



**UNITED STATES EQUESTRIAN FEDERATION, INC.  
BOARD OF DIRECTORS - 2023 ANNUAL MEETING  
CENTRAL BANK CENTER - LEXINGTON, KY**

**FIRST MEETING  
SATURDAY, JANUARY 14, 2023  
9:00 –10:30 A.M. EST**

**MINUTES**

**Board Members Present:** Tom O’Mara, Elisabeth Goth, Judy Sloan, Jacob Arnold, Alex Boone, Allison Brock, Matt Brown, Ling Fu Wylie, Deborah Johnson, Carol Kozlowski, Jon Kreitz, Joe Mattingley, Lauren Nicholson, Diane Pitts, Philip Richter, Chester Weber, and Judy Werner

**Board Members Absent:** Max Amaya, Lisa Gorretta, and Richard Spooner

**Senior Team Present:** Bill Moroney, Kelly Bolton, Mike Delahanty, Terri Dolan, Sonja Keating, Vicki Lowell, David O’Connor, Lisa Owens, Justin Provost, Debbie Saliling, Stephen Schumacher, Graeme Thom

**Others Present:** Amber Braun, Aaron Kennon, Peter Wright

**1. Roll Call and Determination of a Quorum**

Mr. O’Mara called the meeting to order at 9:07 a.m. EST. Following a call of the roll, Ms. Adams noted that a quorum was present.

**2. Adoption of the Agenda**

Ms. Goth moved, and Mr. Kreitz seconded a motion to adopt the agenda. There was no discussion or amendment and following a vote, the motion passed unanimously.

**3. President’s Opening Remarks**

Mr. O’Mara welcomed the Board to this annual meeting and thanked them for their diligence through 2022. He highlighted the main points from the Workshop stating the large variety of constituents and willingness to speak openly on the horse and human topics. He noted the upcoming Endurance World Championship and World Cup for Dressage, Jumping, and Vaulting. He plans to attend many of these events and appreciates the Affiliate’s willingness to allow him to observe and speak to their members. Mr. O’Mara reviewed the important initiatives over the past year including frangible technology, the collaborative effort on helmet safety ratings with Virginia Tech, the Ukrainian Equine Relief funding commitment, and the Community Outreach grants.

**4. Conflict of Interest Disclosure**

Ms. Keating requested that Directors declare conflicts concerning any item on the agenda at this time. No conflicts were declared. Ms. Keating reminded board members to complete their annual written conflict of interest disclosures.

**5. Approval of Board Meeting Minutes – November 21, 2022**

Ms. Sloan moved, and Ms. Fu Wylie seconded a motion to approve of the minutes from the November 21, 2022 Board of Directors Meeting. There was no discussion and the motion passed unanimously.

**6. Presidential Modification Report**

A report of Presidential Modifications granted since the November Board meeting was presented to the Board for informational purposes.

**7. Ratify Ad Hoc Board actions**

Ms. Knowlton moved, and Mr. Richter seconded a motion to approve the ratification of team selection, selection procedure, and FEI calendar modification actions taken at Ad Hoc Board meetings since the November Board meeting. Following discussion and a vote, the motion passed, with Ms. Goth abstaining.

**8. Clear Harbor Asset Management Report**

Mr. Aaron Kennon, CEO of Clear Harbor Asset Management provided a thorough presentation to the Board highlighting the current and predicted economy and investment portfolio and its attributes.

**9. 2022 Treasurer Report & Review of Financial Statements**

Ms. Sloan reported that we had a strong 2022 performance year and are trending ahead of budget for the 2023 fiscal year. The performance was strongly influenced by indications that our sport is active and thriving and our staff is managing spending well.

Mr. Delahanty reported on the statement of activities and statement of financial position ending November 30, 2022. He noted that the 2022 Audit has begun, ahead of schedule. The 2021 surplus was contained in the 2022 budget including the forgiveness of the PPP loan and the strong portfolio performance in that year. The full surplus was unneeded in 2022 allowing a pull through to 2022. We had strong membership and horse recording numbers allowing for higher revenues.

**10. Approval of the 2024 Budget Timeline**

Ms. Goth moved, and Mr. Richter seconded a motion to approve the 2024 budget timeline. Mr. Delahanty noted that the timeline is similar to last year other than moving up Council budget review. Following discussion and a vote, the motion passed unanimously.

**11. Consideration of Bylaw Amendments**

Ms. Pitts moved, and Mr. Weber seconded a motion to approve the Amended and Restated Bylaws as presented. Ms. Keating outlined the noteworthy changes and reminded the Board that the proposed amendments are supported by the Governance Committee and were posted online for a 21-day open comment period following an announcement to the membership. All committees including the AAC had an opportunity to review and comment on the amendments. After discussion and vote, the motion passed unanimously.

**12. Resolutions**

**12.1 Resolution 2023-01 – 2024 CA Competition Calendar**

Ms. Goth moved, and Ms. Sloan seconded a motion to approve Board Resolution 2023-01. Mr. Moroney reminded the Board that they approved a resolution last year relating to the management of the 2023 California competition calendar. This 2023-01 Resolution states that all Hunter and Jumper competition applications for new, renewing, or mileage exemption requests

will be held for decision until after the conclusion of the first trimester of 2023. After discussion, the motion passed unanimously.

### **12.2 Resolution 2023-02 – 2024 FL Competition Calendar**

Ms. Goth moved, and Mr. Kreitz seconded a motion to approve Board Resolution 2023-02. Mr. Moroney stated that this resolution is identical to those passed in 2021 and 2022, but for CEO decision for the 2024 competition year. After discussion, the motion passed unanimously.

### **12.3 Resolution 2023-03 – Decision Making Matrix**

Ms. Pitts moved, and Ms. Sloan seconded a motion to approve Board Resolution 2023-03. Ms. Keating stated that the amendment includes changes to authorize the USEF CEO to approve FEI calendar modifications after the initial FEI calendars have been submitted to the FEI for the October 1 deadline. After discussion, the motion passed unanimously.

### **12.4 Resolution 2023-04 – Board Ad Hoc for Team Selection**

Mr. Weber moved, and Ms. Kozlowski seconded a motion to approve Board Resolution 2023-04. Ms. Keating noted that this is the annual resolution to allow the USEF President to appoint a three-member Ad Hoc of the Board to review and approve team selection. After discussion, the motion passed unanimously.

## **13. Consideration of Proposed Rule Changes**

### **13.1 Extraordinary Rule Changes**

Ms. Sloan moved, and Ms. Goth seconded a motion to approve all extraordinary rule changes. After discussion and vote, the motion passed unanimously.

<u>Tracking ID#</u>	<u>Rule Reference</u>	<u>Description</u>
050-22	GR1110.1	USHJA membership database and recordings
067-22	DR127.2	Dressage TD requirements for USEF/USDF Qualifying and Championship classes
068-22	JP104 + Errata sheet	Calendar management process
069-22	HU158.2	Calendar management process
070-22	HJ109.3	Calendar management process
071-22	GR1003.1	Licensure review and appeal process

### **13.2 FEI Rule Changes**

Ms. Sloan moved, and Mr. Kreitz seconded a motion to approve all the FEI rule changes presented. All proposed changes are to adopt USEF rules to be in alignment with the FEI rules. Following discussion and a vote, the motion passed unanimously.

