



USAWE Board of Directors (BOD) Meeting Minutes



Meeting Date: Sunday, 03.02.2025

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: 2nd Wednesday each Month held virtually via Zoom

Agenda: Sent 02.27.2025 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 by Interim Secretary Julie Alonzo

Minutes: 03.02.2025 Minutes were e-approved 03.07.2025 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 – 03.12.2025, 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	X	
President Elect	Robin Bond	X	
Interim 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	Sara Mackenzie	X	
R2 Director	Glynn Hoekstra	X	
R3 Director	Cyndi Harris	X	
R4 Director	Kiki Pantaze	X	
R5 Director	Sara Barnwell	X	
R6 Director	Cera Olson	X	
R7 Director	Pat Melton	X	

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

BOD members in attendance at roll call = # 13 | 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 Dobbis		Licensed Officials (co-chairs)	Christy Reich
Awards	Lynn Maloney			Doreen Atkinson
Competitions	Laurie Ridgeway		Marketing and Promotion	TBA
Elections	TBA		Membership	Kate Steffes
Ethics	Dan Dahlke		Professional Development	Sue Watkins
Financial Oversight	Tamla Nichols		(co-chairs)	Seth Marshall
Horse Recording	Mindy Finelli		Rules	Amy Star
International Competition	Barbara Price		Website	TBD
			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

Current # of Committee Chairs/Task Force Leads = 14; 1 in attendance.

USAWE Members who requested meeting attendance: Audrey Rapp (R6)

USAWE Members in attendance for all or part of the meeting: None

Call to Order: President Tracey Erway called the meeting to order at 5:01 PM Pacific time.

DRESSAGE ILLUSTRATED BOOKLETS APPROVAL

TOPIC - In advance of the meeting, President Erway had provided the Board with screenshots of the covers of the new Dressage Illustrated manuals for 2025. USAWE contracted with Dressage Illustrated to provide our dressage tests for sale several years ago. *requested by Tracey Erway, President*

One comment: for 2026, it would be nice to emphasize “Building the Ultimate Partnership” over “Versatility” on the covers. This should be addressed when planning for next year’s booklets.

SARA MACKENZIE, R1 DIRECTOR, made a motion; PAT MELTON, R7 DIRECTOR, seconded

Motion #1: Approve the Dressage Illustrated production of the USAWE Dressage booklets, 2025 edition.

→ **Motion passed by voice vote with 13 in favor, 0 opposed, 0 abstained, 0 recused, 0 absent.**

Director	Vote	Director	Vote
R1 Director – Sara Mackenzie	A	At Large Director 1 – Amy Star	A
R2 Director – Glynnna Hoekstra	A	At Large Director 2 – Holly Linz	A
R3 Director – Cyndi Harris	A	Treasurer – Leesa Nero	A
R4 Director – Kiki Pantaze	A	Secretary – Julie Alonzo	A
R5 Director – Sara Barnwell	A	President Elect – Robin Bond	A
R6 Director – Cera Olson	A	President – Tracey Erway	A
R7 Director – Pat Melton	A		

BILLING ISSUES

TOPIC – President Tracey Erway commended Treasurer Leesa Nero for all the work she has been doing catching up with payment requests. This was an informational topic, with no motion brought forward. – *requested by Tracey Erway, President*

BOARD AND COMMITTEE RESOURCING (SECRETARY, MARKETING, WEB announcements)

TOPIC – We have several openings for positions in the organization and need to send out a communication to the membership.

The Board agreed that the email notification should be sent to the Board for review by March 5, with applications to be submitted to the Board by April 2nd.

JULIE ALONZO, SECRETARY, made a motion; ROBIN BOND, PRESIDENT ELECT, seconded

Motion #2: Authorize Holly Linz to draft an email notification to the membership to let people know about the opportunity to apply for the positions of Secretary, Marketing Chair, and Web Chair.

→ **Motion passed by voice vote with 13 in favor, 0 opposed, 0 abstained, 0 recused, 0 absent.**

Director	Vote	Director	Vote
R1 Director – Sara Mackenzie	A	At Large Director 1 – Amy Star	A
R2 Director – Glynnna Hoekstra	A	At Large Director 2 – Holly Linz	A
R3 Director – Cyndi Harris	A	Treasurer – Leesa Nero	A
R4 Director – Kiki Pantaze	A	Secretary – Julie Alonzo	A
R5 Director – Sara Barnwell	A	President Elect – Robin Bond	A
R6 Director – Cera Olson	A	President – Tracey Erway	A
R7 Director – Pat Melton	A		

→ **Motion passed by voice vote with 13 in favor, 0 opposed, 0 abstained, 0 recused, 0 absent.**



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CENTURY RIDE

TOPIC – The Board had engaged in email discussion prior to this meeting about the new Century Ride award. Because there was some confusion about whether the opportunity to earn the award should be retroactive to the inception of USAWE in 2020 or limited to rides completed in 2025. – *requested by Tracey Erway, President*

AMY STAR, AT-LARGE DIRECTOR 1, made a motion; SARA BARNWELL, R5 DIRECTOR, seconded

Motion #3: To start the Century Ride Program, making it retroactive to the start of USAWE in 2020.

→ **Motion passed by voice vote with 13 in favor, 0 opposed, 0 abstained, 0 recused, 0 absent.**

EXECUTIVE SESSION: At 5:28, the Board went into executive session to discuss the following agenda items:

Member Complaints
Board Regrouping

No specific actions were taken.

President Tracey Erway adjourned the meeting at 6:34 PM, Pacific Time.

Minutes submitted by USAWE Interim Secretary Julie Alonzo