

Working Equitation Consolidation

COMBINED BOARD MEETING MINUTES

Meeting Date: May 13, 2020
Meeting Time: 8:00 p.m. EST

Meeting Logistics

-Logistics for this Zoom meeting was sent out ahead of time. Meeting was facilitated by Julie Alonzo and Jeanne Bond. Attendees were Officers and Regional Directors of both WE United (WEU) and the Confederation for Working Equitation (CWE) and some committee chairs. Secretary was Biddie Lowry.
-Voting order was established prior to meeting. Biddie Lowry will call members for votes. Votes will be recorded on the Voting Record Sheet and saved in Shared Drives > Collab – BOD meetings folder.

Members in Attendance:

Table with 2 main columns: WE United and The Confederation for Working Equitation. Lists names of attendees from both organizations.

Members Absent: Erin O’Shaughnessy, Maria Blackstone
Note: Natalia Lord attended part of the meeting but was called away later.

Meeting called to order at 8:01 pm EST by Julie Alonzo, President of WEU.
All motions will be voted on by the individual Board of each organization.
Eleven members of WEU present, six required to pass any motion.
Eleven members of CWE present, six required to pass any motion.

Part 1 – SETTING THE STAGE
Welcome and Tech Issues – Julie Alonzo

CONSOLIDATION

All members were given an opportunity to talk about what excites them about the idea of consolidation. Most everyone said that he/she was excited about the prospect of a unified Working Equitation (WE) organization in the United States (US). Other comments included the tremendous potential for growth, no more confusion about which organization to join, possible future international presence, utilization of the tremendous talent of the volunteers in both organizations, great for licensed officials and ambassadors to have one organization, help preserve the culture of WE, shows licensed by one organization instead of two, love the sport.

Members were also given a chance to mention any concerns.

Concerns were: need to identify problem areas, make sure that this process is done correctly and professionally and not have splinter groups form, make sure that people respect one another, hope this is a priority to everyone so the process doesn’t drag out and fade away, don’t want to repeat the history of the past, that past grudges will get in the way and hope that all are willing to compromise, the need to respectfully listen to everyone, whether structure needs to be built around possibility of international competition or just focus on a national organization, hope that all work as a team and trust one another.

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After discussion ended on the idea of consolidation, a motion was made:

Motion by Julie Alonzo and Jeanne Bond: Agree to a “concept in principle” that the Boards of both WE United and the Confederation for Working Equitation will work together to create a plan for unification. This vote does not bind either organization to a decision to unify. It merely formalizes the intention to create a plan for unification. Prior to unification actually becoming a reality, the Boards of both groups would need to go through their respective processes to determine, ultimately, whether the plan created is something they will support.

Motion seconded by Polly Limond.

WE United: The vote on the motion was 11 ayes, 0 nays, 0 abstains. The Motion carried.

Confederation for WE: The vote on the motion was 11 ayes, 0 nays, 0 abstains. The Motion carried.

Part 2 – ESTABLISH A PLAN FOR CONSOLIDATION

A. Overview of a “Merge Plan” process – Jeanne Bond

A draft of the Merge Plan was provided prior to the meeting. This Plan explained the tasks required to investigate the functional areas common to both organizations.

The following titles of teams have been suggested:

Governance	Awards
Licensed Officials	Competitions
Membership	Ethics
Professionals/Ambassadors	Finance

The additional team of Website was added later in the meeting.

The Merge Management Team, composed of two leaders from WE United (Julie Alonzo & Trisha Kiefer-Reed) and two leaders from the Confederation (Jeanne Bond & Leslie Martien), will help keep the process of the work by teams on track.

Jeanne explained the task of each team is to investigate & report on functional areas common to both organizations, identify a proposed combined approach, and include the rationale for that approach. Each team will give a presentation to the Merge Management Team to see if any other suggestions need to be made. Once the presentation is finalized, it is presented to the Merge Board for comment and approval. Once approved by the Board, it goes to the public for five days. Any suggestions go back to the Merge Board for approval, and then back to the original Team for final update. Once finalized, the presentation will be voted on by the Merge Board for final approval and then set aside until the rest of the teams have finished their work. A Merge Review FlowChart document illustrates this process (see Figure 1). All documents will be housed in a Shared Google Drive to promote transparency and to use as reference when needed by related Teams.

