



## USAWE Board of Directors (BOD) Meeting Minutes



**Meeting Date:** Wednesday, 04.08.2026

**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 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 – 5.13.2026**, 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		
Secretary	Julie Alonzo	X		
Treasurer	Leesa Nero		X (arrived at 4:12)	
At Large Director 1	Amy Star		X (arrived at 4:05)	
At Large Director 2	Holly Linz		X (arrived at 4:22)	
Regional Directors				
R1 Director	Chesna Klimek	X		
R2 Director	Jerry Beatty		X (arrived at 4:35)	
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 = 13 | 7 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	Christy Reich	X
Awards	Lynn Maloney		Marketing and Promotion	Mary Young	X
Competitions	Laurie Ridgeway	X	Membership	Kate Steffes	
Elections	TBA		Professional Development	Nicole Chastain	X
Ethics	Dan Dahlke	X	Rules	Amy Star	X
Financial Oversight	TBA		Website	Tracey Erway	X
Horse Recording	Mindy Finelli		Youth Development	Kasey Riddle	X
International Competition	Barbara Price	X			
Volunteer Coordinator	Emily Osborne	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; 11 in attendance.

**Additional USAWE Members in attendance for all or part of the meeting:** Adair Soho, R6; Derrick Richardson, R5; Pat Melton, R7; Shawna Dietrich, R7; Sara Mackenzie, R1; Katherine Chilkott and Alberto Conde, R2; Rita Edman, R2

**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 April 15, 2026.
- International Committee will begin their selection process soon (all declared riders who have earned qualifying scores have been requested to submit responses to questions for the committee to review. Responses are due today).
- Reminder to committee chairs and Board members to review the USAWE website for areas related to their work for USAWE to ensure the information is complete and accurate.

## PUBLIC COMMENT PERIOD

- Several members requested permission to speak.
- Pat Melton, R7, shared information about her horse's medical condition Equine Recurring Uveitis (ERU). She requested that the Board consider allowing use of UV light-reducing goggles at USAWE competitions for horses whose veterinarians have recommended their use. The goggles are designed for use when horses are being ridden. Goggles are not listed on the prohibited list in the Rulebook.
- Shawna Dietrich, R7, also has a horse with ERU. She pursued intensive treatment, and her horse responded well. Her horse is now stable and comfortable. Vets have recommended that she use UV goggles when riding her horse, and UV-blocking flymasks when the horse is turned out. She would also like to see use of the goggles allowed.
- Derrick Richardson, R5, does not have a horse with ERU but does not see any issues with use of protective equipment that does not provide a competitive advantage.
- Christy Reich, R2, and Chair of Licensed Officials Committee, asked for clarification about whether the question of UV-blocking goggles would be voted on at the meeting. She indicated that the LOC has a point of view related to this topic. She explained that she is familiar with ERU, with two horses in her barn currently diagnosed with the condition. The LOC has some concerns with public perception of having horses compete when they are in pain.
- Nicole Chastain, R2, indicated that she also has experience with the condition, but pointed out that horses with ERU are often on medications that are anti-inflammatory, pain killers, etc. She also pointed out that just because an item isn't on the list of equipment that is dis-allowed does not mean that it is allowed. If a piece of equipment is performance-enhancing, then it is not allowed.
- Sara Makenzie, R1, confirmed that USEF Jumper division does allow use of these goggles (her veterinarian chimed in because she was there with Sara, overhearing the discussion, and she just provided a vet exemption for one of her other clients, to enable them to compete in a USEF show).

## STATEMENT REGARDING USE OF IMAGES/VIDEOS

Prior to the meeting, a draft statement regarding the use of images/videos (for marketing, website, education, etc.) was shared with the Board. Current photos being used on the website and social media are still able to be used. USAWE has been granted permission to use those photos for promotion / marketing of the sport. Recently, someone produced material that USAWE used (for education purposes) but had not secured permission from photographer/videographer/ competitors to use those images. The culpability lies with the person producing materials, not with USAWE. However, President Bond would like to have a Board-approved statement that content-producers must sign to indicate that they have permission to use all images / video content that is in their material.

