



**USAWE Board of Directors (BOD) Meeting Minutes**



**Meeting Date:** Wednesday, Jan 8, 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:** 2<sup>nd</sup> Wednesday each Month held virtually via Zoom

**Agenda:** Sent 01.06.2025 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:** 01.08.2025 Minutes were e-approved 01.16.2025 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 – February 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	5:08PM	A at roll call
At Large Director 2	Holly Linz	P	
Regional Directors			
R1 Director	Sara Mackenzie	P	
R2 Director	Glenna Hoekstra	P	
R3 Director	tba		
R4 Director	Kiki Pantaze	P	
R5 Director	Sara Barnwell	P	
R6 Director	Cera Olson	P	
R7 Director	Pat Melton		excused
Non-Voting Assistant			
Clerical/Treasurer Assistant	tba		
Clerical/Treasurer Assistant	Kristine Strasburger	P	
Clerical/Treasurer Assistant	Kathy Orr	P	

Current # of Board members = 12 | 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 A Seth Marshall
Financial Oversight	Tamla Nichols	A		Rules	Amy Star P
Horse Recording	Mindy Finelli	A		Website	Amie Perryman P
International Competition	Barbara Price	P		Youth Development	Kasey Riddle A
Task Force Leads in attendance for all or part of the meeting					
Bylaw Review	After P&P reviews	A		Strategic Planning	Tracey Erway P



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Current # of Committee Chairs/Task Force Leads = 17; 10 in attendance.

USAWE Members who requested meeting attendance: Katie Garrett R1

USAWE Members in attendance for all or part of the meeting: Meghan Truppner R2, Laurie Ridgeway R3

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

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BUDGET & FINANCIAL REPORT:

Report for January 08, 2025 Board of Directors Meeting

The month of December 2024 has been reconciled.

Cash Assets as of December 31,2024 are as follows:

Chase Bank Checking.....	\$ 55,260.55 (1)
Chase Youth Restricted Funds Savings....	\$ 2,192.18
Chase Bank CD #1 Capital Reserves.....	\$ 101,176.32 (2) Matures 02.13.25
Interest +	\$ 533.81
Chase Bank CD #2 Emergency Reserves...	\$ 50,268.10 (2) Matures 01.10.25
Interest +	\$ 124.04
PayPal Bank.....	<u>\$ 2,005.61 (3)</u>
	\$ 210,902.76

Previous Months Cash Funds Reported:

June 6,2024 = \$191,742.30 December 31, 2024, = \$210.902.76 May 5,2024 = \$188,742,23
November 30, 2024, = \$185,497.96 April 5,2024 = \$189,134.03 October 31,2024 =
\$193,847.00 March 8,2024 = \$186.735.01 September 30,2024 = \$216,106.35 February
16,2024 = \$180,516.24 August 31,2024 = \$222,576.79 January 8,2024 = \$184,580.88 August
18,2024 = \$217,872.39 December 26,2023 = \$168,350.10 July 11,2024 = \$215,692.59

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) Thanks to the help from Leslie Martien and Chris Stanko (who made trips to the branches near them) all U.S. Bank financial accounts have been closed effective 12.31.2024. Credit Card accounts remain open. Due to delays in getting new authorized users information, and Chase changing a title policy, the second savings account has not been opened and why large amounts of funds currently remain in the Chase checking account.

(2) Chase CDs are earning interest on the matured CD totals. They do not create monthly bank statements for reconciliation for these accounts. The interest earned to date will not show in QuickBooks, or the above cash on hand amounts, until after the maturity date noted to the side.

(3) This is the current balance in PayPal as of December 31, 2024.

Reports submitted for the January 2025 BOD Meeting to review are as follows:

- Preliminary 2025 Budget v2 as of 12.31.2024
- December 2024 Profit and Loss
- December 2024 Profit and Loss by Class
- 2024 Year End Profit & Loss



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Profit & Loss Comparison 2024 vs. 2023  
2024 Budget vs. Actuals Quarterly Reports (4 reports attached for easy reading)  
Advertising & Marketing (A&M) 2024 Budget vs. Actuals Totals  
Corporation Admin 2024 Budget vs. Actuals Totals  
International Committee (IC) Training Camps 2024 Budget vs. Actuals Totals  
Licensed Officials Committee (LOC) 2024 Budget vs. Actuals Totals  
Professional Development Committee (PD) 2024 Budget vs. Actuals Totals  
Youth Development Committee 2024 Budget vs. Actuals Totals

