



Board of Directors (BOD) Meeting Agenda

Meeting Date: Wednesday, September 10, 2025

Meeting Time: 4:00 p.m. Pacific, 5:00 p.m. Mountain, 6:00 p.m. Central, 7:00 p.m. Eastern

Meeting Frequency/Modality: This is a special meeting of the Board

Agenda emailed and posted on usawe.org 07/08/2025 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 > BOD Meeting – 9.10.2025

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
4:00 pm Pacific	<p>Welcome, Call to Order, Roll Call Board of Directors (BOD) and Verify Quorum & Committee Chairs</p> <p>Member silent participants use Chat to provide Name, Region# and State; Zoom Chat is reserved for Board of Directors use only</p>
	<p>Minutes – The 08/13/2025 BOD meeting minutes were e-approved 08/17/2025 and posted to the usawe.org > Corporate Records > Meeting Minutes > Elected Board Minutes and USAWE G-Drive > Board of Directors</p>
	<p>PUBLIC SPEAK</p> <p>Up to 2 minutes on any subject matter on today's agenda</p>
4:05	<p>REVIEW AND APPROVE</p> <p><i>Treasurer's Report</i> – Leesa Nero</p> <p><i>Bylaws:</i> Suggested changes: Final Acceptance - Sara Mackenzie, Tracey Erway</p> <p><i>Special Dispensation for R5 Championship Judge Panel</i> – Julie Alonzo</p>
	<p>REPORTS FOR THE BOARD</p> <p><i>Website Final Quote:</i> Tracey Erway Review of current website status.</p> <p><i>Partner Program Report</i> – Robin Bond</p> <p><i>Education Program Report</i> – Holly</p> <p><i>Horse Ranking List</i> - Julie</p>
	<p>DISCUSSION ITEMS</p> <p><i>Young Rider & Junior International Individuals/Team Program & Proposed Coach</i> – Tracey</p> <p><i>Current issues with numbers of judges</i> - restrictions on growth</p>
	<p>MOTIONS FOR CONSIDERATION</p> <p>Motion #1</p> <p>Accept the 091025 Treasurer's report, as submitted by Treasurer Leesa Nero.</p> <p>Motion #2</p> <p>Authorize FindJoo to integrate with our QuickBooks Payment & Banking option at the initial set up cost of \$1,000.00 and then \$40.00/ month thereafter for maintenance and support. Once set up, move PayPal money to the Chase checking account, cancel the PayPal debit card after changing ongoing debits to a U.S. Bank credit card and then close out the PayPal account all together.</p> <p>Motion #3</p> <p>Approve Bylaws as specified and submitted by the Bylaws Task Force</p> <p>Motion #4</p> <p>Due to a health emergency with the "S" judge hired to officiate at the 2025 R5 Championship and the fact that none of the remaining three "S" judges are available during the competition, approve a dispensation to the rule requiring all judge panels at Championship shows to have either an "S" or WAVE judge to allow two "R" judges to officiate together at the 2025 USAWE R5 Championship.</p>



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	<p>Motion #5 Approve contract submitted by Equine Online Design for \$5500: This proposal covers the design and layout (skinning and content work) of all pages (restructuring old and designing new) in the new site setup and navigation. This is considered PHASE 2. (Phase 1 was the design, development, and implementation of the new navigation on a development site.)</p>	
6:00 pm	<p>Adjourn</p>	
	<p>NEXT BOD MEETING: October 8, 2025 - Submit Agenda Items using the online Board Agenda Item Request Form located on the usawe.org website > Corporate > Records page</p>	
FYI ONLY	<p>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, amended 5/14/25 Financial Oversight - review pending Horse Recording - preliminary approval 4/5/23</p>	<p>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</p>
	<p>ACTION ITEMS REVIEW</p> <ol style="list-style-type: none"> 1. 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. Tracey to complete committee report out template 2. Hire audit personnel - not completed, add to next month 3. Create travel reimbursement policy for events 4. Adding WAVE events to our website. No owner, should be web chair. 5. Tracey to request a chair step up from FOC 6. Robin, Tracey, Emily to work on filling positions with volunteers. 7. Alliance proposal based on Mustang Challenge and other events (Amy Star) ; Partner/alliance plan developed – Robin. 8. Robin to complete review of USAWE Insurance Policies – do we have sufficient / too much coverage? Finalize review of insurance to make sure we’re not overspending 6K for existing coverage during competitions. 9. Flesh out online marketing video project. 	<p>ACTION ITEMS – Completed and FYI Items</p> <ul style="list-style-type: none"> ● Bylaws in final review. Can vote at tonight’s meeting to approve unless additional revisions are made. . ● Update on ITGenius work. ● Competition manager survey in the works, but needs review. ● Need Marketing Chair to work with Katie Garrett on Supporting the Mustang Challenge. ● Benevity update.