



Board of Directors (BOD) Agenda

Meeting Date: Wednesday, August 13, 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: 2nd Wednesday each Month held virtually via Zoom

Agenda emailed and posted on usawe.org 08/11/2025 by President Tracey Erway

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 > 13. BOD Meeting – 8.13.2025

Log In: Zoom Meeting. <https://us02web.zoom.us/j/82909324243?pwd=OEErd3FjU0ZFdjNnekhtVUlxUHdMUT09>

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 07/30/2025 BOD meeting minutes were e-approved after 3 days 08/04/2025 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 <i>PD Committee Program</i> - Nicole Chastain <i>Video Reel and Judging Video Development</i> – Tracey Erway</p> <p>REVIEW</p> <p>Banking Process Update – Leesa Nero Education Committee Status Update - Holly Linz Sponsor and Partner Program Update - Robin Bond</p>
	<p>MOTIONS FOR CONSIDERATION</p> <p>Motion #1 Accept the 8/13/2025 Treasurer's report, as submitted by Treasurer Leesa Nero.</p> <p>Motion #2 Appoint Marcella Green as our new Elections Chair.</p> <p>Motion #3 Una Clancy in Ireland is starting up a working equitation group. They have requested to user USAWE Dressage Tests and Rules. This motion is to approve Ireland's use of USAWE Dressage Tests and Rules until they are established enough to create their own.</p> <p>Motion #4 The Website Policies and Procedures were updated to align with the Bylaws regarding BOD approvals. This motion is to approve the revised Website Policies and Procedures.</p> <p>Motion #5 There will be at least 20 Masters riders at the CA Championship and Qualifier show. This motion is to approve funding (hopefully from the marketing fund) for video creation: all tests from C for judge's training, and 3 reels, 1) Masters level riders, 2) Going thru the levels showcasing all levels, and 3) maybe a fun reel. (WE Canada is interested in contributing as well.)</p> <p>Motion #6 Approve reciprocal membership with Canada WE members. Canadian medical coverage follows them worldwide so that is not a concern.</p>



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	<p>Motion #7 The strategic plan will need consistent attention, update, and review relative to organizational programs. This motion is to create a Strategic Planning Committee with Tracey Erway as chair.</p> <p>Motion #8 Schedule a Special Meeting of the Board to review the strategic plan for contributions, concerns, or complaints prior to taking it to committees for additional input. (Plan is on the drive in the agenda directory)</p> <p>Motion #9 Schedule a Special Meeting of the Board to ask questions of the LOC chair.</p>	
	<p>Discussion:</p> <ol style="list-style-type: none"> 1) Thoughts on the proposed new website navigation 2) Discussion about the use of animals in the pen in EOH 3) Complaint paths and resolutions ownership discussion. Domestic and International. If complaints come into a committee about a member, how are they handled? If complaints come to the Board, how are they handled? We need a clear path to unification in our approach and plans. 4) Cattle trial rule. Is there a reason the cattle trial must be last? Huge expense for competitions. 5) LOC Education Grant Proposal. I believe Christy was asking the BOD to create a program and fund \$1000-2000 each for judges to travel to Europe to further their education in judging Working Equitation. While the board did approve up to \$1200 for the judge education trip this spring, that amount covered the Training fee and some expenses (not all). While 3 judges attended, 30-50 other folks also attended and received training. The approximate cost per member for USAWE was \$65. Other than that, all other judges who attended paid their expenses fully. 	
6:00 pm	Adjourn	
	<p>NEXT BOD MEETING: September 10, 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</p> <p>Corporate – preliminary approval 8/2/23; 8/9/23</p> <p>Affiliate Organizations - preliminary approval 3/15/23</p> <p>Awards – preliminary approval 7/5/23</p> <p>Communications - review pending</p> <p>Competitions - preliminary approval 5/3/23</p> <p>Elections - preliminary approval 7/5/23</p> <p>Ethics - preliminary approval 4/5/23, amended 5/14/25</p> <p>Financial Oversight - review pending</p> <p>Horse Recording - preliminary approval 4/5/23</p>	<p>International - preliminary approval 9/6</p> <p>Licensed Officials - preliminary approval 9/6</p> <p>Marketing and Promotion – preliminary approval 10/18/23</p> <p>Membership - preliminary approval 5/3/23</p> <p>Professional Development - preliminary approval 5/3/23; 7/10 revisions, amended 7/9/2025</p> <p>Rules - preliminary approval 8/16</p> <p>Treasury – preliminary approval 3/24</p> <p>Website - preliminary approval 3/15/23,</p> <p>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 	<p>ACTION ITEMS – Completed and FYI Items</p> <ul style="list-style-type: none"> ● Bylaws out to membership. Collecting member input. ● Update on ITGenius work. ● Competition manager survey in the works, but needs review.



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	<ol style="list-style-type: none">2. Hire audit personnel - not completed, add to next month3. Create travel reimbursement policy for events4. Adding WAVE events to our website. No owner, should be web chair.5. Tracey putting in calls to 2 volunteers6. 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.	<ul style="list-style-type: none">● Need Marketing Chair to work with Katie Garrett on Supporting the Mustang Challenge.● Benevity update.
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