<u>Tracking ID#</u>	<u>Rule Reference</u>	<u>Description</u>
053-22	DR119.2	Removes Young Rider from Grand Prix description
054-22	DR120.1	Tailcoats must be worn in FEI test for 7-year-old horses
055-22	DR121.3	Snaffle or double bridle expanded use in FEI classes
056-22	DR121.12	Snaffle or double bridle use in USEF HP qualifiers
057-22	DR122.14	Technical score sheet use in FEI 7-year-old classes
079-22	VA112.2	Recognize approach without intent to mount deduction
080-22	VA107.1	New equipment requirements based on FEI research
082-22	VA119.1	Exercise performed during 3* Individual compulsories

087-22	VA117.7	Amends calculation for scoring
089-22	EV145.7	Base spread measurement language
090-22	EV146.6	Clarifies ground line requirement for obstacles
091-22	EV139.1	Earphone and electronic communication device use
092-22	EV129.9	Para Dressage test name
093-22	DR303.1	Para Dressage test name
094-22	DR305.3	CPEDI3* qualifying criteria
095-22	DC913.1	Driving chapter alignment to update FEI rules
096-22	DR121.2	Saddlery and equipment
097-22	DR121.2	Saddlery and equipment
098-22	DR121.15	Saddlery and equipment
099-22	DR121.16	Saddlery and equipment
100-22	DR121.18	Saddlery and equipment
101-22	DR122.7	Execution and Judging of tests
102-22	DR122.5	Execution and Judging of tests
103-22	DR122.8	Execution and Judging of tests
104-22	DR123.2	Scoring, classification, and prize-giving
105-22	DR123.13	Scoring, classification, and prize-giving
106-22	DR129.2	Musical Freestyle Ride
111-22	DR129.5	Musical Freestyle Ride

#### **14. Nominating Committee Report**

Mr. Kreitz reported that the National Breeds & Disciplines Council confirmed retention vote for Deborah Johnson to serve a successive term on the Board for four-years. The Active Athletes Committee confirmed the retention vote for Joe Mattingley to serve a successive term as a 10-Year+ Athlete Representative on the Board. The Para Equestrian 10-Year Athletes elected Eleanor Brimmer to fill the open Para Equestrian athlete Board seat for a four-year term.

Finally, Mr. Kreitz stated that on behalf of the Nominating Committee, Judy Werner is put forward as their nomination for Vice President for a four-year term.

##### **12.1 Election of Vice President**

Peter Wright, Parliamentarian, stated that pursuant to the Bylaws, the Nominating Committee has placed into nomination Ms. Werner for the seat for Vice President for a term of four years. Mr. Wright opened the floor for additional nominations for Vice President. Hearing none, Ms. Werner was elected by acclamation and was declared the Vice President for a four-year term. Ms. Werner abstained from vote.

#### **15. Sport Department Report**

Mr. O'Connor provided a report to the Board following his first 100 days on the job. He has been diligently reviewing strengths and weaknesses across all the sport organizational structure, programs, and Affiliate programs and support. USEF supports three levels: local philanthropic base, the programs supported by many of our Affiliates, and Affiliates that are larger industries. He stated that his primary focus has been developing the 2-day Workshop, the development of a coaching program, and the use of data to inform on horse welfare, risk management, and the allocation of resources. Forward focus includes developing relationships with the USOPC and the FEI in which he serves as Chair of the FEI Eventing Committee and Board member.

### **15.1 International Disciplines Council Report**

Mr. Mattingley stated that there are no additions to the printed report provided.

Mr. Thom reported that during his first 100 days on staff he attended a USOPC meeting where he reviewed the set of KPIs submitted and accepted with monthly meetings to review targets. He noted that Steven Morrissey was promoted to a Managing Director role over Driving, Endurance, and Vaulting. He thanked the Eventing department for their hard work in their transition period. Paris 2024 remains a challenge however accommodations are already confirmed.

### **15.2 National Breeds & Disciplines Council Report**

Ms. Dolan reported that the department's top priority is to support all programs and Championships for our breeds and non-FEI disciplines. Interscholastic reform, growing youth participation, and expansion of breeds to grow the Saddle Seat Medal participation are in process. Further, she noted that she continues to work with Affiliates on special projects, holding bimonthly Affiliate leadership calls, and facilitating individual Affiliate leadership discussion with Mr. O'Mara and Mr. Moroney.

### **15.3 Approval of Bid Allocations for the 2023-2027 Eventing Calendar**

Ms. Pitts moved, and Ms. Goth seconded a motion to approve the bid allocations for the 2023-2027 Eventing calendar. Ms. Braun stated that the Board previously approved the amendments to the Area VI calendar and following the reopening of bids, the recommendations for approval are put forward. After discussion and a vote, the motion passed unanimously.

## **16. Member Services Council Report**

Mr. Moroney thanked the current Council for its work over the past two years and noted that the Council will repopulate during the next meeting. Further, he stated that the Federation Annual report is included in the binder as well as USEF department annual reports for review.

## **17. Old Business**

There was no old business.

## **18. New Business**

Ms. Fu Wylie requested acknowledgement of the passing of longtime equestrian Georgie Green.

Ms. Knowlton requested that discussion of the IEA communication be discussed in Executive Session.

## **19. Recognition of Outgoing Board members**

Mr. O'Mara recognized and thanked Ms. Goth and Mr. Spooner for their service to the Board and presented each with a gift of appreciation.

At 11:26 a.m. Mr. O'Mara requested that the audience and staff leave the meeting for a closed session of the Board.

## **20. Executive Session**

### **20.1 CEO Annual Performance Evaluation**

The Board performed the CEO Annual Performance Evaluation in a closed session of the Board.

**21. Adjourn.**

There being no further business, Mr. O'Mara adjourned the meeting at 12:30 p.m. EST. Further, he noted that the second Board meeting would begin at 1:00 p.m. with the seating of new Directors.

Signed and submitted by Karen Adams

A handwritten signature in cursive script, appearing to read "Karen Adams".

Recording Secretary

**Attachments:**

**Resolution 2023-01**

**Resolution 2023-02**

**Resolution 2023-03**

**Resolution 2023-04**

**RESOLUTION OF THE BOARD  
REGARDING 2024 COMPETITION CALENDAR IN CALIFORNIA  
(2023-01)**

WHEREAS, the Board of Directors of the United States Equestrian Federation, Inc. (the “Federation Board”) empowered its Chief Executive Officer to contemporaneously review all Hunter, Jumper, and Hunter/Jumper Licensed Competitions in California occurring in the 2023 competition year, i.e. December 1, 2022 – November 30, 2023, and populate the calendar in the 2023 competition year following said review in accordance with the 2023 California Hunter, Jumper, Hunter/Jumper Calendar Policies and Procedures.

WHEREAS, the 2023 Hunter, Jumper, and Hunter/Jumper licensure process for Licensed Competitions occurring in California was successful and therefore, it is the desire of the Federation to undergo a similar process for the first trimester of the 2024 competition year in California.

WHEREAS, the Federation Board wishes to empower its Chief Executive Officer to contemporaneously review all Hunter, Jumper, and Hunter/Jumper Licensed Competitions in California occurring in the first trimester of the 2024 competition year, i.e. December 1, 2023 – March 31, 2024, and populate the calendar in the first trimester of the 2024 competition year following said review.

WHEREAS, prior to 2023, the California Hunter, Jumper, Hunter/Jumper competition licensure process has faced complications due to (i) the unique geography of California in regards to the application of the mileage rule; (ii) scarcity of competition venues and the high cost of land on which to develop equestrian competition venues resulting in a high concentration of equestrian competition venues within close proximity to one another, often within the mileage boundary of one another; (iii) the limited ability for new organizers to enter the marketplace and stunted diversity in the competition calendar; and (iv) the fact that existing organizers do not fully offer what is required in order to develop horse and human athletes.

WHEREAS, a singular review of all relevant Hunter, Jumper, and Hunter/Jumper competitions taking place within California from December 1, 2023 through March 31, 2024, will provide the Federation the most universal consideration of the competition landscape in that region.

WHEREAS, Chapter 3 of the Federation’s General Rules govern the licensure of Federation Competitions and relevant mileage restrictions and Priority Date Holder status, including GR302 – License Application Policies and Procedures; GR314 – Mileage; and GR315 – Mileage Exemption.