Respectfully submitted, Leesa Nero, Treasurer

### VOLUNTEER RECOGNITION

### ANNOUNCEMENTS

- ❖ Annual All Members Meeting Date February 15<sup>th</sup>, 2025
- ❖ Yearly Signature to Code of Conduct, Conflict of Interest, and Social Media Policies sent
- ❖ Website Review: All board members need to chip in
- ❖ Confidential Notice on email signatures – please be sure to add
- ❖ Have requested permission from WAVE to hold the training session in Portugal May 2-3 and hire Antonio Vicente. To be voted on in January.
- ❖ Horse Protection Act (HPA) targeting padded Tennessee Walking Horses (and associated gaited breeds) is legislation that will open the door for USDA to inspect a relevant horse shows. May require action from Show managers to register shows for inspection, even though it is unlikely inspections would happen. USAWE actions still unclear.
- ❖ March 22-23 Train to Win 3 with Gilberto Filipe, Event Link on USAWE website to ride or audit
- ❖ January 17-18 Training the Judge's Eye seminar in Las Vegas with Claudia Matos link on home page
- ❖ How to get a form for a clinic or seminar created. This process will allow you to have your billing and refund processes tied in automatically:
  - Create your Google Form using your USAWE email account
  - Share that form with [usaworkingequitation@gmail.com](mailto:usaworkingequitation@gmail.com) and make the OWNER of that form
  - Allow 10 business days to have that formatted to meet USAWE guidelines
  - Approval of that form by the committee chair is needed before it will be published
  - No forms or information should be emailed from anything but an official USAWE email account please.

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### CONSENT AGENDA:

**Motion #1a:** Approve minutes from Dec 11, 2025 BOD meeting and the two eVotes, 12.22.24 and 01.07.2025

**Motion #1b:** Accept into minutes the Treasurer's Financial Report

AMY STAR, AT LARGE DIRECTOR 1, MADE A MOTION; GLENNA HOEKSTRA, R2 DIRECTOR, SECONDED

**Consent Motion: Approve Motions 1a and 1b effective immediately.**

→ Motion passed by voice vote with 11 in favor, 0 opposed, 0 abstained, 0 recused, 1 absent.

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**END OF CONSENT AGENDA**

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AMY STAR, AT LARGE DIRECTOR 1, MADE A MOTION; GLENNA HOEKSTRA, R2 DIRECTOR, SECONDED

**Motion #2:** Approve Laurie Ridgeway as Competitions Committee Chair effective immediately

→ Motion passed by voice vote with 11 in favor, 0 opposed, 0 abstained, 0 recused, 1 absent.

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**Discussion:** Creation of a task force to investigate educational opportunities approach for foundational levels (L1-4) and make recommendations to the board. Holly Linz volunteered to head up the task force with Amy Star, AL Dir 1, Sara Mackenzie, R1 Dir, Sara Barnwell, R5 Dir and Meghan Truppner volunteering to assist.

ROBIN BOND, PRESIDENT ELECT, MADE A MOTION; GLENNA HOEKSTRA, R2 DIRECTOR, SECONDED

**Motion #3:** Approve the creation of an Educational Task Force to Investigate Educational approach for Foundational Levels including video development, creation and storage. At Large Director 2, Holly Linz to head up this task force.

→ Motion passed by voice vote with 11 in favor, 0 opposed, 0 abstained, 0 recused, 1 absent.

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**Discussion:** The full 2025 budget is not complete, there are committee budgets that need to be included and so the board's consensus is to approve February spending based on the Treasurer's current estimated budget, once all committees have presented their proposed budget for 2025, Treasurer will submit the full budget for approval to the BOD in the next board meeting Feb 12, 2025.

LEESA NERO, TREASURER, MADE A MOTION; HOLLY LINZ, AT LARGE DIRECTOR 2, SECONDED

**Motion #4:** Approve February 2025 Budget as presented by Treasurer. Effective immediately

→ Motion passed by voice vote with 8 in favor, 2 opposed, 0 abstained, 0 recused, 1 absent.

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

**Motion #5:** Approve the Regions 3 & 4 Multiregional Championship Show Bid proposal for Nov 5 – 8<sup>th</sup>, 2025

→ Motion passed by voice vote with 11 in favor, 0 opposed, 0 abstained, 0 recused, 1 absent.



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**Discussion:** The Educational task force has created a cattle trial pilot

**ROBIN BOND, PRESIDENT-ELECT, MADE A MOTION; SARA BARNWELL, R5 DIRECTOR, SECONDED**

**Motion #6:** Approve the Educational Task Force to present a cattle trial curriculum using USAWE branding and channels effective immediately.

→ **Motion passed by voice vote with 11 in favor, 0 opposed, 0 abstained, 0 recused, 1 absent.**

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

- Membership Committee - Appointment(s)

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

**Motion #7:** To adjourn the Jan 8, 2025 Board of Directors meeting effective immediately.

→ **Motion passed by voice vote with 11 in favor, 0 opposed, 0 abstained, 0 recused, 1 absent.**

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**President Tracey Erway adjourned the meeting at 6:56 PM, Pacific Time.**

Minutes submitted by USAWE Secretary, Amie Perryman.