



WE UNITED BOARD OF DIRECTORS Conference Call

| | | | |
|-------|---------------|-------|-------------|
| Date: | June 18, 2019 | Time: | 5:15 pm PST |
|-------|---------------|-------|-------------|

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 11.

Quorum Achieved

President Polly Limond called the meeting to order at 5:19 pm, Pacific.

2019 BUDGET

President Polly Limond opened the floor for questions.

Kiki Pantaze had questions pertaining to Total Admin Income, Championship Show and Membership, which were addressed and answered by Treasurer Erin O'Shaughnessy and President Elect Julie Alonzo. Erin stated that items were listed as presented to and approved by the board or based on best projections from historical data. Julie explained that this is the first year WE United has tried a budget and 2019 should be considered a baseline with hope for improvement in the future.

➤ Polly Limond made a motion to:

MOTION

Approve WE United Budget Overview: 2019 WE Budget – FY19 P&L as presented.

- ✓ Motion was seconded by Julie Alonzo. Voting strength of the body was 11. The vote on the motion was 11 ayes, and 0 nays: Motion carried unanimously.

Erin added that she can start giving budget versus actual reports now that it has been approved.

CODE OF CONDUCT, SOCIAL MEDIA POLICY AND CONFIDENTIALITY AGREEMENT DOCUMENTS

President Polly Limond introduced the subject and asked Kiki Pantaze to share her recent endeavors with the Board.

Kiki is drafting a Policy and Procedure Manual for WE United, with the intention of including Code of Conduct, Social Media Policy and Confidentiality Agreement documents. She expressed that it is necessary to have a Grievance Panel in place to handle Code of Conduct violations when they arise. She found some problems with the above documents as she was going through them, so would like to have this subject tabled until the next meeting so that she can get a draft to Board members in the next week to 10 days.

Polly agreed that we need a Due Process and Ethics & Oversight Committee, especially for Licensed Officials and Board Members who are representing the organization.

Kiki felt that the Membership should also be held to a more general Code of Conduct.

Polly agreed to table the subject one more time and expressed appreciation to Kiki for taking on this project.

No motion was required for this action.

LEADERBOARD POINTS PROPOSAL

President Polly Limond asked Kris Blacklock to re-cap the proposed changes to how Leaderboard points are calculated.

Kris shared that the proposal presented by the Awards Committee utilizes the same point scale for Dressage/Ease of Handling average score as the current Advancement Requirements listed on page 5 of the United States Rules for Working Equitation. There is some question on how to

incorporate Speed and whether to award Leaderboard points from a given show if a competitor DQs from any phase. The intention behind this change is to reward not how many people a rider show against, but how well they scored.

Julie Alonzo emailed an updated proposal that included a set point scale for Speed placings and clarified that a DQ would not result in the rider losing all Leaderboard points from that show. Polly Limond asked each Board member to contribute their thoughts. Everyone liked the points based on Dressage/EOH average and rewarding points for Speed without letting it overpower the other phases. Opinions were varied on earning points when a DQ occurred.

➤ Polly Limond made a motion to:

MOTION

Approve Proposed Change to How WE United Year-End Points Are Calculated as presented.

✓ Motion was seconded by Kiki Pantaze. Voting strength of the body was 11. The vote on the motion was 11 ayes, and 0 nays: Motion carried unanimously.

NORTH AMERICAN CHAMPIONSHIP UPDATE

President Polly Limond observed that based on the 2019 Budget, there are a couple of places where money could be saved. The Committee is working hard for donations and sponsorships. Competitor perks, awards and sponsorship benefits were discussed. There is a sponsorship link on the web site (<http://www.weunited.us/2019-north-american-championship/sponsors-2019-north-american-championships/>) and everyone is encouraged to help drum up funds for this event.

Julie Alonzo shared that there are currently 44 entries and she is projecting that we should end up around 60, with no problem selling out.

ADDITIONAL POINTS OF DISCUSSION

Kiki Pantaze asked that a discussion of Article V, Section 5 of the Bylaws of WE United be added to the agenda for our next Board meeting. Polly Limond agreed to include it.

Heather Walters shared that Florida is thinking about not always licensing their shows in order to get more non-members involved and explained that there are very few WE professionals in her area, which makes finding judges for even schooling shows very difficult and expensive.

Aimee Ziller brought up a point from the agenda that was missed, regarding any updates from an Oregon lawyer in regard to the Code of Conduct, Social Media Policy and Confidentiality Agreement documents. Polly Limond said that she has sent these three documents to WE United member Denise Lukins, who is a licensed attorney in Washington state, and that she will revisit after they are revised.

Meeting was adjourned at 6:34 pm, Pacific.