

USAWE Board of Directors (BOD) Meeting Minutes

Meeting Date: Wednesday, 10.14.2026

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 10.12.2026 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: 8.12.2026 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 – 11.11.2026, 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		
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 (arrived at 4:37 pm)	
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 = 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	X
Awards	Katie Garrett	X		Marketing and Promotion	Mary Young	
Competitions	Laurie Ridgeway	X		Membership	Tracey Erway	
Elections	Derrick Richardson	X		Professional Development	Beth Harrison	X
Ethics	Dan Dahlke			Rules	Amy Star	X
Financial Oversight	Rita Edman			Website	Tracey Erway	
Horse Recording	Mindy Finelli			Youth Development	Kasey Riddle	
International Competition	TBD					
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 = 15; 7 in attendance.

Additional USAWE Members in attendance for all or part of the meeting: Stephanie Hayes (R6), Sara Makenzie (R1), Adair Soho (R6), Polly Limond (R7), Audrey Rapp (R), Alexa Maine (R1), Heather Higgins (R1)

Call to Order: President Robin Bond called the meeting to order at 4:10 PM Pacific time.

ANNOUNCEMENTS

- Thank you, Tracey Erway, for your time and dedication as website chair. The Board accepts your resignation, effective 10/26/2026 and appreciate your assistance in transitioning the duties to a new chair.
- Newsletter submissions due 10/15

- Committee Budgets are due. Please share with Treasurer.

TREASURER'S REPORT AND FINANCIAL UPDATES

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: Authorize Treasurer Leesa Nero to renew CD#2 when it matures November 10, 2026 at the highest rate / shortest term available at that time.

→ **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 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	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		

In addition, the Board discussed expenses related to the World Championship and how to most accurately calculate how much in donated sponsorship funds remain to be distributed to the members of the team. A member of the International Committee suggested that the Board authorize the incoming IC Chair (once appointed) to work with the Treasurer to bring a specific number back to the Board for a vote.

TREASURER'S REPORT AND FINANCIAL UPDATES

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

AMY STAR, SECRETARY, AT LARGE DIRECTOR 1 made a motion; CHESNA BARRY, R1 DIRECTOR, seconded

Motion #2: Accept the Treasurer's 10/14/26 report as submitted.

→ **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 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	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 October 14, 2026 Board of Directors Meeting

Cash Assets as of September 30, 2026 are as follows:

• Chase Bank Checking.....	\$	37,838.84
• Chase Bank Savings.....	\$	20,251.52
• Chase Bank CD #1 Capital Reserves.....	\$	107,603.40 (1) Matures 10.13.26 Interest + \$1,216.34
• Chase Bank CD #2 Emergency Reserves...	\$	68,784.78 (1) Matures 11.10.26 Interest + \$117.23
	\$	234,478.54 (2) (3)

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	= \$ 238,366.26
February 28, 2026	= \$ 236,976.06	September 30, 2026	= \$ 234,478.54
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. **CD#2 was renewed for 3.00% for 2 months after it matured on 09.10.2026. I would like the BOD to consider and vote (at our November 11th meeting) to move funds to this CD either from the checking or savings account. Checking does not earn interest at all, and savings interest is pennies only. We have not had to dip into the savings account this year at all.**
- (2) Th U.S. Bank Credit Card shows a current balance of \$502.98 for September which includes MailChimp, Adobe, Findjoo and Bannerbuzz and will be paid by the October 24, 2026 due date.
- (3) In 2025 the International Committee brought in a Net Income of \$5,877.04. For 2026, through September 30th, Income was \$24,900.00 for a total of \$30,777.04. Expenses through early October are \$33,268.76.

Expenditure Reimbursements and Vendor payments can be paid via our Chase Bank in one of the following ways:

- **Paper Check** - takes 5 to 7 business days to arrive after processing payment.
- **Wire Transfer** - takes 1-2 days, does not charge a fee, but needs payees bank routing & account numbers.
- **ACH (Automated Clearing House network)** - takes 1-2 days, charges a \$25.00 fee and requires the payees bank routing and account numbers.
- **ZELLE** - same day delivery, no fees charged but is limited to \$1,000.00 per day per new vendor.

Please keep these options in mind when filling out the Expenditure Request Form and coordinating payments for Vendor expenses.

Reported by:

WAWE QUALIFIER & INTERNATIONAL COMPETITION BID PROCESS

The Board reviewed the WAWE competition bid process prepared by the USAWE Competition Committee.

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

Motion #3 Approve the WAWE International & Qualifier Show bid process for 2027, removing the italicized "i.e. paragraph" currently in the proposal process, with the exception of the last sentence of that paragraph.

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

The Board discussed the proposal for the bid process to host WAWE Qualifiers and International Competitions. Some concerns expressed include a desire to have the process of review and approval occur more quickly (while

noting that the timeliness of the process appears to be improving) and the proposal stipulation that preference should be given to locations that have not previously hosted a WAVE competition. It would be good to add information about what we mean by western, central, and eastern in future revisions.

UPDATE ON ELECTION PROCESS

Derrick Richardson thanked Tracey Erway, Glynna Hoekstra, and Robin Bond for their assistance. He noted that Tracey Erway was able to get the Candidate Statements on the website by the date they were supposed to be there. He'll submit an update for the newsletter.

OPERATIONS CONTRACTOR

The Board reviewed the job description for Operations Contractor.

JULIE ALONZO, SECRETARY, made a motion; LEESA NERO, TREASURER, seconded

Motion #4 Approve Operations Contractor Proposal job description and authorize posting on online job recruitment sites and sharing via the USAWE newsletter.