WHEREAS, in order to contemporaneously consider all Mileage Exemption Requests and License Renewal requests for Hunter, Jumper, and Hunter/Jumper Licensed Competitions taking place within California from December 1, 2023 through March 31, 2024, certain portions of GR302 must be modified, including the following:

1. Amending GR302.1.d as follows: Holding of License Applications. License applications for competitions unable to be approved for any reason, excluding mileage conflicts and competitions that are awarded through a bid process, will be sent written notification by the Competitions Department and held for a period of 30 calendar days from the date of that notification to allow the competition in question to submit the information required, seek alternative dates, or make other license modifications. At the end of the 30-day period, if the

application has not been completed or the 30-day period has not been extended by the Competition Licensing Department following the submission of a written request, the application will be considered to have been withdrawn and the dues will be refunded less a withdrawal fee pursuant. **Exception: License renewals and new applications without mileage conflict for 2024 competitions in the first trimester in California will be held no later than September 1, 2023.**

WHEREAS, in order to contemporaneously consider all Mileage Exemption Requests for Hunter, Jumper, and Hunter/Jumper Licensed Competitions taking place within California from December 1, 2023 through March 31, 2024, certain portions of GR315 must be modified, including the following:

1. Amending GR315.3.b as follows: "If the Priority Date Holder(s) does not agree to the exemption request, then the Applicant shall submit the Mileage Exemption Request Form to the Federation ~~in accordance with these rules~~. The Applicant shall submit the Mileage Exemption Request Form, fully completed, to the Federation **by no later than June 1, 2023** ~~no earlier than 360 calendar days and no later than 180 calendar days before the start date of the proposed competition~~. The fully completed Mileage Exemption Request Form must be accompanied with the non-refundable application fee. A mileage exemption request will not be accepted unless the Mileage Exemption Request Form is fully completed and the application fee is paid in full. Within 21 days of acceptance of a properly submitted request and application fee, the Federation will notify the Applicant and the Priority Date Holder(s) that the request is being processed. The notification will include a copy of the submitted Mileage Exemption Request Form and a Mileage Exemption Response Form for the Priority Date Holder(s) to complete. The Priority Date Holder(s) has 10 calendar days from the date of the Notification letter to submit to the Federation, with a copy to the Applicant, a fully completed Mileage Exemption Response Form. The Priority Date Holder(s) must provide written comments explaining the basis for their objection to the mileage exemption request, based on the criteria listed in paragraph 2 above."
2. Amending GR315.3.c as follows: In the case of mileage exemption renewal requests where an agreement has been reached with the affected competition(s), the following applies: ~~Upon~~ **Within 15 calendar days** of receipt of a completed Mileage Exemption Response Form and the terms and conditions of an agreement, **submitted to the Federation by no later than June 1, 2023**, if such agreement was reached between the affected parties, the request will be reviewed by the Federation and a determination will be made whether to grant the renewal request **by no later than September 1, 2023**.
3. Amending GR315.3.d as follows: In the case of first time mileage exemption requests or renewal requests where an agreement could not be reached with the affected competition(s) or the affected competition(s) failed to timely respond **within 10 days**, the following applies: ~~Within 10 calendar days of receipt of a completed Mileage Exemption Response Form from Priority Date Holder(s) objecting to the request, or the expiration of the 10-day response period if no completed Mileage Exemption Response Form is submitted~~, the Federation will notify the applicable Recognized Breed/Discipline Affiliate and provide all documentation received in the process from any party. Within the time prescribed by the Federation, the applicable Recognized Breed/Discipline Affiliate is invited to submit written feedback for consideration by the Federation in reaching a decision whether to approve or disapprove the request, including specific feedback on the criteria listed in paragraph 2 above. If the Federation learns that an individual with a conflict of interest was present when an Affiliate considers its recommendation under this Chapter, then such recommendation will not be considered by the Federation.



4. Amending GR315.8 as follows: The Federation will provide a written decision to the Applicant and Priority Date Holder(s) **by no later than September 1, 2023.**

THEREFORE, IT IS HEREBY RESOLVED, that the Federation Board, effective immediately, empowers its Chief Executive Officer to contemporaneously review all Mileage Exemption Requests and License Renewal Requests for Hunter, Jumper, and Hunter/Jumper Licensed Competitions in California occurring within the first trimester of the 2024 competition year and approves the following modifications to GR302 and GR315, specifically for the purpose of considering said Mileage Exemption Requests and License Renewal Requests.

1. **GR302.1.d.** Holding of License Applications. License applications for competitions unable to be approved for any reason, excluding mileage conflicts and competitions that are awarded through a bid process, will be sent written notification by the Competitions Department and held for a period of 30 calendar days from the date of that notification to allow the competition in question to submit the information required, seek alternative dates, or make other license modifications. At the end of the 30-day period, if the application has not been completed or the 30-day period has not been extended by the Competition Licensing Department following the submission of a written request, the application will be considered to have been withdrawn and the dues will be refunded less a withdrawal fee pursuant. Exception: License renewals and new applications without mileage conflicts for 2024 competitions in the first trimester in California will be held no later than September 1, 2023.
2. **GR315.3.b:** If the Priority Date Holder(s) does not agree to the exemption request, then the Applicant shall submit the Mileage Exemption Request Form to the Federation. The Applicant shall submit the Mileage Exemption Request Form, fully completed, to the Federation by no later than June 1, 2023. The fully completed Mileage Exemption Request Form must be accompanied with the non-refundable application fee. A mileage exemption request will not be accepted unless the Mileage Exemption Request Form is fully completed and the application fee is paid in full. Within 21 days of acceptance of a properly submitted request and application fee, the Federation will notify the Applicant and the Priority Date Holder(s) that the request is being processed. The notification will include a copy of the submitted Mileage Exemption Request Form and a Mileage Exemption Response Form for the Priority Date Holder(s) to complete. The Priority Date Holder(s) has 10 calendar days from the date of the Notification letter to submit to the Federation, with a copy to the Applicant, a fully completed Mileage Exemption Response Form. The Priority Date Holder(s) must provide written comments explaining the basis for their objection to the mileage exemption request, based on the criteria listed in paragraph 2 above.
3. **GR315.3.c:** In the case of mileage exemption renewal requests where an agreement has been reached with the affected competition(s), the following applies: Upon receipt of a completed Mileage Exemption Response Form and the terms and conditions of an agreement, submitted to the Federation by no later than June 1, 2023, if such agreement was reached between the affected parties, the request will be reviewed by the Federation and a determination will be made whether to grant the renewal request by no later than September 1, 2023.
4. **GR315.3.d:** In the case of first time mileage exemption requests or renewal requests where an agreement could not be reached with the affected competition(s) or the affected competition(s) failed to timely respond within 10 days, the following applies: The Federation will notify the applicable Recognized Breed/Discipline Affiliate and provide all documentation received in the process from any party. Within the time prescribed by the Federation, the applicable Recognized Breed/Discipline Affiliate is invited to submit written feedback for consideration by the Federation in reaching a decision whether to approve or disapprove the request, including specific feedback on the criteria listed in paragraph 2 above. If the

Federation learns that an individual with a conflict of interest was present when an Affiliate considers its recommendation under this Chapter, then such recommendation will not be considered by the Federation.

5. **GR315.8:** The Federation will provide a written decision to the Applicant and Priority Date Holder(s) by no later than September 1, 2023.

Any departure from these modifications must be approved by the Federation Board.

#### CERTIFICATION

I HEREBY CERTIFY that the foregoing is a true and correct copy of a resolution presented to and adopted by the Federation's Board of Directors at a Meeting duly called and held in person at the 2023 Annual Meeting on the 14<sup>th</sup> day of January, 2023, at which a quorum was present and voted, and that such resolution is duly recorded in the minutes.

