attendance

Last Name	First Name	Title

Current strength of body was 12. Minimum # for quorum was 7. Members in attendance was 9.

Quorum Achieved

President Polly Limond called the meeting to order at 5:32 pm, Pacific.

*APPROVAL OF LAST MEETING MINUTES*

- Polly Limond made a motion to:

**MOTION**

Approve minutes from March 5, 2019 board meeting.

- ✓ Motion was seconded by Julie Alonzo. Voting strength of the body was 9. The vote on the motion was 9 ayes, and 0 nays: Motion carried unanimously.

*RECAP OF US LICENSED OFFICIALS SEMINAR*

President Polly Limond reported that the Licensed Officials seminar held April 4-8 in San Diego, CA was a really great success. It was a meeting of the minds with people from all over the US and Canada. Nearly 20 judge candidates were tested and 12-15 TD candidates.

*PROPOSAL FROM LOC TO APPROVE THREE JUDGE AND TD CANDIDATES*

President Polly Limond conveyed that the Licensed Officials Committee had proposed the approval of Jill Barron as an ( r ) judge, Sarah Pinney as an ( L ) judge, Kris Blacklock as a TD and Jill Barron as a TD.

Jill Barron's qualifications as a judge candidate were discussed.

- Polly Limond made a motion to:

**MOTION**

Approve Jill Barron as recommended by the Licensed Officials Committee for a Recorded ( r ) judge's card.

- ✓ Motion was seconded by Kiki Pantaze. Voting strength of the body was 9. The vote on the motion was 9 ayes, and 0 nays: Motion carried unanimously.

It was agreed to postpone discussion of Sarah Pinney and Kris Blacklock until the end of the meeting, as they will recuse themselves from those votes.

Jill Barron's qualifications as a Technical Delegate candidate were discussed.

- Polly Limond made a motion to:

**MOTION**

Approve Jill Barron for a Technical Delegate license, as recommended by the Licensed Officials Committee.

- ✓ Motion was seconded by Kiki Pantaze. Voting strength of the body was 9. The vote on the motion was 6 ayes, and 3 nays: Motion carried.

*APPOINT NEW MEMBER(S) TO THE LOC*

President Polly Limond shared that the Licensed Officials Committee currently consists of Doreen Atkinson as chair, Rebecca Algar as a member and Polly Limond as an ex officio member. She indicated that it would be good to add some diversity to the committee by adding members who are not licensed officials themselves.

Several board members shared that Andrea Sullivan (CA), Jessica Mosbaugh (CA), Eleanor Thomas (IL) and Kellee Campbell (TX) have expressed interest in serving on the LOC.

Barry Dornon was suggested as a candidate and he agreed that he would be willing to serve. Strengths and challenges of the above mentioned candidates were discussed.

It was clarified that five committee members would be ideal.

It was agreed that prudence would indicate approving two new members at this meeting and waiting on the third to allow time for further research on potential candidates.

➤ Polly Limond made a motion to:

**MOTION**

Approve Andrea Sullivan and Barry Dornon as new members of the Licensed Officials Committee.

✓ Motion was seconded by Kris Blacklock. Voting strength of the body was 8. The vote on the motion was 8 ayes, and 0 nays: Motion carried unanimously.

Barry Dornon was recused from this vote.

*DISCUSSION AND APPROVAL OF CODE OF CONDUCT, SOCIAL MEDIA POLICY AND CONFIDENTIALITY AGREEMENTS*

➤ Polly Limond made a motion to:

**MOTION**

Approve Code of Conduct, Social Media Policy and Confidentiality Agreement documents as presented.

✓ Motion was seconded by Julie Alonzo. The floor was opened for discussion.

Each board member was asked to share their opinions on the above mentioned documents. Questions and concerns were discussed. Kiki Pantaze suggested that a Code of Conduct and Grievance Panel should be in place for everyone (not just licensed officials) before specific policies are applied. She also recommended that legal counsel should review such documents for adherence to 501(c)(3) limitations before we proceed. It was agreed that the lawyer should be licensed in Oregon.

➤ Polly Limond made a motion to:

**MOTION**

Table above motion until next board meeting.

✓ No vote was held.

## *DISCUSSION OF PROFESSIONAL EQUESTRIAN PROGRAM*

President Polly Limond posed the question of whether we should eliminate the Professional Equestrian Program and replace it with a WE United Professional of the Year award. Alternatively, should we instead form a committee to assess and approve these applications? Julie Alonzo provided some background information on this program and indicated that it is currently very difficult to qualify. Polly suggested that a Professional of the Year award could be open to nominations and Julie clarified that it could be voted on by the membership.

