



USAWE Board of Directors (BOD) Meeting Minutes



Meeting Date: Wednesday, 12.17.2025

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: Sent 12.15.2025 and posted to USAWE.org > Corporate > Records > Meeting Minutes > Elected Board Minutes and filed in USAWE G-Drive > Board of Directors (BOD) > Board Meetings folder

Minutes: 12.10.2025 Minutes were e-approved 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 – 1.14.2025, 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	Present After Roll Call	Absent
President	Robin Bond	X		
Vice President	Glynnna Hoekstra	X		
Interim Secretary	Julie Alonzo	X		
Treasurer	Leesa Nero	X		
At Large Director 1	Amy Star	X		
At Large Director 2	Holly Linz	X		
Regional Directors				
R1 Director	Chesna Klimek	X		
R2 Director	Jerry Beatty			X
R3 Director	Cyndi Harris	X		
R4 Director	Kiki Pantaze	X		
R5 Director	Sara Barnwell	X		
R6 Director	Rebecca Stankiewicz Gabel			X
R7 Director	Maria Blackstone	X		

Current # of Board members = 11 | 8 BOD members required for Quorum.

BOD members in attendance at roll call = 8 | Quorum was established | BOD Meeting Attendance Log was updated.

Excused = notified Secretary and President in advance director (or chair) was unable to attend meeting.

Non-Voting USAWE Committee Chairs in attendance for all or part of the meeting					
Affiliate Organizations	Stephanie Dobiss	x	Licensed Officials (co-chairs)	Christy Reich	X
Awards	Lynn Maloney			Doreen Atkinson	
Competitions	Laurie Ridgeway		Marketing and Promotion	TBA	
Elections	TBA		Membership	Kate Steffes	
Ethics	Dan Dahlke		Professional Development	Nicole Chastain	
Financial Oversight	TBA		Rules	Amy Star	
Horse Recording	Mindy Finelli		Website	Tracey Erway	X
International Competition	Barbara Price		Youth Development	Kasey Riddle	X
Volunteer Coordinator	Emily Osborne				
Task Force Leads in attendance for all or part of the meeting					
Bylaw Review	After P&P reviews		Strategic Planning	Tracey Erway	X

Current # of Committee Chairs/Task Force Leads = 13; 6 in attendance.

Additional USAWE Members in attendance for all or part of the meeting:

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



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RE-APPOINTMENT OF TREASURER AND TREASURER ASSISTANT

The Board went into closed session to conduct a brief review of the Treasurer’s and Treasurer Assistant’s performance, opting to conduct a formal review every other year unless there are concerns.

AMY STAR, AT LARGE DIRECTOR 1, made a motion; CYNDI HARRIS, R3 DIRECTOR, seconded

Motion #1: Re-appoint Leesa Nero as Treasurer and Kathy Orr as Treasurer’s Assistant.

→ **Motion passed by voice vote with 10 in favor (A), 0 opposed, 0 abstained, 1 recused, 2 absent.**

Director	Vote	Director	Vote
R1 Director – Sara Mackenzie	A	At Large Director 1 – Amy Star	A
R2 Director – Jerry Beatty	Abs	At Large Director 2 – Holly Linz	A
R3 Director – Cyndi Harris	A	Treasurer – Leesa Nero	Rec
R4 Director – Kiki Pantaze	A	Secretary – Julie Alonzo	A
R5 Director – Sara Barnwell	A	Vice President – Glynna Hoekstra	A
R6 Director – Rebecca Stankiewicz Gabel	Abs	President – Robin Bond	A
R7 Director – Maria Blackstone	A		

BUDGET DISCUSSION

Treasurer Leesa Nero screen-shared a consolidated draft budget (revised 12.12.25) showing the overall estimated income / expenses for 2026. At the start of the meeting, the proposed 2026 budget was about \$25,000 in the red, with a goal of reaching a balanced budget.

The Board discussed estimates of membership income and reached consensus that the estimate for membership income appears reasonable for 2026.

The group then moved to discussing other areas in the budget.

Show Licensing fees – can we increase revenue in this area? One possibility would be to add an additional show licensing application fee. Another would be to increase the show licensing fee from \$4 per horse/rider to \$5 per horse/rider pair competing.

At this time, the Board was not in favor of raising membership, horse recording, or show licensing fees.

Chesna Klimek, R1 Director, indicated interest in helping with marketing / soliciting sponsorships.

The Board reviewed committee budget requests and made the following cuts:

Marketing Committee – Remove **\$6000** from “Host Event: HPR through the levels”, Reduce video **\$3000** (to \$8000 from \$11,000).

Competitions Committee – Remove **\$1500** listed for education for show managers, leaving \$500 for this item.

Videos

LOC – Remove **\$6000** from the current requested budget (cutting the proposed training in conjunction with the World Championship in Spain); reconfigure one of the ringside intensives to count as a Judge Seminar (for required Continuing Education and initial judge licensing requirements) and reduce to a total of two ringside intensives. Reduce budget request by about **\$4000**.

Corporate Administration – these are expenses that we can’t really cut.

Insurance – Remove the **\$4800** currently budgeted for LO Professional Liability Insurance (allow LOs who want insurance to purchase it through USAWE).



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Youth Committee – Educational videos should be created in conjunction with the Education Committee (video budgets have been consolidated under the Education Committee).

Rules Committee – Could add \$600 in the budget for income to offset the \$600 in expense (related to printing rules for members).

Next step: Leesa will update budget and email an expanded report, as totals and by month, as well as committee reports for LOC, Marketing, Youth, Corporate (and any other big cost groupings), showing income and expenses from 2025 and 2026 to the Board. The Board will have a few days to ask questions / make suggestions, and then Robin will call for a vote to approve.

Next Board meeting will be January 14, at 4:00 pm Pacific, via Zoom.

President Robin Bond adjourned the meeting at 7:20 PM, Pacific Time.

Minutes submitted by USAWE Secretary Julie Alonzo