



WE UNITED BOARD OF DIRECTORS Conference Call

Date:	September 11, 2019	Time:	5:00 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			
Pinney	Sarah	Director R2			
Martien	Leslie	Director R3			
Pantaze	Kiki	Director R4			
Blacklock	Kris	Director R5			
Dornon	Barry	Director R6			

Members in attendance after roll call

Last Name	First Name	Title
Schwartz	Cari	Director R1
Walters	Heather	Director R7

Guests in attendance

Last Name	First Name	Title
Atkinson	Doreen	LOC Chair

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 5:10 pm, Pacific.

NORTH AMERICAN CHAMPIONSHIP UPDATE

President Elect Julie Alonzo shared that entries close today and there are currently 77 competitors registered for the show. Finances are at \$46,000 income and \$41,000 expenses, resulting in approximately \$5,000 profit. As the goal for this show is to provide a good experience versus maximizing profit, the hospitality budget is being increased and WE United will provide shirts for volunteers and officials. Shirts are also being offered for competitors to purchase.

Although a second arena had been added, judge limitations have necessitated consolidation back to one arena with three judges presiding.

POLICIES AND PROCEDURES MANUAL

Region 4 Director Kiki Pantaze had previously emailed a partial draft of the Working Equitation United Policies and Procedures Manual to all Board members. She shared that she wants to include information on committees, including who is on them and what they do. Her vision is to include interactive pdf files, helping members navigate different questions that may arise. Kiki felt that an important element of this manual is the publication of a Code of Conduct and establishment of an Ethics Committee, as the subject has been brought up in previous Board meetings. She wanted to make sure that things included in this manual are also in the Bylaws of WE United.

Kiki and Polly Limond both shared that it makes sense to model our policies after some successful existing programs.

It was agreed that a separate Board or committee meeting should be scheduled to discuss the details of this document.

CODE OF CONDUCT AND SOCIAL MEDIA POLICY

President Polly Limond relayed that the Licensed Officials Committee has requested that a Code of Conduct and Social Media Policy for licensed officials be put in place as soon as possible. Several Board members felt that regulating social media can be challenging due to free speech issues. Past President Barbara Price mentioned that she has some suggestions for Kiki Pantaze to include in the Social Media Policy. Secretary Aimee Ziller expressed that the Code of Conduct should not be delayed any further, as the LOC is unable to address issues currently at hand without a policy in place.

Kiki felt that members should be held to the same standard as licensed officials.

Polly countered that judges, licensed officials and the Board of Directors should be held to a higher standard and asked if Kiki and Barbara could expedite this portion of the Policies and Procedures Manual. Kiki and Barbara agreed to have a Code of Conduct document distributed to the Board by the end of September.

LICENSED OFFICIALS COMMITTEE RECOMMENDATIONS

President Polly Limond shared that the LOC has made three recommendations for alterations to the WE United Licensed Officials Program and judge promotion applications.

➤ Polly Limond made a motion to:

MOTION

On Judge Promotion from L to r, reword the requirements to specify “50 rides total” instead of two shows, “20 of which must be under an R, S or WAVE level judge”.

✓ Motion was seconded by Julie Alonzo.

Polly opened the floor for discussion. Significant conversation ensued concerning the definition of 50 rides, how many speed rides should be required and what levels should be required for shadow judging.

➤ Julie Alonzo amended the motion to:

MOTION

Revise letter E of the "Promotion to Small "r" License to read:

“E. Shadow judge (completing independent score sheets and discussing them with the official judge, at that judge’s discretion) a minimum of 50 dressage, 50 EOH, and 25 speed rides at licensed WE competitions with at least two different judges licensed by WE United, WAVE, or a WAVE member country. At least 20 of the competitors judged must be shadow-judged under an R, S, or WAVE level judge and must come from Levels Novice A and above. A WE United official Shadow Judge Evaluation Form from the official judges must be provided to the Licensed Officials Committee for review. “

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

Polly Limond indicated that under the promotion to “R” requirements, the wording “or demonstrated proficiency with equivalent official performance record in a discipline that requires the same movements that are required at the Intermediate B or higher level in Working Equitation” had inadvertently been left out, when similar wording is included in all other levels of promotion.

Polly acknowledged that rider requirements for judge candidates in general is a debated topic and after brief discussion, it was agreed to table this subject for the time being.

➤ Polly Limond made a motion to:

MOTION

Under the promotion to “R” requirements, letter E should specify that “shadow judging requirements must be completed under an R, S or WAVE judge”.

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

BYLAWS OF WE UNITED – ARTICLE V, SECTION 5

Kiki Pantaze would like to clear up some language regarding the Board in this section of the Bylaws, but agreed to table this subject until the next meeting.

JUDGES SHORT COURSE PROPOSAL

Licensed Officials Committee Chair Doreen Atkinson shared the vision for a WE United Judges Short Course program. She indicated that PowerPoint outlines have been completed for Short Courses 1/2 and permission has been requested to use other existing materials for Short Courses 3/4. This program would provide weekend training for “L” judges, including classroom lectures as well as live demo riders for the candidates to judge and discuss. Preference is for two judge instructors to be available in each region. There are currently potential venues available for this program in Texas and Wisconsin with available dates in Spring 2020. Costs are currently planned to cover expenses and judge instructor fees only.

Doreen indicated that an anonymous sponsor would like to pay a professional videographer to record rides at the upcoming North American Championship show, with the intention of these videos being used for educational purposes only, granted rider permission/release. She expressed the need for consistent, good videos where Senior judges can agree on the scores and then use these materials to test judge candidates. Discussion followed regarding specifics and logistics of this video project. It was agreed that a contract granting exclusive rights to WE United will be needed and that the videos will not be available for purchase or general public viewing.

Polly Limond emailed the written proposal to all Board members. Julie Alonzo indicated that no vote should be taken since everyone had not had an opportunity to review the proposal. She also stated that once this proposal has been approved by the Judge Program Development Committee and the LOC, the Board had already approved the Short Course program. Julie expressed that immediate need is to get a document in place for the videographer to operate at the Championship show. Polly asked Doreen to set up a meeting for the relevant committees to get this program going.

Meeting was adjourned at 6:42 pm, Pacific.