



## USAWE Board of Directors (BOD) Meeting Minutes



**Meeting Date:** Wednesday, 02.11.2026

**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:** 2<sup>nd</sup> Wednesday each Month held virtually via Zoom

**Agenda:** Sent 2.9.2026 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:** 1.14.2026 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 – 3.11.2026**, 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	Glynn 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 (joined 4:02)	
R5 Director	Sara Barnwell	X		
R6 Director	Rebecca Stankiewicz Gabel	X		
R7 Director	Maria Blackstone		X (joined 4:02)	

Current # of Board members = 13 | 7 BOD members required for Quorum.

# BOD members in attendance at roll call = 11 | 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	Christy Reich
Awards	Lynn Maloney	X			
Competitions	Laurie Ridgeway			Marketing and Promotion	Mary Young X
Elections	TBA			Membership	Kate Steffes
Ethics	Dan Dahlke	X			
Financial Oversight	TBA			Professional Development	Nicole Chastain
Horse Recording	Mindy Finelli			Rules	Amy Star X
International Competition	Barbara Price	X		Website	Tracey Erway X
Volunteer Coordinator	Emily Osborne	X		Youth Development	Kasey Riddle X
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 = 14; 8 in attendance.

**Additional USAWE Members in attendance for all or part of the meeting:** J. Derrick Richardson, R5; Kimberlee Barker, R1; Heather Higgins, R1.

**Call to Order:** President Robin Bond called the meeting to order at 4:00 PM Pacific time.

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### ANNOUNCEMENTS

- Newsletter submissions are due Feb 15, 2026.
- Please remember to join us this Saturday for the Annual Membership Meeting
- WAVE General Assembly Meeting was Jan 20, 2026. President Robin Bond attended. WAVE has asked for each member nation to submit responses to information requests (count of WAVE and USAWE events in 2025 in the United States, count of licensed officials, count of total # of competitors in U.S., count of total # of WAVE competitors; and a list of U.S. riders approved to compete in WAVE competitions). In addition. All WAVE member nations will be paying 500 Euro to WAVE for our organizational membership as well as 25 Euro per U.S. rider/horse combo who will be competing in a WAVE competition in 2026.

### PUBLIC COMMENT PERIOD

Jerry Beatty, R2 Director, asked for clarification about the Annual Member meeting – whether we needed to have a certain percentage of members in attendance. Secretary Julie Alonzo clarified that we are sharing information and answering questions rather than conducting business, so a quorum is not needed.

Kasey Riddle, Youth Development Committee member reported that we had a booth at the Pony Club meeting, Robin Trott provided a demonstration, and there appears to be growing interest in WE within Pony Club.

### TREASURER’S REPORT & BUDGET

In advance of the meeting, Treasurer Leesa Nero had provided the Board with a financial report. She reviewed the report and asked if any Board members had any questions.

### TRANSFERRING MONEY TO ONE OF OUR CDS & RENEWING IT

AMY STAR, AT LARGE DIRECTOR 1, made a motion; SARA BARNWELL, R5 DIRECTOR, seconded

**Motion #1:** Authorize Treasurer Leesa Nero to transfer \$10,000 to the CD account and renew the CD, as recommended by the Treasurer.

→ **Motion passed by voice vote with 12 in favor (A), 0 opposed, 0 abstained, 0 recused, 1 absent.**

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



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USAWE TREASURERS REPORT
Report for January 14, 2026 Board of Directors Meeting

Cash Assets as of December 31, 2025 are as follows:

Table with 2 columns: Asset Name and Amount. Includes Chase Bank Checking, Savings, and two Capital Reserves accounts.

Previous Months Cash Funds Reported:

Table with 3 columns: Month/Year, Amount, and Balance. Lists cash funds from December 2024 to January 2026.

NOTE = Due to submitting these reports in time for each BOD Meeting Agenda, cash on hand and any additional financial reports (quarterly), are based on the latest monthly reconciled bank statement.

- (1) 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. CD #1 matures on January 13, 2026 and we have 10 days to renew it. After looking at Chase's CD rates, published on 01.09.26, I recommend we renew this CD for 3 months at 4.00%.
(2) The U.S. Bank Credit Card shows a current balance of \$ 17.65 which will be paid by January 24, 2026. There is one Expenditure still to be processed from December 2025 for \$1,174.20.

The Chase Bank Representative has returned from his Holiday vacation and is checking into the requested Chase Bank credit card status and processing the documents to sign for changing our 2026 Officers with the bank.

2026 Budget: The original Budget was Revised on 12.23.2025 and again on 01.06.2026. It is included with this report for a vote during the meeting.

- Reports:
2025 Profit and Loss
2024 & 2025 Profit & Loss Comparison
2026 Revised Budget 01.06.26

Respectfully submitted,
Leesa Nero, Treasurer

SARA BARNWELL, R5 DIRECTOR, made a motion; JERRY BEATTY, R2 DIRECTOR, seconded

Motion #2: Accept the 2.11.26 Treasurer's report, as submitted by Treasurer Leesa Nero.

→ Motion passed by voice vote with 12 in favor (A), 0 opposed, 0 abstained, 0 recused, 1 absent.

Table with 4 columns: Director, Vote, Director, Vote. Lists all board members and their votes on the motion.