Recording Secretary:



Karen Adams

**RESOLUTION OF THE BOARD  
TO MODIFY GR315 FOR PURPOSES OF  
REVIEWING FIRST TRIMESTER 2024 COMPETITIONS IN FLORIDA  
(2023-02)**

WHEREAS, the Board of Directors of the United States Equestrian Federation, Inc. (the “Federation Board”) previously empowered its Chief Executive Officer to contemporaneously review all Mileage Exemption Requests for Hunter, Jumper, and Hunter/Jumper Licensed Competitions in Florida occurring within the first trimester of the 2022 and 2023 competition years, i.e. December 1, 2021 – March 31, 2022 and December 1, 2022 – March 31, 2023, and approved certain required portions of General Rule 315.

WHEREAS, this process was highly effective in creating a competition calendar in Florida that effectively managed the calendaring needs of Federation members and provided a universal consideration of the competition landscape at that time of year in that region.

WHEREAS, due to the success of this process related to the 2022 and 2023 competition calendars, the Federation Board wishes to empower its Chief Executive Officer to contemporaneously review all Mileage Exemption Requests for Hunter, Jumper, and Hunter/Jumper Licensed Competitions in Florida occurring within the first trimester of the 2024 competition year, i.e. December 1, 2023 – March 31, 2024, and approve certain required portions of General Rule 315.

WHEREAS, due to the concentration of horses in Florida during the first trimester of the competition year caused by the seasonal migration of competitors, in addition to the Federation’s attempt to effectively manage the competition calendar in Florida to provide sufficient Licensed Competitions to meet the needs of Federation members, a singular review of all relevant Hunter, Jumper, and Hunter/Jumper Mileage Exemption Requests taking place within Florida from December 1, 2023 through March 31, 2024, will provide the Federation the most universal consideration of the competition landscape at that time of year in that region.

WHEREAS, GR315.3 governs the Mileage Exemption Request process and prescribes certain deadlines by which each Mileage Exemption Request must comply and contemplates the Mileage Exemption Request process as a rolling process.

WHEREAS, in order to contemporaneously consider all Mileage Exemption Requests for Hunter, Jumper, and Hunter/Jumper Licensed Competitions taking place within Florida from December 1, 2023 through March 31, 2024, certain portions of GR315 must be modified, including the following:

1. Amending GR315.3.b as follows: “If the Priority Date Holder(s) does not agree to the exemption request, then the Applicant shall submit the Mileage Exemption Request Form to the Federation ~~in accordance with these rules~~. The Applicant shall submit the Mileage Exemption Request Form, fully completed, to the Federation **by no later than June 1, 2023** ~~no earlier than 360 calendar days and no later than 180 calendar days before the start date of the proposed competition~~. The fully completed Mileage Exemption Request Form must be accompanied with the non-refundable application fee. A mileage exemption request will not be accepted unless the Mileage Exemption Request Form is fully completed and the application fee is paid in full. Within 21 days of acceptance of a properly submitted request and application fee, the Federation will notify the Applicant and the Priority Date Holder(s) that the request is being processed. The notification will include a copy of the submitted Mileage Exemption Request Form and a Mileage Exemption

Response Form for the Priority Date Holder(s) to complete. The Priority Date Holder(s) has 10 calendar days from the date of the Notification letter to submit to the Federation, with a copy to the Applicant, a fully completed Mileage Exemption Response Form. The Priority Date Holder(s) must provide written comments explaining the basis for their objection to the mileage exemption request, based on the criteria listed in paragraph 2 above.”

2. Amending GR315.3.c as follows: In the case of mileage exemption renewal requests where an agreement has been reached with the affected competition(s), the following applies: **By no later than September 1, 2023, after** ~~Within 15 calendar days of receipt of a completed Mileage Exemption Response Form and the terms and conditions of an agreement~~ **by no later than June 1, 2023**, if such agreement was reached between the affected parties, the request will be reviewed by the Federation and a determination will be made whether to grant the renewal request.
3. Amending GR315.3.d as follows: In the case of first time mileage exemption requests or renewal requests where an agreement could not be reached with the affected competition(s) or the affected competition(s) failed to timely respond **within 10 days**, the following applies: ~~Within 10 calendar days of receipt of a completed Mileage Exemption Response Form from Priority Date Holder(s) objecting to the request, or the expiration of the 10 day response period if no completed Mileage Exemption Response Form is submitted,~~ the Federation will notify the applicable Recognized Breed/Discipline Affiliate and provide all documentation received in the process from any party. Within the time prescribed by the Federation, the applicable Recognized Breed/Discipline Affiliate is invited to submit written feedback for consideration by the Federation in reaching a decision whether to approve or disapprove the request, including specific feedback on the criteria listed in paragraph 2 above. If the Federation learns that an individual with a conflict of interest was present when an Affiliate considers its recommendation under this Chapter, then such recommendation will be not be considered by the Federation.
4. Amending GR315.8 as follows: The Federation will provide a written decision to the Applicant and Priority Date Holder(s) **by no later than September 1, 2023** ~~within 30 days of receipt of the Recognized Affiliate’s recommendation. If the 30 day time period cannot be met, the parties will be notified in writing when they can expect to receive a decision.~~

THEREFORE, IT IS HEREBY RESOLVED, that the Federation Board, effective immediately, empowers its Chief Executive Officer to contemporaneously review all Mileage Exemption Requests for Hunter, Jumper, and Hunter/Jumper Licensed Competitions in Florida occurring within the first trimester of the 2024 competition year and approves the following modifications to GR315, specifically for the purpose of considering said Mileage Exemption Requests:

1. **GR31.5.3.b:** If the Priority Date Holder(s) does not agree to the exemption request, then the Applicant shall submit the Mileage Exemption Request Form to the Federation. The Applicant shall submit the Mileage Exemption Request Form, fully completed, to the Federation by no later than June 1, 2023. The fully completed Mileage Exemption Request Form must be accompanied with the non-refundable application fee. A mileage exemption request will not be accepted unless the Mileage Exemption Request Form is fully completed and the application fee is paid in full. Within 21 days of acceptance of a properly submitted request and application fee, the Federation will notify the Applicant and the Priority Date Holder(s) that the request is being processed. The notification will include a copy of the submitted Mileage Exemption Request Form and a Mileage Exemption Response Form for the Priority Date Holder(s) to complete. The Priority Date Holder(s) has 10 calendar days from the date of the Notification letter to submit to the Federation, with a copy to the Applicant, a fully completed Mileage Exemption Response Form. The Priority Date Holder(s) must provide written

- comments explaining the basis for their objection to the mileage exemption request, based on the criteria listed in paragraph 2 above.
2. **GR315.3.c:** In the case of mileage exemption renewal requests where an agreement has been reached with the affected competition(s), the following applies: By no later than September 1, 2023, after receipt of a completed Mileage Exemption Response Form and the terms and conditions of an agreement by no later than June 1, 2023, if such agreement was reached between the affected parties, the request will be reviewed by the Federation and a determination will be made whether to grant the renewal request.
  3. **GR315.3.d:** In the case of first time mileage exemption requests or renewal requests where an agreement could not be reached with the affected competition(s) or the affected competition(s) failed to timely respond within 10 days, the following applies: The Federation will notify the applicable Recognized Breed/Discipline Affiliate and provide all documentation received in the process from any party. Within the time prescribed by the Federation, the applicable Recognized Breed/Discipline Affiliate is invited to submit written feedback for consideration by the Federation in reaching a decision whether to approve or disapprove the request, including specific feedback on the criteria listed in paragraph 2 above. If the Federation learns that an individual with a conflict of interest was present when an Affiliate considers its recommendation under this Chapter, then such recommendation will be not be considered by the Federation.
  4. **GR315.8:** The Federation will provide a written decision to the Applicant and Priority Date Holder(s) by no later than September 1, 2023.

Any departure from these modifications must be approved by the Federation Board.

### CERTIFICATION

I HEREBY CERTIFY that the foregoing is a true and correct copy of a resolution presented to and adopted by the Federation's Board of Directors at its 2023 Annual Meeting duly called and held in person on the 14th day of January, 2023, at which a quorum was present and voted, and that such resolution is duly recorded in the minutes.