We may also need a statement for members to sign to indicate that they grant permission to use images / videos in which they appear. Members of the Education Committee would like to have something in writing. Robin asked Holly Linz and Sara Barnwell (Education Committee) and Mary Young (Marketing Committee) to draft a statement that could be incorporated into the Google Form that people will use to submit photos / videos for possible use by USAWE (e.g., Marketing, Education). Robin will take two drafts to the Attorney (one for USAWE use and one for people who have created something that USAWE wants to use) once they are specific / finalized enough.

## TREASURER'S REPORT



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

### COMMITTEE APPOINTMENT

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

**Motion #1:** Appoint Rita Edman, R2, to Chair the Financial Oversight Committee, and authorize Phyllis Laderman to conduct the Quarterly Reviews, 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	A
R4 Director – Kiki Pantaze	Absent	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		

JERRY BEATTY, R2 DIRECTOR, made a motion; CYNDI HARRIS, R3 DIRECTOR, seconded

**Motion #2:** Accept the 4.08.26 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.**

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	Absent	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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## USAWE TREASURERS REPORT Report for April 8, 2026 Board of Directors Meeting

Cash Assets as of March 31, 2026 are as follows:

• Chase Bank Checking.....	\$	49,463.25
• Chase Bank Savings.....	\$	20,249.51
• Chase Bank CD #1 Capital Reserves.....	\$	105,872.57 (1) Matures 04.13.26 Interest + \$902.03
• Chase Bank CD #2 Emergency Reserves...	\$	67,475.80 (1) Matures 05.10.26 Interest + \$316.57
	\$	243,061.13 (2)

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	= \$ 243,061.13	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. **CD #1 matures on April 13, 2026. Treasurer will check Chase CD rates on April 10<sup>th</sup> to have this CD renewed at the best possible rate for the shortest amount of time.**
- (2) The U.S. Bank Credit Card shows a current balance of \$1,180.26 for Travelers Insurance, Mailchimp, Adobe and Bannerbuzz charges, which will be paid by April 24, 2026. There is also a current Expenditure Request for \$2,998.43 waiting for signatures before paying.

2025 Tax Return – This return was completed by our CPA, signed by President Robin Bond, and submitted electronically to the IRS by the CPA.

Quarterly Financial Reviews & FOC Chair - With regards to getting this accomplished I have spoken to 3 individuals:

- I have been in contact with Pam Saul, a bookkeeper recommended by Holly Linz, and her fee to provide a Quarterly Review would be \$250.00/ quarter. Her web site is <https://www.saulbookkeeping.com/about-the-team>.
- Phyllis Laderman, who was a member of the Financial Oversight Committee before the chair resigned, has agreed to stay on the committee and volunteer to complete the Quarterly Reviews.
- Rita Mason, who is a retired CPA, has volunteered for the FOC Chair position and sent in her resume for review.

Reports:

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

Respectfully submitted,  
Leesa Nero, Treasurer

### CHALLENGES WITH INVOICES FROM USAWE NOT SHOWING UP IN PEOPLE’S INBOXES

Prior to the meeting, Amy Star shared that she has been having difficulties getting invoices from USAWE. She wanted to make sure that the issue isn’t a bigger problem. Leesa Nero suggested it might be related to an incorrect email address. President Bond asked if we should ask the membership to let us know if they’ve experienced issues recently with receiving invoices.

This is something Robin and Leesa will follow up on with (those who might have been sent invoices such as Judges, TDs, and show organizers).



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### COMMITTEE APPOINTMENT

JULIE ALONZO, SECRETARY, made a motion; JERRY BEATTY, R2 DIRECTOR, seconded

**Motion #3:** Appoint Diana Merville, R2, to the Marketing Committee, 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	A
R4 Director – Kiki Pantaze	Absent	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		

### COMPETITOR EVALUATION FORM

R2 Director Jerry Beatty shared that USEF Stewards (the equivalent of USAWE TDs) make competition evaluation forms available to competitors, giving people the opportunity to provide feedback. The existing competitor feedback form was shared on screen. Show organizers and/or TDs will be encouraged to remind competitors about the availability of the form. Board members are encouraged to look at the existing form and provide feedback about any updates that might make it better. Laurie Ridgeway, Chair of the Competitions Committee, shared that this is something that the Competitions Committee has discussed trying to publicize more. Currently, they receive 20 or so responses each year. Posting a QR code that will take people to the survey at shows might help increase response. She indicated that the form could be revised and encouraged Jerry to review it and share suggestions for improvement if he has any. He indicated that he would do so. The form can be publicized on regional Facebook pages, on entry forms for the different competitions, and through a QR code on a poster that show organizers will be asked to post at USAWE Competitions.

