



Board of Directors (BOD) Agenda

Meeting Date: Wednesday, May 14, 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 emailed and posted on usawe.org 04/13/2025 by Interim Secretary Julie Alonzo

Directors: Prior to the meeting, please review *BOD Business* within the corporate G-Drive folder: Board of Director (BOD) > Board Meetings > 2025 Board Meetings and e-Votes > 7. BOD Meeting – 5.14.2025

Log In: Zoom Meeting. <https://us02web.zoom.us/j/82909324243?pwd=OEerd3FiU0ZFdiNnekhtVUlxUHdMUT09>

Meeting ID: 829 0932 4243

Passcode: 071870

Virtual Meeting Agenda	
USAWE's Mission Statement: <i>Fostering a Supportive Community of Riders and Building a Strong Future for the Sport</i>	
Time	Topic
5:00 pm Pacific	<p>Welcome, Call to Order, Roll Call Board of Directors (BOD) and Verify Quorum & Committee Chairs <i>Member silent participants use Chat to provide Name, Region# and State; Zoom Chat is reserved for Board of Directors use only</i></p>
	<p>Minutes – The 04/09/2025 BOD meeting minutes were e-approved 04/12/2025 and posted to the usawe.org > Corporate Records > Meeting Minutes > Elected Board Minutes and USAWE G-Drive > Board of Directors</p>
	<p>PUBLIC SPEAK Up to 2 minutes on any subject matter on today's agenda</p>
	<p>REVIEW AND APPROVE</p> <p>Treasurer's Report – Leesa Nero</p> <p>Review & Approve Revisions to Ethics Committee Policies & Procedures, Complaint Form, and Appeal Form – Dan Dahlke</p> <p>Educational Task Force Proposal – The task force held a meeting last week and is going to recommend the creation of an Education Committee to create a resource library and discover/access educational materials that have already been created. Proposal to the Board in May?</p> <p>Committee Appointments: Rules committee requests the appointment of Marie Maloney (KS) Region 3 and Alexa Maine (WA) Region 1 as general members to the rules committee, and Emily Osborne as document administrator.</p>
	<p>ACTION ITEMS REVIEW</p> <ol style="list-style-type: none"> 1. Merchandise links have been removed from the website (completed) 2. Tracey and Cera hired Google Workspace company (completed). 3. Tracey signed website proposal and initiated work (completed). 4. Tracey discussed LO insurance requirements with LO committee chair (completed) 5. Tracey to put together slides on MDF concepts discussed for next month's discussion at board meeting (review today) 6. Tracey to put together a presentation to clarify the committee program review process by board for next month board review (review today) 7. Robin Bond to educate committees on program presentation board to create an understanding of what board oversight entails (after board approval of process) Add to next month action items 8. Tamla and Tracey to meet with and hire audit personnel - not completed, add to next month 9. Tracey to schedule attorney review of bylaws (in process - date not set but meeting requested) 10. Education Task Force update and timeline – committee held a meeting last week and is going to recommend the creation of an Educational Committee to create a resource library and discover / access educational materials that have already been created. proposal to the Board in May 11. Tamla to create travel reimbursement policy for events



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	<p>12. Alliance proposal based on Mustang Challenge and other events (Amy Star) 13. Adding WAVE events to our website. No owner, should be web chair. 14. Tracey to ask marketing to email volunteer positions</p>
	<p>PROGRAM UPDATES</p> <p><i>International Competitions program</i>– Barbara Price</p> <p><i>Competitions Council update</i> - Glynna Hoekstra</p>
	<p>PRESENTATIONS</p> <p>Education Task Force Proposal (motion required) Committee Program Review process (proposal) Tracey MDF Options Review (Tracey)</p> <p>Professional Instructor's Program (has not been forwarded by the team as of yet - Seth) Youth Program (has not been forwarded by the team as of yet - Kasey)</p>
	<p>MOTIONS FOR CONSIDERATION</p> <p>Motion #1 Accept the 050725 Treasurer’s report, as submitted by Treasurer Leesa Nero.</p> <p>Motion #2 Approve the revised Ethics Committee Policies & Procedures document, Complaint Form, and Appeals Form, as submitted to the Board by the Ethics Committee Chair Dan Dahlke.</p> <p>Motion #3 Approve the change in venue and date for the Region 3 & 4 Championship, changing from November 5-8 at the Will Rogers Equestrian Center in Fort Worth, TX to November 6-9, 2025 at the Texas Rose Horse Park in Tyler, TX.</p> <p>Motion #4 Appoint Marie Maloney (KS) Region 3 and Alexa Maine (WA) Region 1 as general members to the rules committee, and Emily Osborne as Rules Committee document administrator, effective immediately.</p> <p>Motion #5 Approve the creation of an Education Committee and appoint XXX to serve on that committee, effective immediately.</p> <p>Motion #6 Approve the committee program review process proposed by Tracey.</p>
	<p>FYI ITEMS: JUST GENERAL INFORMATION</p> <p>Immersive Educational Event in Portugal (Julie) Insurance review needed (Tracey) Need someone to research LO insurance, are we wasting money? Continued Findjoo (CRM) issues with member access and signup, payment confusion, horse registration (Tracey) Newsletter submissions due May 20th Mustang Challenge Update (Amy Star)</p>



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	Midwest Horse Fair (Amy Star) Discussion on value and future events like this LO Insurance updated Who is interested in owning/ moving merchandise forward? Who is responsible for ordering approved name tags for the Board? (Robin/Amy)	
6:30 pm	Adjourn	
	NEXT BOD MEETING: June 11, 2025 - Submit Agenda Items using the online Board Agenda Item Request Form located on the usawe.org website > Corporate > Records page	
FYI ONLY	Status of Policy and Procedure Revisions Corporate – preliminary approval 8/2/23; 8/9/23 Affiliate Organizations - preliminary approval 3/15/23 Awards – preliminary approval 7/5/23 Communications - review pending Competitions - preliminary approval 5/3/23 Elections - preliminary approval 7/5/23 Ethics - preliminary approval 4/5/23 Financial Oversight - review pending Horse Recording - preliminary approval 4/5/23	International - preliminary approval 9/6 Licensed Officials - preliminary approval 9/6 Marketing and Promotion – preliminary approval 10/18/23 Membership - preliminary approval 5/3/23 Professional Development - preliminary approval 5/3/23; 7/10 revisions Rules - preliminary approval 8/16 Treasury – preliminary approval 3/24 Website - preliminary approval 3/15/23 Youth Development - preliminary approval 8/16