Recording Secretary:



Karen Adams

**RESOLUTION OF THE BOARD  
TO AMEND THE DECISION MAKING MATRIX  
(2023-03)**

WHEREAS, the Board of Directors of the United States Equestrian Federation, Inc. (the "Federation Board") wishes to amend the Federation's Decision Making Matrix so as to increase efficiencies, ensure consistency with the Bylaws, and to empower its Chief Executive Officer to approve modifications to the FEI Competition Calendar.

WHEREAS, on June 20, 2022 the Federation Board approved the Decision Making Matrix which documents the recommendation and approval process of major business functions of the Federation.

WHEREAS, the Decision Making Matrix stipulates that the relevant Committees and the CEO submit recommendations to Federation Board for approval of the annual FEI Competition Calendar.

WHEREAS, in an effort to streamline processes and improve efficiencies within the Federation's competition calendaring process, the Federation Board wishes to empower its CEO to approve all modifications to the FEI Competition Calendar following the Federation Board's approval.

NOW THEREFORE, it is

RESOLVED, that effective immediately, the Federation Board empowers its CEO to approve modifications to the approved FEI Competition Calendar, including competition cancellations, additions, and modification. The Decision Making Matrix presented January 14, 2023 empowering the CEO to approve modifications to the approved FEI Competition Calendar, increasing efficiencies, and ensuring consistencies with the USEF Bylaws is hereby adopted.

**CERTIFICATION**

I HEREBY CERTIFY that the foregoing is a true and correct copy of a resolution presented to and adopted by the Federation's Board of Directors at a Meeting duly called and held in person at the 2023 Annual Meeting on the 14<sup>th</sup> day of January, 2023, at which a quorum was present and voted, and that such resolution is duly recorded in the minutes.

Recording Secretary:



Karen Adams

**RESOLUTION OF THE BOARD  
TO APPOINT AN AD HOC SELECTION GROUP  
(2023-04)**

WHEREAS, the Board of Directors of the United States Equestrian Federation, Inc. (the "Federation Board") wishes to empower its President to appoint an Ad Hoc Selection Group to review and approve selection of teams and individual athletes to represent the United States in international competition.

NOW THEREFORE, it is

RESOLVED, that effective immediately, the Federation Board empowers its President to appoint, from time to time, three members of the Federation Board, one of whom must be an Athlete Director, to review and approve the selection of teams and individual athletes to represent the United States in international competition. If such selection involves the Para-Equestrian discipline then the Ad Hoc Selection Group must include the Para-Equestrian Athlete Director.

CERTIFICATION

I HEREBY CERTIFY that the foregoing is a true and correct copy of a resolution presented to and adopted by the Federation's Board of Directors at a Meeting duly called and held in person at the 2023 Annual Meeting on the 14<sup>th</sup> day of January, 2023, at which a quorum was present and voted, and that such resolution is duly recorded in the minutes.

Recording Secretary:



Karen Adams



**UNITED STATES EQUESTRIAN FEDERATION, INC.  
BOARD OF DIRECTORS - 2023 ANNUAL MEETING  
CENTRAL BANK CENTER - LEXINGTON, KY**

**SECOND MEETING  
SATURDAY, JANUARY 14, 2023  
1:00 P.M. EST**

**MINUTES**

**Board Members Present:** Tom O'Mara, Judy Werner, Judy Sloan, Jacob Arnold, Eleanor Brimmer, Alex Boone, Allison Brock, Matt Brown, Ling Fu Wylie, Deborah Johnson, Mary Knowlton, Carol Kozlowski, Jon Kreitz, Joe Mattingley, Lauren Nicholson, Diane Pitts, Philip Richter, and Chester Weber

**Board Members Absent:** Max Amaya and Lisa Gorretta

**Senior Team Present:** Bill Moroney, Kelly Bolton, Mike Delahanty, Terri Dolan, Sonja Keating, Vicki Lowell, David O'Connor, Lisa Owens, Justin Provost, Debbie Saliling, Stephen Schumacher, Graeme Thom

**1. Roll Call and Determination of a Quorum**

Mr. O'Mara called the meeting to order at 1:06 p.m. EST. Following a call of the roll, Ms. Adams noted that a quorum was present.

**2. Adoption of the Revised Agenda**

Ms. Knowlton moved, and Mr. Kreitz seconded a motion to adopt the revised agenda as circulated moving agenda item 7.3, Sport Committee population, to the first topic in Executive Session. There was no discussion and following a vote, the motion passed unanimously.

**3. Welcome New Directors**

Mr. O'Mara welcomed Ellie Brimmer, the new Para Equestrian athlete. Further, he noted that following the election of Ms. Werner to the Vice President seat, the National Council will elect a Saddlebred representative to fill that seat at the February Board meeting.

**4. Annual Conflict of Interest Submission**

Ms. Keating reported that each Director must read, acknowledge and submit their annual Conflict-of-Interest disclosure form in their Member Dashboard to update disclosures throughout the year as needed.

**5. Conflict of Interest Declaration**

Ms. Keating requested that Directors declare any conflicts of interest at this time relating to any items on the agenda.



## **6. Election of three 2023 Executive Committee Members and Announcement of 2023 Executive Committee**

Pursuant to the Bylaws and as communicated in a written report provided to the Board in advance of the meeting, Mr. O'Mara placed into nomination Ms. Gorretta to serve as the International Disciplines Council Member for 2023, Ms. Johnson to serve as the National Breeds & Disciplines Council member, and Mr. Kreitz to serve as the Independent Director member on the 2023 Executive Committee and provided his reasoning in selecting these individuals. He noted that the Athlete Directors selected Ms. Brimmer (Para Equestrian), Ms. Brock (Dressage), and Ms. Nicholson (Eventing) to serve as Athlete Reps on the Executive Committee

### **6.1 International Disciplines Council Member**

Peter Wright, Parliamentarian, stated that pursuant to the Bylaws Mr. O'Mara has placed into nomination Lisa Gorretta to serve a one-year term as the IDC Director for a one-year term. He opened the floor for additional nominations. Hearing no additional nominations, the floor was closed, and Ms. Gorretta was elected by acclamation to serve a one-year term on the Executive Committee.

### **6.2 National Breeds & Disciplines Council Member**

Mr. Wright stated that Mr. O'Mara has placed into nomination Deborah Johnson to serve a one-year term as the NBDC Director for a one-year term. He opened the floor for additional nominations. Hearing no additional nominations, the floor was closed, and Ms. Johnson was elected by acclamation to serve a one-year term on the Executive Committee.

### **6.3 Independent Director**

Mr. Wright stated that Mr. O'Mara has placed into nomination Jon Kreitz to serve a one-year term as the Independent Director for a one-year term. He opened the floor for additional nominations. Hearing no additional nominations, the floor was closed, and Mr. Kreitz was elected by acclamation to serve a one-year term on the Executive Committee.

## **7. Approval of Committee Population**

Mr. Richter moved, and Mr. Boone seconded approval of the population of seven committees and the Member Services Council as presented. After discussion, the motion to approve the population of the seven committees and one Council passed unanimously.

### **7.1 Committees of the Board – Audit Committee**

Due to the term end for Ms. Goth, the replacement member of the Audit Committee for the remainder of the one-year term ending July 2023 is Alex Boone.

### **7.2 Governance and Administrative Committees – Adaptive Sport, Budget & Finance, Ethics, Investment, Licensed Officials, and Veterinary**

#### **Adaptive Sport Committee**

The population of the Adaptive Sport Committee for a two-year term ending January 2025 will include Joann Benjamin as Chair, Kerri Sowers, Wren Blae Zimmerman, Sharon Schneidman, Marilyn Kulifay, and one AAC-appointed athlete - Robin Brueckmann.

### **Budget and Finance Committee**

The population of the Budget & Finance Committee for a two-year term ending January 2025 includes Judy Sloan as Chair, Clay Green, Jon Kreitz, Philip Richter, and three athletes as appointed by the AAC – James Fairclough, Bezie Madden, and Kate Shoemaker.