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R7 Director – Maria Blackstone	A		
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## RULEBOOK REVIEW

Amy Star, At Large Director 1 and Rules Committee Chair, shared that she and Glynnna have been meeting to review the Rulebook and clean up some grammatical errors, formatting challenges, etc. They anticipate being able to get PDFs of the updated version Thursday or Friday. At that point, Secretary Alonzo will send the document around by email for review and questions, with a clear timeline for when the vote should be submitted. For the motion to pass, 100% of Board members must respond to the email. A simple majority is needed to pass.

## MEMBERSHIP RENEWAL PROCESSING

Robin Bond, President, updated the Board on issues related to credit card processing. Many members have reported issues with paying via credit card. The issue seems to be related to communication between the invoicing and credit card processing. If the issue is not truly resolved, then we will investigate other options after Treasurer Leesa Nero returns from her time away.

The Board discussed whether we need incentives for people to renew. Members renew when there is a need to do so (if they are an AO, LO, Board Member, PI, or Committee Member, they need to renew by January 1 each year. General members need to renew prior to participating in a licensed competition).

The Board will review the option of Auto Renewal (and other items related to this topic) at our May Board meeting.

## ANTI BULLYING

At the request of the Board, Dan Dahlke, Ethics Committee Chair, provided an update Code of Conduct, Code of Ethics to the Board in advance of the meeting. About 20 states had no definition of “bullying”. Quite a few others only use the term in relation to minors. He also reviewed other equestrian groups’ documents related to bullying. His intention was to keep the language fairly generic to reduce the chance of our definition conflicting with a given state’s definition of bullying.

The group discussed whether the language needs to be updated on the Professional Instructor Code.

JULIE ALONZO, SECRETARY, made a motion; CHESNA KLIMEK, R1 DIRECTOR, seconded

**Motion #3:** Approve the revisions to the Code of Conduct and Code of Ethics, with the amendment suggested by the Board to change the name of the Code of Conduct for Professional Instructors and change point b to read “When teaching, instructing, or coaching, I will ensure that every horse participating under my guidance be treated humanely, maintaining the welfare of the horse as paramount.”

→ **Motion passed by voice vote with 13 in favor (A), 0 opposed, 0 abstained, 0 recused, 0 absent.**

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



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### ADOBE ACROBAT PRO SUBSCRIPTION

USAWE currently has an Individual license for just under \$20 / month. We could switch to a business account, for \$22.19 per license, plus tax. Amy Star, Rules Committee Chair, will look into other, less expensive options.

### APPOINTING NEW COMMITTEE MEMBERS

SARA BARNWELL, R5 DIRECTOR, made a motion; CHESNA KLIMEK, R1 DIRECTOR, seconded

**Motion #4:** Appoint Carey Miller to the Marketing Committee, effective immediately.

→ **Motion passed by voice vote with 13 in favor (A), 0 opposed, 0 abstained, 0 recused, 0 absent.**

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

KIKI PANTAZE, R4 DIRECTOR, made a motion; CYNDI HARRIS, R3 DIRECTOR, seconded

**Motion #5:** Appoint Barbara Crawford to the Affiliate Organization Committee, effective immediately.

→ **Motion passed by voice vote with 13 in favor (A), 0 opposed, 0 abstained, 0 recused, 0 absent.**

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

SARA BARNWELL, R5 DIRECTOR, made a motion; JERRY BEATTY, R2 DIRECTOR, seconded

**Motion #6:** Appoint Julie Lindman to the Competitions Committee, effective immediately.

→ **Motion passed by voice vote with 13 in favor (A), 0 opposed, 0 abstained, 0 recused, 0 absent.**

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



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### REGIONAL CHAMPIONSHIP

The Board had previously received the bid for the 2026 R6 Championship, along with the evaluation, completed by the review committee. The Board clarified that although the show organizers adjusted the show fee to make it lower for L1 riders, this is not a requirement of show organizers.

JULIE ALONZO, SECRETARY, made a motion; SARA BARNWELL, R5 DIRECTOR, seconded

**Motion #7:** Approve the 2026 Region 6 Championship bid as submitted.

→ **Motion passed by voice vote with 11 in favor (A), 0 opposed, 0 abstained, 2 recused, 0 absent.**

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

**The Board went into Executive session at 5:16 PM, Pacific Time.**

The following action was voted on during the Executive Session and are presented here for USAWE official records.

JULIE ALONZO, SECRETARY, made a motion; SARA BARNWELL, R5 DIRECTOR, seconded

**Motion #8:** Request the LOC reach out to the other USAWE judges to solicit interest in serving as a member of the LOC for the next two years, with a recommendation for a new appointment to be made at the May 13, 2026 Board meeting.

→ **Motion passed by voice vote with 12 in favor (A), 1 opposed, 0 abstained, 0 recused, 0 absent.**

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

An item related to a committee appointment was tabled until additional information could be gathered. Provided Nicole Chastain can meet, the Board would like to hold a meeting with her to gather information at 5 pm, Pacific, Wednesday, February 25. The discussion will be recorded and shared with the Board.

The Board meeting was. Adjourned at 6:11 PM

Minutes submitted by USAWE Secretary Julie Alonzo

The next Board meeting will be March 11, at 4:00 pm Pacific.