



USAWE Board of Directors (BOD) Meeting Minutes



Meeting Date: Wednesday, Feb 12, 2025

Meeting Time: 5:00 p.m. Pacific, 6:00 p.m. Mountain, 7:00 p.m. Central, 8:00 p.m. Eastern

Meeting Frequency/Modality: 2nd Wednesday each Month held virtually via Zoom

Agenda: Sent 02.10.2025 and posted to USAWE.org > Corporate > Records > Meeting Minutes > Board Minutes and filed in USAWE G-Drive > Board of Directors (BOD) > Board Meetings folder by Secretary Amie Perryman

Minutes: 02.12.2025 Minutes were e-approved 03.03.2025 by the BOD and posted to the USAWE.org > Corporate > Records > Meeting Minutes > Elected Board Minutes and filed in USAWE G-Drive > Board of Directors

NEXT BOD MEETING – 03.12.2025 virtually via Zoom. Submit Agenda items using the online [Board Agenda Item Request Form](#) located on the usawe.org website > Corporate > Records page.

Board of Directors		Attendance at Roll Call	
Executive Committee		Present	Absent
President	Tracey Erway	P	
President Elect	Robin Bond	P	
Secretary	Amie Perryman	P	
Treasurer	Leesa Nero	P	
At Large Director 1	Amy Star	P	
At Large Director 2	Holly Linz	P	
Regional Directors			
R1 Director	Sara Mackenzie	P after rc	
R2 Director	Glenna Hoekstra	P	
R3 Director	Cyndi Harris (appointed during meeting)	-	
R4 Director	Kiki Pantaze	P	
R5 Director	Sara Barnwell		E
R6 Director	Cera Olson	P	
R7 Director	Pat Melton	P	
Non-Voting Assistant			
Clerical/Treasurer Assistant	tba		
Clerical/Treasurer Assistant	Kathy Orr	P	

Current # of Board members = 13 | 7 BOD members required for Quorum.

BOD members in attendance at roll call = 10 | Quorum was established | BOD Meeting Attendance Log was updated.

Excused = notified Secretary and President in advance director (or chair) was unable to attend the meeting.

Non-Voting USAWE Committee Chairs in attendance for all or part of the meeting						
Affiliate Organizations	Stephanie Dobbis	P		Licensed Officials (co-chairs)	Christy Reich	P
Awards	Lynn Maloney	P			Doreen Atkinson	A
Competitions	Kim Hillyer	P		Marketing and Promotion	Amie Perryman	P
Elections	tba			Membership	Kate Steffes	E
Ethics	Dan Dahlke	P		Professional Development (co-chairs)	Sue Watkins Seth Marshall	P
Financial Oversight	Tamla Nichols	P		Rules	Amy Star	P
Horse Recording	Mindy Finelli			Website	Amie Perryman	P
International Competition	Barbara Price	P		Youth Development	Kasey Riddle	p
Task Force Leads in attendance for all or part of the meeting						
Bylaw Review	After P&P reviews			Strategic Planning	Tracey Erway	P
Educational Task Force	Holly Linz	P				

Current # of Committee Chairs/Task Force Leads = 18; 14 in attendance.



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USAWE Members who requested meeting attendance: Stacie G. Boswell (r1), Jerry Beatty (R2), Nicole Lee (R6), Elena M Juarez (R2), J Derrick Richardson (R5), Alexa Maine (R1), Audrey Rapp (R6), Stephanie Hayes (R6)

USAWE Members in attendance for all or part of the meeting: Kristine Strasburger, Region 3,), Audrey Rapp (R6), Stephanie Hayes (R6)

Call to Order: President Tracey Erway called the meeting to order at 5:00 PM Pacific time.

MOTION 1: 2025 WAVE QUALIFIERS

ROBIN BOND, PRESIDENT-ELECT, MADE A MOTION; SARA MACKENZIE, R1 DIRECTOR, SECONDED

Motion #1: Accept the proposal of the International Committee regarding the WAVE Qualifiers in 2025 to be OR, CA AND VA.

