

USAWE Board of Directors (BOD) Meeting Minutes

Meeting Date: Wednesday, 08.12.2026

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 8.10.2026 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: 7.08.2026 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 – 10.14.2026, 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	Glynna Hoekstra	X		
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 Barry	X		
R2 Director	Jerry Beatty		X	
R3 Director	Cyndi Harris		X	
R4 Director	Kiki Pantaze		X (arrived at 4:52)	
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 = 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			Licensed Officials	Christy Reich	X
Awards	Katie Garrett	X		Marketing and Promotion	Mary Young	X
Competitions	Laurie Ridgeway	X		Membership	Tracey Erway	
Elections	Derrick Richardson	X		Professional Development	Beth Harrison	X
Ethics	Dan Dahlke	X		Rules	Amy Star	X
Financial Oversight	Rita Edman			Website	Tracey Erway	
Horse Recording	Mindy Finelli			Youth Development	Kasey Riddle	
International Competition	Barbara Price					
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	

Current # of Committee Chairs/Task Force Leads = 13; 8 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 4:00 PM Pacific time.

ANNOUNCEMENTS

- Education Digest was released
- Newsletter submissions due 8/15
- Reminder that September meeting is cancelled due to most board members attending the World Championship

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- Some issues with the Rule Change Request form were addressed. Ownership of the form was somehow changed to President from Rules Chair and the permissions to access had been restricted. We suspect this was accidental, and permissions to access have been returned to “anyone with a link.” The system is working correctly now.

TREASURER’S REPORT

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

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

Motion #1: Authorize the Treasurer to renew CD#2 in September at the best rate for the shortest term when it is up for renewal. .

→ **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 Barry	A	At Large Director 1 – Amy Star	A
R2 Director – Jerry Beatty	Absent	At Large Director 2 – Holly Linz	A
R3 Director – Cyndi Harris	Absent	Treasurer – Leesa Nero	A
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		

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

Motion #2: Accept the 08.12.26 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 Barry	A	At Large Director 1 – Amy Star	A
R2 Director – Jerry Beatty	Absent	At Large Director 2 – Holly Linz	A
R3 Director – Cyndi Harris	Absent	Treasurer – Leesa Nero	A
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		



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USAWE TREASURERS REPORT Report for August 12, 2026 Board of Directors Meeting

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

• Chase Bank Checking.....	\$	34,947.11	
• Chase Bank Savings.....	\$	20,250.85	
• Chase Bank CD #1 Capital Reserves.....	\$	107,603.40	(1) Matures 10.13.26 Interest + \$617.51
• Chase Bank CD #2 Emergency Reserves...	\$	68,035.59	(1) Matures 09.10.26 Interest + \$547.38
	\$	230,836.95	(2)

Previous Months Cash Funds Reported:

December 31, 2025	= \$ 204,538.47	July 31, 2026	= \$ 230,836.95
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	= \$ 231,008.63	November 30, 2026	= \$
May 31, 2026	= \$ 229,466.74	December 31, 2026	= \$
June 30, 2026	= \$ 231,176.64	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. **Since we will not be having a BOD meeting this September, I need approval to renew CD#2 after it matures on 9.10.26 for the best possible rate with the shortest time period.**
- (2) Th U.S. Bank Credit Card shows a current balance of \$438.52 for July MailChimp, Adobe and Findjoo services, which will be paid by August 24, 2026. Per the BOD approved email vote, and in the interest of time, additional attire was purchased for the International Team and charged to the U.S. Bank Credit Card. The total came to \$ 834.00 (vote approved for \$1,000.00) which will appear on next month's statement and be paid by September 34, 2026.

Reports:

2026 Actuals vs. Budget for Month of July

2026 Actuals vs. Budget for January through July

Respectfully submitted,
Leesa Nero, Treasurer

MOTIONS PASSED VIA EVOTE

The Board formally acknowledged the three motions that they had passed via e-vote since the last Board meeting.

JULIE ALONZO, SECRETARY, made a motion; GLYNNA HOEKSTRA, VICE PRESIDENT, seconded

Motion #1 (from July e-vote): Accept the recommendation of the LOC and approve the advancement of Andre Ganc to "R" Judge, effective immediately.

