



USAWE Board of Directors (BOD) Meeting Minutes



Meeting Date: Wednesday, Feb 5, 2025

Meeting Time: 5:00 p.m. Pacific, 6:00 p.m. Mountain, 7:00 p.m. Central, 8:00 p.m. Eastern

Meeting Frequency/Modality: Additional Regular meeting held as needed virtually via Zoom

Agenda: Sent 02.03.2025 and posted to USAWE.org > Corporate > Records > Meeting Minutes > Board Minutes and filed in USAWE G-Drive > Board of Directors (BOD) > Board Meetings folder by Secretary Amie Perryman

Minutes: 02.05.2025 Minutes were e-approved xx.xx.2025 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 – February 12, 2025 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	Absent
President	Tracey Erway	P	
President Elect	Robin Bond	P	
Secretary	Amie Perryman	P	
Treasurer	Leesa Nero		E
At Large Director 1	Amy Star	P	
At Large Director 2	Holly Linz	P	
Regional Directors			
R1 Director	Sara Mackenzie	P	
R2 Director	Glyna Hoekstra	P	
R3 Director	tba		
R4 Director	Kiki Pantaze	P	
R5 Director	Sara Barnwell	P	
R6 Director	Cera Olson	P	
R7 Director	Pat Melton	P	
Non-Voting Assistant			
Clerical/Treasurer Assistant	Kathy Orr	n/a	

Current of Board members = 12 | 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 the meeting.

No attendance by committee chairs was required for this meeting.

Non-Voting USAWE Committee Chairs in attendance for all or part of the meeting					
Affiliate Organizations	Stephanie Dobbis		Licensed Officials (co-chairs)	Christy Reich	
Awards	Lynn Maloney		Marketing and Promotion	Doreen Atkinson	
Competitions	Kim Hillyer		Membership	Amie Perryman	
Elections	tba		Professional Development (co-chairs)	Kate Steffes	
Ethics	Dan Dahlke		Rules	Sue Watkins	
Financial Oversight	Tamla Nichols		Website	Seth Marshall	
Horse Recording	Mindy Finelli		Youth Development	Amy Star	
International Competition	Barbara Price			Amie Perryman	
				Kasey Riddle	
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 = 17; 10 in attendance.

USAWE Members who requested meeting attendance: Marcy Buffington, R4 invited as guest as a member of the ByLaws Review Task Force



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USAWE Members in attendance for all or part of the meeting: : Marcy Buffington, R4 invited as guest as a member of the ByLaws Review Task Force

Call to Order: President Tracey Erway called the meeting to order at 5:00 PM Pacific time.

Discussion NOT VOTES or decisions made. This was an additional regular board meeting to discuss the recommendations given by the Bylaws Review Task Force.

Bylaw Review Process

- Sara Mackenzie outlined 3-step process:
 1. Board review of proposed changes (current meeting)
 2. 45-day member comment period
 3. Final board vote
- Legal review suggested by Secretary, timing debated
- Marcy Buffington suggested legal review after member feedback to avoid multiple reviews

Next Steps

- Sara Mackenzie to incorporate discussed changes and refine conflict of interest section
- Circulate updated draft to board for review
- Schedule board vote on revised bylaws (likely March meeting, as suggested by Tracey Erway)
- Upon approval, initiate 45-day member comment period
- Consider timing for legal review (likely after member feedback, as suggested by Marcy Buffington)
- Aim to finalize and implement new bylaws by summer, acknowledging potential timeline challenges raised by Tracey Erway
- The bylaws task force will update the following:
 1. Add Ethics as Standing Committee
 2. Update COI section and allow reference to Ethics Committee

President Tracey Erway adjourned the meeting at 7:15 PM, Pacific Time.

Minutes submitted by USAWE Secretary, Amie Perryman.