### **Ethics Committee**

The population of the Ethics Committee for a one-year term ending January 2024 will include Lisa Blackstone as Chair, Cynthia Richardson, Judy Werner, and two AAC-appointed athletes Joe Mattingley and Matt Brown.

### **Investment Committee**

The population of the Investment Committee for a one-year term ending January 2024 includes Judy Sloan as Chair, Clay Green, Jon Kreitz, Diane Pitts, and Philip Richter.

### **Licensed Officials Committee**

The recommendation to extend the term of four members of the Nominating Committee by one year ending January 2024 includes Lisa Blackstone, Jose Colon, Melissa Ransehausen, and Robert Weber.

### **Veterinary Committee**

The population of the Veterinary Committee for a two-year term ending January 2025 includes Dr. A. Kent Allen as Chair, Dr. Mark Baus, Dr. Hugh Behling, Bret Day, Elisabeth Goth, Dr. Stacey Kent, Dr. Catherine Kohn, Dr. Richard Mitchell, Dr. Karen Nyrop; Dr. Timothy Ober; Dr. Duncan Peters; Martha Rattner; Dr. Emily Sandler Burtness; Susan Schoellkopf, and two AAC-appointed athletes – Margie Engle and Laura Graves.

### **7.3 Member Services Council**

The population of the Member Services Council for a two-year term ending January 2025 includes Shelley Campf, Todd Fruchterman, Robert Gierkink; Clay Green; Jon Kreitz; Michael Stone; Patrick Wolfe; and four athlete representatives as appointed by the AAC – Melody Blittersdorf, Sydney Collier, Susan Dutta, and Karen O'Connor. The Council will elect its Chair.

### **8. Approval of Modifications to the USEF Equine Drugs & Medications Penalty Guidelines**

Ms. Sloan moved, and Mr. Kreitz seconded a motion to approve the modifications to the USEF Equine Drugs and Medications Penalty Guidelines. After discussion and vote, the motion passed unanimously.

### **9. USET Foundation Report**

Mr. Richter, USET Foundation Treasurer, reported that the Foundation was proud to have provided a \$3MM grant in 2022, \$51MM since 2004, to the Federation concluding its *Raising the Bar* campaign. He thanked the Federation for its collaborative relationship. Further, he noted that a new seven-year campaign *Pathway to the Podium* launched in January and has already proven successful.

### **10. USOPC AAC Report**

Ms. Brock provided the Board with the Fall AAC meeting key takeaways including 2023 priorities, Governance Reform Working Group update, Athlete Commercial Resources services development, USOPC Resource allocation, WADA Athletes' Committee election, and USOPC program expenses. Additionally, she said the structure of the AAC is more professional and a slack channel is available for regular communications. The internal AAC is functioning well. A Sport report is planned for the next AAC meeting.

## **11. CEO Report**

Sarah Hamilton, Managing Partner of Kivvitt Communication, provided a presentation noting how social media can be used to advance our sport and build our community and provided examples of situations to avoid and how to take the high road.

Keith Dane, Senior Director of Equine Protection at the Humane Society of the United States, provided an update on the PAST Act to end the use of soring in equestrian sport. He thanked USEF for its support of this bill and will present the latest information as the bill progresses.

Mr. Moroney reported on the following key topics: Strategic Plan, Sport, Rules and Presidential Modifications, Affiliate agreements, Safe Sport, USOPC and FEI relations, DEI, Member and fan benefits, Staffing and evaluations, competitions, and opportunities. He noted that the 2022 Annual report and a report from the American Horse Council are in the Board binders.

## **12. Old Business**

There was no old business.

## **13. New Business**

There was no new business.

## **14. Executive Session**

At 1:53 p.m. Mr. O'Mara requested that all attendees, Council Chairs, and all staff except Mr. Moroney and Ms. Keating leave the meeting for an Executive session of the Board.

The following topics were considered by the Board during closed session.

### **14.1 Approval of FEI Sport Committees**

Ms. Sloan moved, and Mr. Mattingley seconded a motion to approve the three FEI Sport Committees for Driving, Endurance, and Vaulting. After discussion, the motion passed, with one vote against and Mr. Weber abstaining from the vote.

#### **Driving Sport Committee**

The population of the Driving Sport Committee for a four-year term ending January 2027 will include Jennifer Matheson as Chair, Jacob Arnold, James Fairclough, Anna Koopman, Carrie Ostrowsky, Mary Phelps, Bettina Scherer, Shelley Temple, Chester Weber, Katie Whaley, and five athlete representatives as appointed by the AAC – Tracy Bowman, Jennifer Hamilton, Vernon Helmuth, Misdee Miller, and Suzy Stafford.

#### **Endurance Sport Committee**

The population of the Endurance Sport Committee for a four-year term ending January 2027 includes Joe Mattingley as Chair, Sandy Cheek, Carol Giles, Valerie Kanavy, Ona Lawrence, Jan Stevens, Nathalie Weemaels, John Wertz, and five athlete representatives as appointed by the AAC – Melody Blittersdorf, Holly Corcoran, Heather Davis, Jeremy Reynolds, and Kelsey Russell.

#### **Vaulting Sport Committee**

The population of the Vaulting Sport Committee for a four-year term ending January 2027 will include five USEF appointees - Linda Bibbler as Chair, Jody Campbell, Patty Littmann, Daniel Sommerville, and Robert Weber as USEF appointees. The five Affiliate appointees are Kendel

Edmunds, Craig Coburn, Katherine Ray, Jodi Rinard, and Andrea Selch. The AAC appointed five athlete representatives - Carolyn Bland, Julie Divita, Kristian Roberts, Emma Seely, and Todd Griffiths.

**14.2 Report on Community Outreach Grants and Consideration of Funding for Grants**

Mr. O'Mara reported on the Community Outreach program and recent grant allocations. Ms. Sloan moved, and Ms. Brock seconded a motion to allocate \$100,000 per year for three years for Community Outreach grants. Following discussion, the motion passed unanimously.

**14.3 General Counsel Report**

Ms. Keating provided a litigation update for the Board.

**14.4 Strategic Plan Update**

Mr. Moroney reviewed the Strategic Plan progress report with the Board of Directors.

- **Sport Data Report and Allocation of Resources**

Mr. O'Connor and Mr. Thom spoke with the Board of Directors regarding the use of data as an additional element to inform decisions on the allocation of resources in the Sport Department.

**15. Adjourn**

At the conclusion of Executive Session, the meeting adjourned at 3:12 p.m. EST.

Signed and submitted by Karen Adams



Recording Secretary



**UNITED STATES EQUESTRIAN FEDERATION, INC.  
BOARD OF DIRECTORS MEETING  
FEBRUARY 13, 2023  
3:00 P.M. EST**

**MINUTES**

**Board Members Present:** Tom O'Mara, Judy Werner, Judy Sloan, Jacob Arnold, Allison Brock, Matt Brown, Lisa Gorretta, Deborah Johnson, Mary Knowlton, Carol Kozlowski, Jon Kreitz, Joe Mattingley, Melissa Moore, Lauren Nicholson, Diane Pitts, Philip Richter, and Chester Weber

**Board Members Absent:** Max Amaya, Ellie Brimmer, Alex Boone, and Ling Fu Wylie

**USEF Senior Team Present:** Bill Moroney, Kelly Bolton, Mike Delahanty, Terri Dolan, Sonja Keating, Vicki Lowell, David O'Connor, Lisa Owens, Justin Provost, Debbie Saliling, Stephen Schumacher, and Graeme Thom

**1. Roll Call and Determination of a Quorum**

Mr. O'Mara called the meeting to order at 3:00 p.m. EST. Following a call of the roll, Ms. Adams noted that a quorum was present.

**2. Adoption of the Agenda**

Mr. O'Mara requested that an Executive Session be added to the end of today's agenda to continue the CEO review. Ms. Sloan moved, and Ms. Gorretta seconded the motion to adopt the amended agenda. There was no discussion and the motion carried unanimously.