### POLICY FOR WAVE INTERNATIONAL AND QUALIFIER COMPETITION APPROVAL

Prior to the meeting, President Robin Bond had shared the WECAN policy for approval of WAVE competitions. The Board needs to create a similar policy for USAWE. Any WAVE competition that is being planned in the U.S. needs to go through USAWE in advance for authorization prior to applying through WAVE. The Competitions Committee will create an approval process similar to what is done for Regional Championships. Secretary Alonzo noted that she had previously gone through the International Committee when applying for a WAVE Qualifier and WAVE International Competitions. Chesna Klimek, R1 Director, suggested that USAWE banners be displayed at any WAVE / USAWE competition. She also noted that some of the videos from the Eugene Qualifier have received hundreds of thousands of views. Glynnna (Vice President) and Rebecca (R6 Director) offered to assist with the creation of a policy for applying for U.S. WAVE competitions.

Mary Young (Marketing Committee Chair) indicated that it would be possible to create a banner with USAWE and WAVE branding. They are also working on a standard “branding” for videos, etc. being produced, so there might be a standard footer or USAWE logo that is clearly visible when the videos, etc. are shared.

### FINDJOO UPDATES

Website Chair and acting Member Committee Chair Tracey Erway submitted a request for allocation of \$700 in funds to pay for updates to the membership software, to include: (a) split the Individuals filter button in the Members page (\$400), (b) set the current year and last year in reporting page to follow fiscal year (\$150), and create a new page on the website for PIs (\$150) which will enable them to be displayed on the website (similar to how Licensed Officials are displayed now).

JERRY BEATTY, R1 DIRECTOR, made a motion; SARA BARNWELL, R5 DIRECTOR, seconded

**Motion #4:** Allocate \$700 from the general fund to pay for updates to Findjoo, our membership software.

→ **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	Absent	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		

### USE OF GOGGLES ON HORSES AT COMPETITIONS

See the comments from members at the start of the meeting for discussion related to this topic.

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

**Motion #5:** Effective immediately, approve the use of goggles or similar light protection for horses in USAWE competitions when accompanied by a veterinarian’s note within 180 days of the competition, indicating the equipment is medically necessary due to light sensitivity and that there is no medical reason to limit the horse’s physical activity. After completion of the trial, the rider or his/her representative is responsible for removing the goggles to present the horse to the Gate Steward for inspection. Caveat: Horses experiencing a flare up / in obvious pain at the time of the competition can still be denied the opportunity to compete by the Judge. Horses wearing goggles or similar UV light protection equipment shall not be permitted to participate in the Cattle Trial.

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

Director	Vote	Director	Vote
R1 Director – Chesna Klimek	A	At Large Director 1 – Amy Star	Opposed
R2 Director – Jerry Beatty	Absent	At Large Director 2 – Holly Linz	A
R3 Director – Cyndi Harris	A	Treasurer – Leesa Nero	A
R4 Director – Kiki Pantaze	Absent	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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### USAWE RULES WILL MOVE TO A TWO-YEAR CYCLE OF REVISIONS, BEGINNING AFTER THE 2026 REVISIONS

Rules Committee Chair shared that the Rules Committee is proposing to move to a two-year rule change proposal process. Revisions will still be accepted and considered in 2026. After that, the next revised rulebook is planned for 2028.

AMY STAR, AT-LARGE DIRECTOR 1, made a motion; JULIE ALONZO, SECRETARY, seconded

**Motion #6:** Change to a two-year revision cycle for the USAWE Rules. Rule changes will be accepted and considered in 2026, and then every other year, so the next changes will be made in 2028.

→ **Motion passed by voice vote with 11 in favor (A), 1 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	Absent	At Large Director 2 – Holly Linz	A
R3 Director – Cyndi Harris	A	Treasurer – Leesa Nero	A
R4 Director – Kiki Pantaze	Absent	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		

In addition, Amy let the Board know that Leslie Martien has resigned from the Rules Committee, where she has served well for many years. She will be advertising for another member to join the committee and hopes to bring the name of a new candidate for the Rules Committee to the Board soon.

The Board meeting was adjourned at 6:02 PM

Minutes submitted by USAWE Secretary Julie Alonzo

The next Board meeting will be May 13, at 4:00 pm Pacific.