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Merge Review/Approval Process

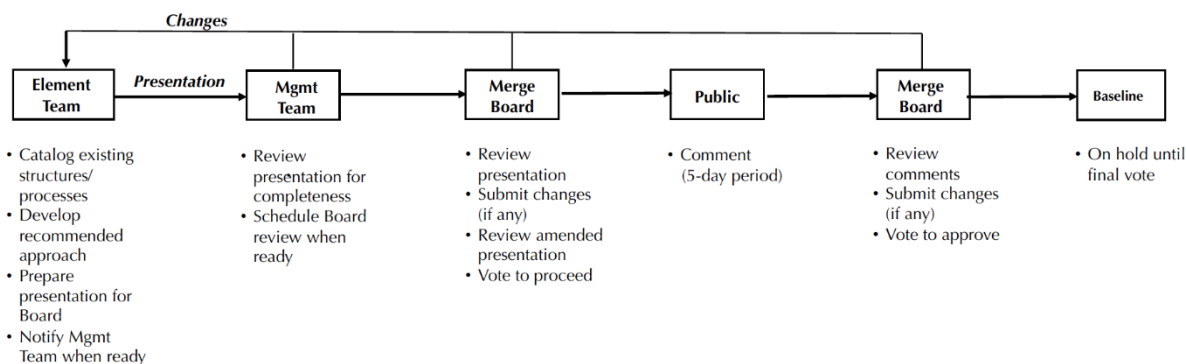


Figure 1. Merge Review/Approval Process

B. Discussion of the Merge Plan

Tracey Erway suggested that an overall goal for the unified WE organization should be made. Some suggested that the goal was to create the best WE organization for the US members. Each team will do their best to develop their part to be the best unified organization. Further discussion by several members at the meeting included topics about governance (possibly two plans for people to consider), developing all levels of riders, considering the international level, and having fun with WE. The teams will keep these items in mind as they work together.

The Merge Management team will develop a Mission Statement of a unified WE organization.

C. Establish members of each Team.

Members in attendance were given the opportunity to volunteer to work on Teams in the Merge Plan. (*Indicates Chair of the Team) Here are the results:

Governance-	Barry Dorman, Jill Malone, Kiki Pantaze, *Kristine Strasburger, Eleanor Thomas
Awards-	Kris Blacklock, *Sarah Pinney
Licensed Officials-	Doreen Atkinson, Maria Blackstone, Polly Limond, *Kat Waters
Competitions-	Jeanne Bond, *Emily Kemp, Heather Walters
Membership-	Olga Hendrickson, Chris Stanko
Ethics-	Cindy Branham, *Karen Burch, Jill Malone, Heather Walters
Professionals/ Ambassadors Program	Cindy Branham, Tisha Kiefer, Chris Stanko, *Kat Waters
Finance-	Kim McBroom, Erin O'Shaughnessy
Website	*Julie Alonzo, Melanie O'Rorke, Kristine Strasburger

The possibility of a Marketing/Promotion team was suggested. The formation of this team was not a priority right now and would be formed later.

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After discussion of the Merge Plan, a motion was made:

Motion made by Julie Alonzo: Adopt the Merge Plan with the initial target deadline of September 1, 2020 to have all work complete.

Motion seconded by Chris Stanko.

WE United: The vote on the motion was 11 ayes, 0 nays, 0 abstains. The Motion carried.

Confederation for WE: The vote on the motion was 10 ayes, 0 nays, 0 abstains. The Motion carried.

Part 3 -DOCUMENT PROTOCOL

Eleanor Thomas used “Screen Share” to walk Board Members through how to log on and use the Google Drive Folders and Google Docs established for this work on the Merge Plan.

Specifically: Login to Gmail account, go to Google Drive, look for Shared Drives. The “Collab” folders have been created for this merger process. Put all developed documents into the appropriate folders. Older files can be put in the Archive folder found in each main Collab folder.

Part 4 - NEXT STEPS

Julie and Jeanne suggested a timeline for the different working teams to bring their work and proposals to the combined boards for Q & A. Jeanne went over the chart “Consolidation Schedule”.

Biddie Lowry will create a new Facebook public group entitled: “Working Equitation in the US” on 5/14/2020.

Information about the Merge process will be provided in the new FB group, by newsletters, and to a combined email list (addresses of both organization members, group members)

Kat Waters talked about the Joint Licensed Officials Committee (JLOC) and a concern that the members of that committee are not all on the Licensed Officials Merge Team. The LO Merge Team is responsible for proposing the role and processes for the combined LOC. The JLOC is developing the products needed to implement the process. The LO Merge Team will communicate requirements to the JLOC to ensure a coherent approach.

CONCLUSION

With no further business, the meeting was adjourned at 10:11 pm, EST by Julie Alonzo.

Minutes submitted by Biddie Lowry on 5/15/2020.