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

This position will be shared with the membership as well as posted on Indeed.com and LinkedIn as well as other free online job listing sites. The Board has set a maximum of \$2000/month in expense to USAWE, with the contractor submitting monthly timesheets based on the agreed-upon hourly rate. It was noted that it's important that Board members are aware that the list of tasks is quite lengthy, and it is likely to take a substantial amount of time for the contractor to accomplish the tasks listed on the job description.

AFFILIATE ORGANIZATION COMMITTEE UPDATE

Stephanie Dobiss, AO Chair, presented the following update to the Board.

Number of New AO's / Discontinued AO's

Currently have 50 Affiliate Organizations and 3 Partner AO's

<u>2025</u>	<u>2026</u>
5 New	4 New, 1 rejoin
7 Discontinued	2 Discontinued

*Discontinued for personal reasons or non renewal

Number of New Inquiries

Total New AO's By Year

15	2020	4 New Inquiries - 3 Joined
20	2021	
12	2022	
19	2023	9 New Inquiries - 3 Joined
5	2024	1 Renewed
5	2025	
4	2026	

2025

2026

*Since 2020: 79 total AO's 24 Discontinues

Number of Renewed AO's

95% Renewal Rate
Across all years



Engagement of AO's

- Quarterly Networking Meetings
 - Attendance:

	<u>2025</u>	<u>2026</u>
■ Jan*	15 + 2 Board Members	29 + 1 Board Member
■ Apr*	12	11
■ Jul	17 + 1 Board Member	9
■ Oct	16	TBA
- *2026 Jan-Amy Star presented new rule changes, Apr-Stacy Boswick presented Bio Security at Show
- Following AO Requirements
 - Dues Had issues with Findjoo, will see how 2027 goes
 - Rules Test 26 out of 50 completed, which includes those who were exempt (11)
 - Info Update Form/MOU 44 completed
 - End of Year Report We shall see! Will send out in Nov
- Asking Questions
 - Occasionally

AO Support

- Resources/Education - Large list of resources on the website.
 - AO Handbook
 - New inquiry form
 - Year End Reporting Form
 - AO Info/Update Form
 - Banner Request Form
 - Trade Show Scholarship Form
 - AO Logo
 - Add Events to Calendar Request Form
 - ◊ The new building obstacles
 - ◊ Steps to develop an AO
 - ◊ Developing a successful AO slide show
 - ◊ Attending your first WE competition
 - ◊ How to run a clinic
 - ◊ Promoting your AO on Facebook
 - ◊ Cattle work without cattle

*Committee is developing a few more over the next 6 months.

*Also the Quarterly Networking Meetings.

AO Support

- Mentors -
 - 7 requests
 - Some good and not so good feedback

COMPETITIONS COMMITTEE UPDATE

Laurie Ridgeway, Competitions Committee Chair, shared that 205 competitions have been licensed to date. Cancellation reasons include: lack of entries (2 shows), air quality concerns (2 shows), horse health concerns, difficulty securing judge, difficulty securing lodging.

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

Motion #5 Approve the 2027 Region 1 Championship show for October 7-10, 2027 at the Appleatchee Rider's Association showgrounds in Wenatchee, WA.

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

EDUCATION COMMITTEE

Holly Linz, Education Committee Chair, prepared a lengthy presentation for the Board, but in the interest of time (the Board meeting is going quite long), she will send that presentation to the Board via email. The committee has been working on providing material for all members – providing outreach, educational support, outreach to Los and Pls, etc. The committee surveyed the membership to find out areas of interest/need and will do so again. They have been tracking # of views on the material shared on YouTube and are working on better organizing the YouTube channel to make it more accessible. Board members noted that the committee's work has been really strong and that the material they are producing is very high-quality.

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

Motion #6 Appoint Chesna Barry to the Website Committee, effective immediately.

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

Director	Vote	Director	Vote
R1 Director – Chesna Barry	Abstain	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	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		

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

Motion #6 Appoint Elizabeth Barker to the Professional Development Committee, effective immediately.

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

Director	Vote	Director	Vote
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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	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		

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

Motion #7 Appoint Tracey Erway to Membership Committee Chair, effective immediately (she has been serving as “interim chair” for months but is willing to accept the official Membership Chair position).

→ **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 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	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		

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

Motion #8 Approve the recommendations from the LOC to advance Kelly Krambs from “L” judge to recorded “r” judge, effective immediately.

→ **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 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	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		

DISCUSSION

Process to fill Secretary position. The Board will first ask members of the Board if they are interested in being appointed to the position. If no Board members are interested in being appointed, then the Secretary position can be filled by Board vote from members who have submitted a Letter of Interest at the December Board meeting.

The Board went into Executive Session at 6:17 PM, Pacific time.

The Board returned from Executive Session at 6:54 PM, Pacific time.

INTERNATIONAL COMMITTEE CHAIR

The Board received four letters of interest from people interested in being considered for appointment as International Committee Chair.

LEESA NERO, TREASURER, made a motion; SARA BARNWELL, R5 DIRECTOR, seconded

Motion #9 Appoint Sara Makenzie to the position of International Committee Chair, effective immediately.

→ **Motion passed by voice vote with 10 in favor (A), 0 opposed, 0 abstained, 1 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	Recused	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		

In making this motion, the Board acknowledges the need to modify the International Committee P&P document and also to ensure that the appointee understands that they would not be able to continue to serve as IC Chair should they decide to try for a spot on the team. In addition, the Board discussed the need for the setting up a separate Fund Raising Task Force (to help fund the international competitions as well as other committees' work).

The Board meeting was adjourned at 6:57 PM, Pacific.

Minutes submitted by USAWE Secretary Julie Alonzo

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