→ **Motion passed by voice vote with 9 in favor, 1 opposed, 1 abstained, 0 recused, 1 absent.**

AT 5:34 PM PST TRACEY ERWAY, PRESIDENT LEFT THE MEETING

BUDGET & FINANCIAL REPORT:

MOTION 2: Accept the Treasurer's Report and 2025 Budget

Discussion:

GLYNNA HOEKSTRA, R2 DIRECTOR, MADE A MOTION; PAT MELTON, R7 SECONDED

Motion #2: Accept the Treasurer's report and 2025 Budget as submitted.

→ **Motion passed by voice vote with 10 in favor, 0 opposed, 0 abstained, 0 recused, 2 absent.**

6PM PST SARA BARNWELL JOINED THE MEETING ON THE PHONE BUT WAS NOT ABLE TO PARTICIPATE IN VOTING



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USAWE TREASURERS REPORT
Report for February 12, 2025 Board of Directors Meeting

The month of January 2025 has been reconciled.

Cash Assets as of January 31, 2025 are as follows:

Table with 2 columns: Asset Name and Amount. Rows include Chase Bank Checking, Chase Youth Restricted Funds Savings, Chase Bank CD #1 Capital Reserves, Chase Bank CD #2 Emergency Reserves, and PayPal Bank.

Previous Months Cash Funds Reported:

Table with 4 columns: Month, Amount, Month, Amount. Rows list months from December 2024 to January 2026.

NOTE = Due to submitting these reports in time for each BOD Meeting Agenda these reports, as well as the cash on hand, are based on the latest monthly reconciled bank statement.

- (1) New authorized users' information has been set up so just waiting on Chase to create the second savings account.
(2) Chase CDs are earning interest on the matured CD totals. They do not create monthly bank statements for reconciliation for these accounts.
(3) This is the current balance in PayPal as of January 31, 2025.

Attached is the proposed Preliminary 2025 Budget for review and approval.

Moving forward financial reports from QuickBooks will be Quarterly. Next reports will be 1st Quarter 2025 and presented at April's Board meeting.

Respectfully submitted,
Leesa Nero, Treasurer

MOTION 3: TO SCHEDULE REVIEW OF POLICIES AND PROCEDURES

Discussion: More information is needed to initiate this topic.

AMY STAR, AT LARGE DIRECTOR 1, MADE A MOTION; PAT MELTON, R7 DIRECTOR, SECONDED

Motion #3: MOTION TABLED

Motion passed by voice vote with 10 in favor, 0 opposed, 0 abstained, 0 recused, 2 absent.

MOTION 4: CREATION OF NEW MEMBERSHIP CATEGORY FOR PARENTS

- **Rationale: Rationale: Our systems did not account for this at the last LOC seminar causing much trouble for both the parent and USAWE.**

PAT MELTON, R7, MADE A MOTION; GLYNNA HOEKSTRA, R2, SECONDED

Motion #4: To not create a new membership category for the parents of minor members

→ **Motion passed by voice vote with 10 in favor, 0 opposed, 0 abstained, 0 recused, 2 absent.**

MOTION 5: Motion to set up an ongoing, monthly meeting (task force) by the President or President-elect for the board to work through issues and plans for preparation for the regular monthly board meeting.

Rationale: All can attend or not depending on the agenda. No voting will take place. This would just be a forum for discussion and actual program development.

LEESA NERO, TREASURER, MADE A MOTION; GLYNNA HOEKSTRA, SECONDED

Motion #5: To set up an ongoing, monthly meeting (task force) by the President or President-elect for the board to work through issues and plans for preparation for the regular monthly board meeting.

MOTION AMENDED: LEESA NERO, TREASURER, AMENDED THE MOTION, AMY STAR, AT LARGE DIRECTOR 1 SECONDED : MOTION TABLED

→ **Motion passed by voice vote with 10 in favor, 0 opposed, 0 abstained, 0 recused, 2 absent.**

MOTION 6: Create official name tags for Board members.