→ **Motion passed unanimously.**

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

JULIE ALONZO, SECRETARY, made a motion; GLYNNA HOEKSTRA, VICE PRESIDENT, seconded

Motion #2 (from July e-vote): Appoint Dawnn Repp, R7, to the Competitions Committee, effective immediately.

→ **Motion passed unanimously.**

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

The following motion was passed by e-vote on August 3, 2026.

AMY STAR, AT-LARGE DIRECTOR 1, made a motion; KIKI PANTAZE, R4 DIRECTOR, seconded

Motion #1 (from August e-vote): Approve \$1000 (\$65 x 14 = \$910 + \$90 shipping) to purchase 2 additional official Team USAWE shirts for each member of the US Team who will be at the 2026 World Championships (4 riders, 1 alternate, coach, chef d'equipe).

→ **Motion passed unanimously.**

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

President Robin Bond and Secretary Julie Alonzo recused themselves from the vote due to a conflict of interest, as both of them will be recipients of the additional team garments.

EXECUTIVE ASSISTANT

Treasurer Leesa Nero brought a proposal to the Board (see below):

I am making a motion to solicit for an Administrative volunteer.

Eventually this may become a paid position but should be a volunteer for the time being. Over the last few years USAWE has been experiencing issues with administrative functions for various reasons. Each year, with the changing of the presidential position and the resignations that take place, too much time is taken up with the transfer and maintenance of key data and functions. The USAWE President should be spending their time leading the organization and not having to worry about insurance, key passwords or the Google Drive operation.

The Administrators scope would include:

- Attend the Board meetings and provide updates as needed but would not be a voting Board member.
- Coordinate and work with IT Genius to maintain the Google platform security and store information and data.
- Review the status of the filings in documents in Google Drive and recommend a folder/filing system to present to the Board. Once approved, begin moving and refiling as necessary to organize, simplify and share as needed, to manage and have easier access to its information.
- Review and become familiar with the current Insurance documents and work with each years President and Equisure to fill out the renewal forms, submit to Equisure and coordinate payment of the policies with the Treasurer as well as file the policy/policies in the Google Drive.
- Become the keeper of the passwords and log in information for the Google administrative account using the free Google phone number created last year by Tracey when she was President. The Administrator would "share" this info with the President each year as a backup.
- The Administrator would coordinate with the Treasurer to keep the Corporate Assets document up to date and the Secretary to keep the Corporate Directory document up to date.
- Meet with new Board Members and Committee Chairs to inform them of how to access and work with Google Drive and perform on-boarding instruction and location of key documents and processes.

Anyone volunteering for this position must have access to a computer to facilitate this work (not just a mobile phone) and have some knowledge of working with various types of software and browsers; especially Google. The BOD would interview potential candidates and vote to re-approve each year. Ideally this commitment would be for a minimum of two full years.

Discussion included: widespread support for the idea and gratitude to Leesa for putting the proposal together, recommendations to move the position to a paid position. After discussion, the Board opted to assign the development of a job description to a sub-committee (including describing the tasks and providing a time estimate

for each of the tasks), setting the contracted amount based on the estimate of hours.

AMY STAR, AT-LARGE DIRECTOR 1, made a motion; HOLLY LINZ, AT-LARGE DIRECTOR 2, seconded

Motion #3: Assign the task of further developing the job description for an executive assistant to Chesna Barry and Leesa Nero with the goal of being able to fill the position by January 1, 2027.

→ **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 Barry	A	At Large Director 1 – Amy Star	A
R2 Director – Jerry Beatty	Absent	At Large Director 2 – Holly Linz	A
R3 Director – Cyndi Harris	Absent	Treasurer – Leesa Nero	A
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		

REQUEST DISCLOSURE OF PRIVATE FUNDRAISING FROM MEMBERS OF THE USAWE TEAM & DISTRIBUTIONS OF FUNDS RAISED BY USAWE TO SUPPORT THE TEAM

The Board will request information from each of the team members related to how much money they have raised to help support their participation in the 2026 World Championships.

Amy Star, At-Large Director 1, advocated for divvying up the money specifically raised through the USAWE World Championship fundraising drive efforts among the members of the team (4 riders, 2 alternates, Coach, Chef). Julie (serving as Chef d'Equipe for the 2026 team, indicated that she would prefer to be excluded from the distribution of funds).

