



USAWE Board of Directors (BOD) Meeting Minutes



Meeting Date: Wednesday, 03.11.2026

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: 2nd Wednesday each Month held virtually via Zoom

Agenda: Sent 3.9.2026 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: 2.11.2026 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 – 4.08.2026, 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 (arrived at 4:18)	
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 (arrived at 4:22)	
Regional Directors				
R1 Director	Chesna Klimek	X		
R2 Director	Jerry Beatty	X		
R3 Director	Cyndi Harris	X		
R4 Director	Kiki Pantaze		X (arrived at 4:05)	
R5 Director	Sara Barnwell	X		
R6 Director	Rebecca Stankiewicz Gabel	X		
R7 Director	Maria Blackstone	X		

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

BOD members in attendance at roll call = 9 | 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				
Competitions	Laurie Ridgeway	X	Marketing and Promotion	Mary Young	X
Elections	TBA		Membership	Kate Steffes	
Ethics	Dan Dahlke				
Financial Oversight	TBA		Professional Development	Nicole Chastain	
Horse Recording	Mindy Finelli		Rules	Amy Star	X
International Competition	Barbara Price		Website	Tracey Erway	X
Volunteer Coordinator	Emily Osborne	X	Youth Development	Kasey Riddle	
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; 7 in attendance.

Additional USAWE Members in attendance for all or part of the meeting: Adair Soho, R6

Call to Order: Vice President Glynn Hoekstra called the meeting to order at 4:04 PM Pacific time.

ANNOUNCEMENTS

- Newsletter submissions are due March 15, 2026.
- Secretary Alonzo shared the new spreadsheet on Judge availability with the Board, explaining that a few judges have not yet added the dates when they are unavailable, but the vast majority have responded. The intention is to provide an easy way for show organizers to know which judges are unavailable. Judges have been asked to indicate their lack of availability (they can also send dates when they are unavailable to Julie, and she will update the chart for them). Amy Star, At-Large Director 1, asked if the Board could request contact information from all Licensed Officials so they could be shared more easily. Glynna Hoekstra, Vice President, said she would reach out to Christy Reich, LO Chair, to ask the LOC to compile such a list. (Licensed officials can “opt in” or “opt out” of having their emails and phone #s on this PDF.

MEMBERSHIP, WEBSITE, & STRATEGIC PLANNING UPDATE

In advance of the meeting, Tracey Erway, Website Chair, Strategic Planning Chair, and acting Chair of Membership provided the Board with a report of accomplishments to date and updates on needs for the future. The Board may need to allocate funds to pay for modifications to Findjoo, our membership database software to enable AO listings to be displayed better. Tracey will request an estimate of cost to share with the Board.



Membership Update

- Nov-Mid Feb Difficulty processing credit card payments
 - Many duplicate payments as members tried multiple times
 - System didn't send adequate receipts
 - All members should be advised to check their charges and notify the treasurer if they believe they have duplicated payments and need a refund
 - We helped the Findjoo support team focus on what area was broken and finally we were advised to resync with Quick Books.
 - We've had Findjoo fix errors here and there that we've uncovered.
 - Any errors since are Findjoo structural or member created issues:
 - Linking parents and children
 - Members using different emails creating new accounts -> we merge those
 - Password change patience
 - Workload has gone from 3 hours a day to 3 hours a week



Membership Update

- Have requested estimates for the following:
- Report ease – allow us to more easily create reports for review
 - Changing the default year to USAWE year Nov 1-Dec 31 (not Jan-Dec)
 - Reprogramming some of the notations in the user interface that don't make sense for us
 - Currently PI section is hard coded on the website. Requesting changes to Findjoo to allow automatic updating via findjoo similar to the LO area
 - Collecting information on “How To” for following membership managers
 - Staying within budget thus far
 - You should probably put me in as Membership Chair vs roving temporary developer sending email from the membership chair account



Website Update

- Weekly minor updates as requested
 - Able to send form for calendar updates
 - Updated PI information for new program
 - Updated TD and Judge changes
 - Rules 9.1 added
 - Needed:
 - Misc announcements. Would like a better interface with Marketing – unsure if I can attend their meetings. Alignment of announcements with social media and
 - Competitions managers need to send information about championships and qualifiers and such. Should come through marketing I believe.
 - Need the video/photo legal release – when is that expected.
-



Website Update

- Other status:
 - Still using Equine Online Design for any major programming, moving what makes sense to automation through Findjoo
 - One request to update the competitions spreadsheet and how its viewed on the website – unsure how that would affect gira, competitions, etc
 - Any issues or requests – send in email
 - Staying within budget
-



Strategic Planning Committee Update

- We are meeting 3/19 for the first time in a very long time
 - Goal:
 - Create a dashboard for USAWE BOD and Committees to have access to regular information to assist evaluation of USAWE and Committee program health, growth, success relative to budget.
 - Assume quarterly or so as cadence
 - We'll put out requests to committees in the working committee meeting to see what information would be valuable to them.
 - We'll define data types and useful metrics for BOD review
 - Will tie to strategic plan
 - If any of you have specific reports you know you'd like to see, please send email or we can take notes right now
-

PUBLIC COMMENT PERIOD



USAWE Board of Directors (BOD) Meeting Minutes



- Stephanie Dobiss mentioned that at least one AO leader is looking for someone to share a room at the World Championship in Spain. Julie mentioned that in response to this request, she created an Event on the main USAWE Facebook page, which people can use to connect. Vice President Hoekstra asked Regional directors to share the Event on the Regional Facebook pages.