Rationale: At the last LOC event board members were not recognized and it is appropriate that the board can be identified.

ROBIN BOND, PRESIDENT ELECT, MADE A MOTION; LEESA NERO, TREASURER, SECONDED

Motion #6: Approve the creation of official name tags for board of directors.

MOTION AMENDED: ROBIN BOND AMENDED HER MOTION; AMY STAR, AL DIR 1, SECONDED TO READ: : Approve the creation of official name tags for board of directors and committee chairs

→ **Motion passed by voice vote with 10 in favor, 0 opposed, 0 abstained, 0 recused, 2 absent.**

MOTION 7: Assign the task of creating a policy for travel reimbursement (or not) for events we hold, events we sponsor, events we participate in, etc. (list not complete) to an RD.



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- **Rationale:** Some committees have built in travel reimbursement and others have not, creating an unfair situation.

SARA MACKENZE, R1 DIRECTOR MADE A MOTION; PAT MELTON, R7 DIRECTOR, SECONDED

Motion #7: Assign the task of creating a policy for travel reimbursement (or not) for events we hold, events we sponsor, events we participate in, etc. (list not complete) to an RD

MOTION AMENDED: SARA MACKENZIE AMENDED HER MOTION; PAT MELTON, R7 DIR, SECONDED TO READ :
Approve the creation of a task force to research and make recommendations for a travel reimbursement policy for USAWE members to be chaired by Tamla Nichols, effective immediately

→ **Motion passed by voice vote with 10 in favor, 0 opposed, 0 abstained, 0 recused, 2 absent.**

DISCUSSION: regarding a new policy for a way for collaborating with other (breed) organizations such as the Mustang Challenge in order to expand our discipline and outreach. Marketing and promotions currently has a designation of Alliances Liaison that was created for such a purpose and needs someone to perform this duty.

No action was taken, details to be shared so that Amy Star can follow up with the organizer of the Mustang Challenge.

DISCUSSION: Add WAVE events to our website calendar. Website has existing form submission request for adding events on the website. A new 'tab' or designation can be created. Additionally, we need WAVE to give us the proper designation/verbiage if we are going to add it to our official calendar.

MOTION 8: Appoint Cyndi Harris as Region 3 Director.

RATIONALE: Region 3 Director position is currently vacant.

GLYNNA HOEKSTRA, R2, MADE A MOTION; HOLLY LINZ, AT LARGE DIRECTOR 2, SECONDED

Motion #8: Appoint Cyndi Harris as Region 3 Director effective immediately.

→ **Motion passed by voice vote with 10 in favor, 0 opposed, 0 abstained, 0 recused, 2 absent.**

6:53 PM PST Sara Mackenzie, R1 Director left the meeting

7:12 PM PST Cera Olsen, R6 Director left the meeting

'OPEN MIC' FOR MEMBERS: Kasey Riddle, Youth Chair spoke to request that marketing materials for booths and other events be made more readily available.

DISCUSSION: What does USAWE need to supply (and at what cost/budget) for our members?

ITEMS TO CONSIDER FOR NEXT MEETING (OR E-VOTE)

- *By-Laws final review and vote to approve*
- *Review of Strategic Plan Draft*
- *Policy and Procedure updates Team 1*

AMIE PERRYMAN, SECRETARY, MADE A MOTION; SARA BARNWELL, R5 DIRECTOR, SECONDED

Motion #9: To adjourn the Feb 12, 2025 Board of Directors meeting effective immediately.



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→ Motion passed by voice vote with 8 in favor, 0 opposed, 0 abstained, 0 recused, 5 absent.

President Elect Robin Bond, adjourned the meeting at 7:37 PM, Pacific Time.

Minutes submitted by USAWE Secretary, Amie Perryman.