



Board of Directors (BOD) Agenda

Meeting Date: Wednesday, November 12, 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 11/10/2025 by 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 > 17. BOD Meeting – 11.12.2025

Log In: Zoom Meeting. <https://us02web.zoom.us/j/82909324243?pwd=OEEr3FjU0ZFdiNnekhtVUlxUHdMUT09>

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 10/08/2025 BOD meeting minutes were e-approved 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 VOTE WHERE APPLICABLE (see motions below)</p> <p>Treasurer's Report – Leesa Nero</p> <p>VP Position Description for P & P – Tracey Erway</p> <p>Updates on/from Committees</p> <p>Competition Committee Report & Rider Dispensations, Region 2 2026 Championship proposal – Laurie Ridgeway</p> <p>International Committee – recommendations for Coach and Chef d'Equipe, approval of sponsorship drives, addition of member</p> <p>Membership Chair status, process, & timeline for renewals – Tracey Erway & Leesa Nero.</p> <p>PD Committee – Tracey Erway</p> <p>Website Committee – Julie Alonzo</p> <p>Awards Committee – Tracey Erway</p> <p><i>We have not purchased medals since 2021. Pat can speak to this better but the molds need to be remade every two years (1 per each of the 5 medals and one universal back) if reorders don't happen. Min order 50 medals. Pat said she sent out 20 medals in 2024 and 11 so far in 2025. There are 31 members on her "watch list" that only need a couple of scores to earn a medal. She said most of those are pewter and bronze medals.</i></p> <p>Education Committee – Julie Alonzo (proposal to authorize Education Committee to coordinate and oversee all video/educational projects to help ensure a coordinated approach).</p>
4:10	<p>DISCUSSION ITEMS</p> <p>Update on benefit at El Campeon and GiveButter – Leesa Nero</p> <p>Review of Proposed Program and Budget Overview Diagram for use by Committees – Tracey Erway</p> <p>Review and approval of budgets as being in a state that they could be included in the final 2026 budget acceptance, but as we discussed it makes sense to review changes with each committee chair in the final 2025 Working Committee meeting</p> <p>Filling VP Position – Robin Bond</p> <p><i>Tracey contacted the attorney about how best to solve this problem re: our existing bylaws. No response quite yet.</i></p> <p>Filling R6 & R7 Director Positions – Robin Bond - what is the best plan?</p> <p>Attorney feedback re adding bullying to the USAWE Code of Conduct – Tracey Erway</p> <p><i>The attorney said we could devise our own language as long as we defined how we would identify bullying.</i></p> <p>Review of Pro Dev Communications – Tracey Erway</p>



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Legal advice is that unless anything is specifically discriminatory, there is no issue with communications. Suggested we add language such as the following to our communications: "USA Working Equitation is committed to fostering an inclusive and welcoming environment for all members, volunteers, and participants. We do not discriminate on the basis of race, color, religion (creed), gender, gender identity or expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of our activities or operations.

These activities include, but are not limited to, membership selection, volunteer opportunities, services, programs, and events. We are dedicated to providing an environment that is free from discrimination, harassment, and retaliation, and we expect all members and volunteers to uphold these values in their interactions with others.

USA Working Equitation believes that diversity and inclusion strengthen our community and enhance our ability to achieve our mission."

Review proposed marketing plan – Tracey Erway

This was contributed by a marketing professional who does not have time to be chair, but took the time to build a cogent plan. Filling the individual tactics with owners would be the next step.

Review of R1 Championship DQ issue: Completion of ride at R2 impossible due to WE rules. Likely will be simple WD from EOH with all remaining scores and placements standing.

FHANA Request for Sponsorship of 2025 Fall Festival – Tracey Erway

This breed is incorporating WE specifically into its national meeting. Discussion should be around the number of breeds we are supported by and the implications of supporting one.

Scribe Training: Janet Phinney has been devising a scribe training program by working with Sarah Phinney and Allana Light. She reviewed with LOC and will be working with the Website Chair to get the information on the website to allow show managers to help new scribes practice before the show. Marketing request for Jan 2026.

FOC oversight: Has been lacking. Active calls out for professional services to fill this role.

MOTIONS FOR CONSIDERATION

Motion #1

Accept the 11.10.25 Treasurer's report, as submitted by Treasurer Leesa Nero.

Motion #2

Approve the Vice President role description submitted by Tracey Erway for inclusion in USAWE Policies and Procedures.

Motion #3

Approve the President role description submitted by Tracey Erway for inclusion in USAWE Policies and Procedures.

Motion #4

Approve International Committee recommendations for Coach and Chef d'Equipe for the US team.

Motion #5

Approve International Committee proposed sponsorship drives.

Motion #6

Add Tracey Erway to the International Committee, effective December 1, 2025

Motion #7

Appoint Tracey Erway Chair of the Website Committee, effective immediately.

Motion #8

Approve up to an additional \$1500 to Awards Committee for purchase of additional Lifetime Rider Medals. .



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	<p>Motion #9 Remove the budget requests from the different committees for funds related to education (videos, educational materials, etc.) and instead allocate education-related funds to the Education Committee to oversee. Authorize the Education Committee to oversee allocation of these funds for specific projects proposed by the different committees, with timelines and clear deliverables reported on monthly to the Board, prioritizing initiatives that align closely with our strategic plan. All committees that have requested funds for video / educational materials shall be directed to work with the Education Committee to ensure coordinated efforts, reduce redundancies, and incorporate USAWE corporate retention of all assets created with these funds.</p> <p>Motion #10 Allocate \$___ for sponsorship of FHANA Fall Festival (if someone wants to make this motion).</p> <p>Motion #11: Approve the Region 2 Championship proposal as submitted.</p> <p>Motion #12: Approve hiring a financial professional for up to \$4000/year (\$1000 per quarter) to work with USAWE Treasurer to perform ½ year FOC duties for 2025 and quarterly reviews year after year each quarter providing written reports to the BOD. Volunteer support for this committee and chair are not sustainable. This ability to hire externally is supported by the 2025 bylaws.</p> <p>Motion #13: Request that the competitions chair require that all approved shows from 2026 on, including championships, permit USAWE to hire photographers/videographers/content creators to be at the shows in order for USAWE to retain the independent ability to develop content for the purpose of advertising and marketing USAWE at will. This should be included in the rider release forms as well.</p>	
5:45 pm	Executive Session if needed	
6:00 pm	Adjourn	
	<p>NEXT BOD MEETING: December 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 Corporate – preliminary approval 8/2/23; 8/9/23 VP and Pres under review. 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; 7/10/25 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"> Hire audit personnel - see motion above Create event travel reimbursement policy Alliance proposal based on Mustang Challenge and other events (Amy Star); Partner/alliance plan developed – Robin requested assistance from others. Review of USAWE Insurance Policies – do we have sufficient / too much coverage? Finalize review of insurance to make sure we’re not overspending for coverage during competitions. 	<p>ACTION ITEMS – Completed and FYI Items</p> <p>FYI - Resolution of R1 championship incorrect DQ</p>