**3. President's Opening Remarks**

Mr. O'Mara welcomed a new Board member, Melissa Moore serving as the Saddlebred representative as elected by the National Breeds and Disciplines Council.

Mr. O'Mara stated that the November Board meeting was shifted one week earlier, now to be held on November 13<sup>th</sup>.

**4. Conflict of Interest Declaration**

Ms. Keating requested that Directors declare conflicts with any item on the agenda. No conflicts were declared.

**5. Approval of Annual Meeting Board Minutes**

**5.1 First Board Meeting – January 14, 2023**

Ms. Pitts moved, and Ms. Sloan seconded the motion to approve the minutes from the first Board meeting at the USEF Annual Meeting held on January 14, 2023. Following discussion and a vote the minutes were approved, with Ms. Brimmer and Ms. Moore abstaining as they were not members at the

time of this meeting. Additionally, Ms. Gorretta and Mr. Mattingley abstained as they were not present at this meeting.

### **5.2 Second Board Meeting – January 14, 2023**

Ms. Sloan moved, and Mr. Kreitz seconded the motion to approve the minutes from the second Board meeting at the USEF Annual Meeting held on January 14, 2023. Following discussion and a vote the minutes were approved, with Mr. Mattingley, Ms. Gorretta, and Ms. Moore abstaining.

### **6. Presidential Modification Report**

A summary of Presidential Modifications granted since the January Board Meeting was presented to Directors for informational purposes.

### **7. Ratify Ad Hoc Selections Group actions**

Mr. Richter moved, and Mr. Kreitz seconded the motion to ratify the actions of the Ad Hoc Selections Group held on January 25, 2023, as presented and required under Board approved Resolution 2023-04. After discussion and vote, the motion passed unanimously.

### **8. Treasurer Report**

Ms. Sloan reported that the first two months of the fiscal year look positive. As the January books close, the financials will be posted for Board review.

Mr. Delahanty stated that Q1 financials will be reviewed at the April Board meeting. Revenue is being driven by a 2.5% increase in horse entries and 3.5% increase in competitive memberships. The investment portfolio was down with the market in December, but we are in positive position following a strong January performance. Last, our new auditors will be onsite beginning in two weeks to complete the Audit and 990.

### **9. Consideration of Sport Requests**

Mr. O'Mara noted that there is no IDC Report as they have not met since the last Board meeting. Further, the IDC has an in-person meeting planned on February 27<sup>th</sup> in Ocala, FL.

#### **9.1 Approval of the 2023 Dressage Working Groups**

Ms. Pitts moved, and Ms. Gorretta seconded approval of the 2023 Working Groups of the Dressage Sport Committee. After discussion and vote, the motion passed unanimously.

#### **9.2 Approval of the 2024 Paralympic Games Para Dressage Selection Criteria**

Ms. Knowlton moved, and Ms. Sloan seconded approval of the Para Dressage Selection Criteria for the 2024 Paralympic Games. After discussion and vote, the motion passed unanimously.

#### **9.3 Approval of the 2023 Eventing Pathway Working Group**

Ms. Pitts moved, and Mr. Kreitz seconded approval of the 2023 Eventing Pathway Working Group for a one-year term. After discussion and vote, the motion passed unanimously.

### **10. National Breeds & Non-FEI Disciplines Council Report**

Mr. O'Mara noted that ASHBA elected Allen Bosworth to serve in the Saddlebred seat vacated by Judy Werner.

### **11. Consideration of Support for Virginia Tech Safety Vest Research Project**

Mr. O'Mara noted that following the equestrian helmet research project, additional discussion ensued at the Workshop in January regarding the effectiveness and use of body protectors and safety vests. USEF members asked about the science, and it is clear that more is needed, and this is important to our members. The

projected research cost is \$825,000. Mr. O'Mara requested that the Board approve a \$100,000 commitment to support this project. Ms. Knowlton stated that USHJA has provisionally approved funding this project in part and will assist in fundraising efforts. Mr. Mattingley moved, and Mr. Richter seconded the motion to approve using \$100,000 from reserves in financial support for the Virginia Tech Safety Vest Research Project. After discussion and a vote, the motion passed unanimously.

**12. Old Business**

Mr. Moroney noted that a statistics report going back to 2020 will be included with the January financials.

**13. New Business**

Ms. Pitts requested that the Board acknowledge the passing of Jimmy Wofford and the great contributions he made to the sport.

Mr. Moroney updated the Board on IEA and IHSA communications noting that both groups appreciated receiving historical information on the NSAID rules and we look forward to continued discussions.

**14. Executive Session**

At 4:02 p.m. Mr. O'Mara requested that only Board members remain for Executive session.

**15. Adjourn**

At the conclusion of the Executive Session the meeting adjourned at 4:13 p.m. EST.

Signed and submitted:



Karen Adams  
Recording Secretary



**UNITED STATES EQUESTRIAN FEDERATION, INC.**  
**BOARD OF DIRECTORS MEETING**  
**APRIL 17, 2023**  
**3:00 P.M. EDT**

**MINUTES**

**Board Members Present:** Tom O'Mara, Judy Werner, Judy Sloan, Max Amaya, Jacob Arnold, Ellie Brimmer, Allison Brock, Ling Fu Wylie, Lisa Gorretta, Deborah Johnson, Mary Knowlton, Carol Kozlowski, Jon Kreitz, Joe Mattingley, Melissa Moore, Lauren Nicholson, Diane Pitts, Philip Richter, and Chester Weber

**Board Members Absent:** Alex Boone and Matt Brown

**USEF Senior Team Present:** Bill Moroney, Kelly Bolton, Mike Delahanty, Terri Dolan, Hallye Griffin, Sonja Keating, Vicki Lowell, David O'Connor, Lisa Owens, Justin Provost, Debbie Saliling, and Stephen Schumacher

**1. Roll Call and Determination of a Quorum**

Mr. O'Mara called the meeting to order at 3:00 p.m. EDT. Following a call of the roll, Ms. Adams noted that a quorum was present.

**2. Adoption of the Agenda**

Mr. O'Mara noted that the agenda has been revised since it was originally posted, now removing items 11.9 and 11.10. Ms. Sloan moved, and Ms. Gorretta seconded the motion to adopt the agenda. There was no discussion and the motion passed unanimously.

**3. President's Opening Remarks**

Mr. O'Mara stated that the three of the four disciplines have qualified for the Olympic and Paralympic Games in 2024, with Jumping vying for qualification at the Pan American Games. The breeds are busy leading up to their summer championships. Last, Mr. O'Mara reminded the Board that the November Board meeting has shifted a week earlier to November 13<sup>th</sup> due to overlap with the FEI General Assembly.

**4. Conflict of Interest Declaration**

Ms. Keating requested that Directors declare conflicts with any item on the agenda. No conflicts were declared.

**5. Approval of Board Meeting Minutes – February 13, 2023**

Ms. Pitts moved, and Mr. Kreitz seconded a motion to approve the minutes from the Board meeting held on February 13, 2023. Following discussion and a vote the minutes were approved, with Ms. Brimmer and Ms. Fu Wylie abstaining as they were not present at this meeting.

**6. Presidential Modification Report**

A summary of Presidential Modifications granted since the February Board Meeting was presented to Directors for informational purposes.



## 7. Ratify Board Ad Hoc Selections Group actions

Ms. Moore moved, and Mr. Kreitz seconded a motion to ratify the actions taken at the Ad Hoc Selections Group meetings held in February, March, and April 2023 as presented and required under Board approved Resolution 2023-04. Following discussion and vote, the motion passed unanimously.