AMY STAR, AT-LARGE DIRECTOR 1, made a motion; LEESA NERO, SECRETARY, seconded

Motion #4: Distribute all funds raised in excess of what was budgeted to the International Committee. The amount that has been donated as of Sept 30th, should be distributed to the IC who will divide it amongst the team members, Chef, Coach and alternates. Any funds received after September 30th will be allocated for support of future USAWE international competitors.

→ **Motion passed by voice vote with 9 in favor (A), 0 opposed, 0 abstained, 2 recused, 2 absent.**

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

REVIEW AND ACKNOWLEDGEMENT OF THE COMMITTEE CHAIRS MEETING MINUTES

Prior to the meeting, Glynna Hoekstra had provided the Board with the minutes from the most recent Committee Chairs meeting.

USA Working Equitation
Committee Chair Working Meeting
July 22, 2026, 4:00 PM Pacific Time
Action Items denoted in bold/italics

Present:

Beth Harrison, ProDev	Christy Reich, LOC
Barbara Price, International	Dan Dahlke, Ethics
Holly Linz, Education	Derrick Richardson, Elections
Glynna Hoekstra, VP	

Updates by Committee:

Affiliate Organizations: Having trouble getting updated Obstacle Building document onto website. ***Glynna check with Tracey on what we need to do to finalize this. OLD***

BUSINESS: Potential for automation of annual notices through FindJoo, review options with Tracey. Possibility of a private AO page on Facebook, coordinate with Marketing. Possibility of Auto Renewal for AO's. ***Discuss with committee and align with potential membership auto renewal. Stephanie will request Board review and approval of updated P&P docs. as soon as completed.***

Awards: Absent.

Competitions: Absent.

Education Committee: First edition of Digest to launch soon, working on best avenue for disbursement. Second edition under construction now. Numerous educational videos have been created and are being released via social media and YouTube. East Coast LOC seminar planning underway. ***Glynna asked if it can be livestreamed for those who cannot attend in person. Holly & Christy to discuss and advise.***

Elections: Welcome Derrick! Newsletter article submitted. Updating Committee hand-off plan. Election cycle opens soon!

Ethics: No new complaints.

Financial Oversight: Absent.

Horse Recording: Absent.

International: Received info packet from WAVE. Member donations are still coming in. Corporate donations slower than expected but not surprising since it's inaugural. Two fundraisers (El Campeon & WoW) have been very successful! Team trained with Miguel in Oregon, headed soon to Portugal.

Marketing: Absent.

Membership / Website: Absent.

Licensed Officials: Collecting great information from LO tagup meetings. Looking for best way to disseminate to members. Too much for newsletter. Consider separate e-blast or social media (small bites). ***LO & Education to discuss and come up with a plan.*** This is super

USAWE Committee Chair Working Meeting

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important information that the members could really benefit from. Andre Ganc promoted to R judge, Board approval pending. Working with Education committee on fall seminar in Pennsylvania. **Old Business:** There is an issue with Youth competing in WAVE levels but without a full understanding of WAVE rules. As we roll toward the Youth International Championship need to ensure all our HP Youth fully understand the rules. **Education & Youth to take the lead**, integrating IC, Pls, AO's, etc. to get the word out (pending).

Marketing: Absent.

Professional Development: Working on a "train the trainer" program to help candidates. Should be ready late this year or early next year.

Rules: Absent.

Strategic Planning: Looking for a new Chair. **Committee chairs asked to give some thought to one or two strategic goals for their areas of responsibility so we can flesh out the Strategic Plan and ensure all the goals are integrated.**

Youth Development: Absent.

Volunteer Coordinator: Emily is requesting job description for each committee so she can update the volunteer roster and find good fits. Creating newsletter articles to highlight each committee. Last month was Competitions, next month ProDev.