➤ Julie Alonzo made a motion to:

### **MOTION**

Discontinue Professional Equestrian Program and remove it from the WE United web site.

- ✓ Motion was seconded by Barry Dornon. Voting strength of the body was 9. The vote on the motion was 9 ayes, and 0 nays: Motion carried unanimously.

➤ Julie Alonzo made a motion to:

### **MOTION**

Add Working Equitation Professional of the Year award to our annual election ballot.

- ✓ Motion was seconded by Polly Limond. Voting strength of the body was 9. The vote on the motion was 9 ayes, and 0 nays: Motion carried unanimously.

## *NORTH AMERICAN CHAMPIONSHIP UPDATE*

President Polly Limond indicated that she is working on the official venue contract. We have a few donations, but she asked that anyone with connections to large equestrian companies reach out as well. Cari Schwartz said that entries are trickling in. Julie Alonzo stated that there are 23 or 24 entries so far.

## *REGIONAL NEWS*

Region 1 – Cari Schwartz: Shows are filling to capacity with waiting lists. People are asking for more shows in the area.

Region 2 – Sarah Pinney: Region 2 has a healthy WE community with lots of full shows, including NA Championship. Sarah is being asked to teach more clinics and there are cattle clinics and two shows with cattle trial coming up.

President Polly Limond formally welcomed Kiki Pantaze as our new Region 4 director. Region 4 – Kiki Pantaze: Interesting dynamics in Region 4. There are a handful of WE United people in TX/OK. Kiki has friends in AR/LA and would like to reach out to try and get Working Eq

going in that area. Kiki has spoken with her Confederation counterpart, who is also interested in bridging the gap between organizations.

Region 5 – Kris Blacklock: Many people have dual memberships in Region 5. Clinics are starting up and there are eight shows scheduled. Kris noted that the gaited community is excited to be involved with Working Equitation. She said numbers are down at the shows and wondered if maybe people are training for the next level.

Region 6 – Barry Dornon: April clinic is almost full. There is a schooling show in June and they are trying to get the region's first rated show set up for August.

#### *DISCUSSION AND VOTE ON LEADERBOARD POINTS PROPOSAL*

Significant discussion of a proposed revision to the way leaderboard points are calculated has taken place among board members via email prior to this meeting. Kris Blacklock explained that the Awards Committee is looking at how to revise the current structure of this program because the last membership survey indicated a desire for change.

A suggestion being discussed was for points to be based on Dressage and EOH score averages rather than the number of competitors in a class and also whether or not to award a single point for completion of the speed phase, regardless of placing.

Barry Dornon strongly felt that the awards program should be based on showing, not just two scores.

Aimee Ziller suggested giving standard weighted points for the speed placing, not based on the number of entrants.

Polly Limond noted that Antonio Vicente mentioned that we need to encourage people to ride speed for speed, which is in the spirit of the sport.

Julie Alonzo didn't want a DQ to result in no points at all from that show.

Julie Alonzo posed the question of whether or not we need to keep all three awards at each level (i.e. Horse/Rider Pair, Horse, Rider). Do we have too many awards or do more awards encourage participation?

Cari Schwartz suggested a Horse of the Year Award.

It was agreed that this subject should be tabled for more input from the membership.

#### *2019 BUDGET*

Treasurer Erin O'Shaughnessy indicated that she is waiting on a couple of missing pieces from Polly Limond and Julie Alonzo to finish the budget.

Polly stated that she will send an email out to all board members once the budget is received.

Sarah Pinney and Kris Blacklock left the call at 7:26 pm, Pacific.

*PROPOSAL FROM LOC TO APPROVE THREE JUDGE AND TD CANDIDATES (continuation)*

Sarah Pinney's qualifications as a judge candidate were discussed.

➤ Polly Limond made a motion to:

**MOTION**

Approve Sarah Pinney as recommended by the Licensed Officials Committee for a Learner ( L ) judge's card.

- ✓ Motion was seconded by Kiki Pantaze. Voting strength of the body was 7. The vote on the motion was 7 ayes, and 0 nays: Motion carried unanimously.

Kris Blacklock's qualifications as a Technical Delegate candidate were discussed.

➤ Polly Limond made a motion to:

**MOTION**

Approve Kris Blacklock for a Technical Delegate license, as recommended by the Licensed Officials Committee.

- ✓ Motion was seconded by Julie Alonzo. Voting strength of the body was 7. The vote on the motion was 7 ayes, and 0 nays: Motion carried unanimously.

*Meeting was adjourned at 7:30 pm, Pacific.*