TREASURER’S REPORT

In advance of the meeting, Treasurer Leesa Nero had provided the Board with a financial report.

JULIE ALONZO, SECRETARY, made a motion; KIKI PANTAZE, R4 DIRECTOR, seconded

Motion #1: Accept the 3.11.26 Treasurer’s report, as submitted by Treasurer Leesa Nero.

→ **Motion passed by voice vote with 10 in favor (A), 0 opposed, 0 abstained, 0 recused, 3 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	Abs
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	Absent
R7 Director – Maria Blackstone	Absent		



USAWE Board of Directors (BOD) Meeting Minutes



USAWE TREASURERS REPORT Report for March 11, 2026 Board of Directors Meeting

Cash Assets as of February 28, 2026 are as follows:

• Chase Bank Checking.....	\$	43,378.53	
• Chase Bank Savings.....	\$	20,249.16	
• Chase Bank CD #1 Capital Reserves.....	\$	105,872.57 (1)	Matures 04.13.26 Interest + \$581.45
• Chase Bank CD #2 Emergency Reserves...	\$	67,475.80 (2)	Matures 05.10.26 Interest + \$137.92
	\$	236,976.06 (3)	

Previous Months Cash Funds Reported:

December 31, 2025	= \$ 204,538.47	July 31, 2026	= \$
January 31, 2026	= \$ 222,719.55	August 31, 2026	= \$
February 28, 2026	= \$ 236,976.06	September 30, 2026	= \$
March 31, 2026	= \$	October 31, 2026	= \$
April 30, 2026	= \$	November 30, 2026	= \$
May 31, 2026	= \$	December 31, 2026	= \$
June 30, 2026	= \$	January 31, 2027	= \$

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.
- (2) Per BOD approval \$10,000.00 was transferred from the checking to CD#2 and was renewed for 3 months.
- (3) The U.S. Bank Credit Card shows a current balance of \$496.22 which will be paid by March 24, 2026. This balance reflects some payments to AO's for MDF Distributions and WAVE Annual Fee and Competitor Rider Fees. Also reflects IC Team Donations and LOC Intensive Training Registrations income.

Reports:

- 2026 Actuals vs. Budget for Month of February
- 2026 Actuals vs. Budget for January through February

Respectfully submitted,
Leesa Nero, Treasurer

MERCHANDISE STOREFRONT

Prior to the meeting, USAWE Marketing Committee Chair Mary Young presented the Board with a proposal from member Adair Soho to provide a USAWE storefront, with a variety of USAWE merchandise available for sale.

GLYNNA HOEKSTRA, VICE PRESIDENT, made a motion; HOLLY LINZ, R7 DIRECTOR, seconded

Motion #2: Authorize Adair Soho to develop a mock-up of a USAWE storefront, with concurrent collaboration with USAWE website team to explore the best way to proceed with making the store website work with USAWE's navigation.

→ **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	Absent
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		

COMMITTEE APPOINTMENT

GLYNNA HOEKSTRA, VICE PRESIDENT, made a motion; AMY STAR, AT-LARGE DIRECTOR 1, seconded

Motion #3: Appoint Alexa Maine, R1, to the Competitions and Awards Committees, effective immediately.

→ **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	Absent
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		

SOCIAL MEDIA GUIDELINES

Prior to the meeting, R5 Director Sara Barnwell had drafted guidelines for posting things on USAWE Regional Facebook pages, incorporating feedback from a variety of Board members. The Board discussed the need for clarity and standards related to what can be shared on the USAWE Facebook pages and added to the USAWE Event calendar.

AMY STAR, AT-LARGE DIRECTOR 1, made a motion; CHESNA KLIMEK, R1 DIRECTOR, seconded

Motion #4: Approve the *Social Media Guidelines* for posting on Regional Facebook pages, adding links to PI and LO lists.

→ **Motion passed by voice vote with 11 in favor (A), 0 opposed, 0 abstained, 0 recused, 2 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	Absent
R4 Director – Kiki Pantaze	Absent	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		

The Board went into Executive session at 5:07 PM, Pacific Time. No actions were taken, but good discussion took place.

The Board meeting was adjourned at 6:02 PM

Minutes submitted by USAWE Secretary Julie Alonzo

The next Board meeting will be April 8, at 4:00 pm Pacific.