ALL:

- *September meeting will be rescheduled due to multiple people being in Spain. **Glynna will pick a new date late September / early October.***
- *Election nominations open September 1, close September 15. **All Chairs asked to consider who might be candidates that would be willing to serve.***
- *Success metrics for Board were discussed. Committee Chairs will be invited to Board Meetings a few at a time to discuss.*
- *Glynna work with Secretary to ensure master calendar includes all committee meetings. Update: possibility of making a new calendar private to only Committee. Update: Julie has provided a link to a private calendar. Glynna resend to all committee chairs to see if we think this is a valuable tool. **Update: no feedback received, abandon the idea.***
- *All Committees need to have their members sign the Code of Conduct annually. Glynna locate form & update. Send link to form and results spreadsheet to all Committee Chairs for tracking. **Update: form sent to all Committee Chairs. Glynna will update with results at end of July.***

Next Meeting: TBD.

RULES COMMITTEE UPDATE

We will have new dressage tests for use in 2027.

LICENSED OFFICIALS COMMITTEE UPDATE

The LOC and Education committees made the difficult decision to reschedule the East Coast Seminar that was to be held in Pennsylvania at the end of October.

We are working on new dates and location as I type and will get those out ASAP. We are looking at late winter, early spring before the show season really gets going. The location will be a bit more south- we welcome location suggestions. We need an area that has a WE infrastructure, i.e. riders/horses who can serve as demo riders, obstacles, a covered arena and classroom facilities, and within 1 hour from an airport.

The LOC worked with Amy Star to organize an educational session taught by member Stacie Boswell, DVM, on body condition scale for both the Judge and TD tag-up meetings. This recording will be posted on the USAWE YouTube channel to share with members / other Los in the future.

Currently we have 5 "S" judges, 9 "R" judges, 3 "r" judges, 7 Learner judges, and 32 TDs. There are currently about 25 "L-candidates" who are very close to becoming L judges. 7 TDs have started their star rating process, one of whom should be ready to promote next week.

EDUCATION COMMITTEE UPDATE

The Education Committee is reaching out to judges and Pls for assistance with content creation.

MARKETING COMMITTEE UPDATE

Chair Mary Young shared with the Board that she has been working on rebuilding the committee and recruiting new members for the Board to consider appointing. The store is up and functioning, and the Committee has received no complaints. The focus is currently on sharing information on the Road to Jerez (Team USAWE). Audrey has completed a promotional video that will be available for use at Expos. The Marketing Committee is eager to work with the Education Committee to help disseminate information about the new educational information that has been produced (education digest, videos on YouTube). They are working on updating USAWE Social Media use. Based on metrics provided by the social media platforms, approximately 60% of the people who interact with USAWE posts on Facebook are not our members. These represent potential new members. Their focus has been on increasing the number of people interested in WE and growing membership. They are hoping to develop an ambassadorship with marketing "infiltrating" the different committees to be more aware of how the marketing committee can assist the different committees with publicizing their work / marketing the work that is being done.

Marketing will share a hashtag for Team USAWE members to share when they make posts. Julie, as Chef d'Equipe, will be posting daily updates on the USAWE Facebook page(s) during the World Championships. Tracey Erway, Website Committee Chair, is creating a special landing page for the USAWE.org website to help push out information about the event. Brooke Louise Creative will be the official USAWE photographer.

ETHICS COMMITTEE UPDATE

The Ethics Committee is looking forward to meeting with the LOC to discuss situations that might arise at competitions (yellow card, ethics violation, etc.).

In 2025, the Ethics Committee adjudicated 3 complaints. In 2026, to date, they have adjudicated 1 complaint (in addition to discussing potential complaints with concerned members).

WEBSITE COMMITTEE UPDATE

Tracey Erway, currently serving as the Website Committee Chair, has expressed interest in stepping down from the website committee position. Board members should be looking for skilled people who might be able / willing to serve in this role. Tracey is currently working on a process by which requests for updates / changes to the website could be submitted to the committee (and perhaps completed by Equine Online Design).

The 2026 Regional Championship pages should be updated soon.

WAVE COMPETITION LICENSING

The Competitions Committee has drafted a proposal for the Board to review related to bid process to host WAVE Qualifier and International Competitions. The goal is to have the Board review this and discuss at the October Board meeting. In the meantime, no 2027 WAVE competitions in the U.S. can be applied for until that process has been formalized and approved.

The Board meeting was adjourned at 5:51 PM, Pacific.

Minutes submitted by USAWE Secretary Julie Alonzo

The next Board meeting will be October 14, at 4:00 pm Pacific.