## 8. Consideration of Bylaw Amendment

Ms. Sloan moved, and Ms. Kozlowski seconded a motion to approve the amendment to USEF Bylaw 203. Ms. Keating stated that currently foreigner can participate in national competitions with proof of good standing from their NF. They are not required to obtain a membership or pay a non-member fee (Show Pass). This amendment would no longer permit such participation unless the participant obtained a membership or Show Pass, if applicable. Athlete Representatives on the Board indicated that when they compete in national competitions in Europe, they must join the applicable organization. The implementation date is proposed for 9/1/23 to allow sufficient time to communicate with the participants, competition organizers, and National Federations of this change to U.S. national class participation. After discussion and vote, the motion passed unanimously.

## 9. Consideration of Proposed Rule Changes

Ms. Gorretta moved, and Ms. Sloan seconded a motion to approve all the proposed rule changes. After discussion and vote, the motion passed unanimously.

### Tracking ID# 002-22

Ms. Keating outlined the reasoning behind the procedure for those competitions that do not produce a certificate of insurance. The most recent draft is supported by all committees and Councils. After discussion and vote, the extraordinary rule change to GR303.6.b passed unanimously.

### Tracking ID# 088-22

Ms. Keating addressed the concerns raised by the IDC and NBDC by proposing new language. Joe Mattingley and Terri Dolan indicated that suggested new language cures the concerns raised by the IDC and NBDC. Following discussion and vote, the motion to approve the extraordinary rule change to GR1303 as amended by Ms. Keating passed unanimously. The approved language for the change, with an effective date of 12/1/23, is:

### **GR1303 USEF Safe Sport Requirements**

Consistent with the mission statement of the Federation, the welfare of equestrian participants, especially minors, is of paramount concern. When any member -- athlete, participant, trainer, coach, organizer, official, volunteer, or staff member is subjected to or engages in abuse or misconduct, it undermines the mission of the Federation and is inconsistent with the best interests of equestrian sport and of the athletes the Federation serves. ***The USEF Safe Sport Policy, including the Minor Athlete Abuse Prevention Policies (MAAPP), found at [www.usef.org](http://www.usef.org), contains requirements for all participants in Federation licensed and endorsed competitions. Participating in a Federation licensed competition while ineligible to compete due to a SafeSport Training deficiency may result in forfeiture pursuant to GR703.1(h), in connection with classes competed in while ineligible (pPoints and results will be nullified and redistributed). Additional penalties may be imposed (see Chapter 7).***

### Tracking ID# 121-22

Ms. Dolan stated that this is the last step in aligning our rules with this Affiliate. The Affiliate has included all changes to the Paso Fino rules within this single rule change. Following discussion and vote the motion to approve the extraordinary rule change to PF101.1 passed unanimously.

Tracking ID# 122-22

Mr. Moroney stated that staff will work to get this change out to the applicable USEF membership quickly upon approval. After discussion and vote, the motion to approve this FEI rule change passed unanimously.

#### **10. Treasurer Report and Review of Q1 Financials**

Ms. Sloan reported that we are trending favorably to budget. There is an increase in horse registration driven by new horse registrations in 2023 varying from 2022 where we saw high activity driven by horse transfers.

Mr. Delahanty highlighted that a significant membership miss on the budget shows a flip year over year February vs. March due in part to the timing of cross-over between quarters and he hopes to see a gain next month as this trend levels out. On the expense side we are slightly over plan. Our investment advisors have initiated discussion on recommended changes and the best use of dividends. Mr. Delahanty noted that the Board will receive the audited financials and 990 for approval at the Mid-Year Board meeting.

#### **11. International Disciplines Council Report**

Council liaison Ms. Griffin stated that she had nothing additional to add to the report presented. She noted that she is pleased to be on board in this leadership role and is getting up to speed with the sport teams. She is traveling to Paris for a final site visit to meet with the organizing committee and to lock down hotel plans, followed by the FEI Sport Forum and the Land Rover KY 3-day event.

##### **11.1 Approval of USEF/NAYC Dressage Qualifying Calendar Policies and Procedures**

Mr. Mattingley moved, and Ms. Kreitz seconded the motion to approve the Dressage qualifying calendar policies and procedures for the USEF/North American Youth Championships for 2023. Pan American Games for Eventing. There were no questions or comments and following a vote, the motion passed unanimously.

##### **11.2 Approval of Dressage Annex A modifications**

Ms. Knowlton moved, and Ms. Brimmer seconded a motion to approve the modifications to Dressage Annex A. There were no comments or questions and following a vote, the motion passed unanimously.

##### **11.3 Approval of 2023 Eventing Pan American Games Selection Procedures**

Ms. Pitts moved, and Mr. Kreitz seconded a motion to approve the selection procedures for the 2023 Pan American Games for Eventing subject to any required changes from the USOPC. Ms. Braun confirmed that the USOPC has requested an update to 1.1.3.3 where the FEI has confirmed that the horse must be a minimum of 7 years old (from 6 years old), aligning with the FEI Rules for a CCI4\* rather than a CCI3\*. After discussion and a vote, the motion passed with Ms. Gorretta abstaining.

##### **11.4 Approval of 2023 Jumping Pan American Games Selection Procedures**

Ms. Sloan moved, and Mr. Kreitz seconded a motion to approve the selection procedures for the 2023 Pan American Games for Jumping subject to any required changes from the USOPC after their final review. Following discussion and a vote, the motion passed with Mr. Gorretta abstaining.

##### **11.5 Approval of 2023 Para Driving World Championship for Singles Selection Procedures**

Ms. Gorretta moved, and Mr. Kreitz seconded a motion to approve the selection procedures for the Para Driving World Championship for Singles. There were no questions or comments and after a vote, the motion passed unanimously.

**11.6 Approval of Endurance Calendar Policies and Procedures**

Mr. Mattingley moved, and Mr. Kreitz seconded a motion to approve the policies and procedures for the U.S. FEI Endurance Calendar. There were no comments or questions and following a vote, the motion passed unanimously.

**11.7 Approval of Jumping Calendar Policies and Procedures**

Mr. Mattingley moved, and Ms. Gorretta seconded a motion to approve the policies and procedures for the U.S. FEI Jumping Calendar. There were no comments or questions and after a vote, the motion passed unanimously.

**11.8 Approval of amendments to Licensed Officials Policies and Procedures for Eventing**

Ms. Pitts moved, and Mr. Richter seconded a motion to approve the amended Eventing Licensed Officials policies and procedures. There were no questions or comments and following a vote, the motion passed unanimously.

**12. National Breeds & Non-FEI Disciplines Council Report**

Ms. Dolan, Council liaison, noted that she has no additional items to add to the report as presented.

**13. Member Services Council Report**

Council liaison Mr. Moroney noted that Mr. Kreitz was elected as Council Chair.

**14. CEO Report**

Mr. Moroney provided a written report highlighting various aspects of Federation business including sport staff changes, competition venue and compliance visits, Q1 horse entry numbers, the in-person IDC strategic planning session, FEI and USOPC meetings and events, the competition calendar status for California and Florida, Affiliate leadership meetings and agreements, and Education Partner agreement update, and BIG initiative updates.

**15. Old Business**

There was no old business.

**16. New Business**

There was no new business.

**17. Executive Session**

At 4:04 p.m. Mr. O’Mara requested that staff, other than Mr. Moroney and Ms. Keating, leave the meeting for an Executive session of the Board. The following agenda items were covered during this session.

**17.1 General Counsel Report**

**17.2 Strategic Plan Progress Report**

**18. Adjourn**

At the conclusion of the Executive Session, the meeting adjourned at 4:57 p.m. EDT.

Signed and submitted:



Karen Adams  
Recording Secretary



**UNITED STATES EQUESTRIAN FEDERATION, INC.  
MID-YEAR BOARD OF DIRECTORS MEETING  
ORIGIN HOTEL – LEXINGTON, KY  
JUNE 19-20, 2023**

**MINUTES**

**Board Members Present:** Tom O’Mara, Judy Werner, Judy Sloan, Max Amaya, Jacob Arnold (June 20<sup>th</sup>), Ellie Brimmer, Alex Boone, Allison Brock, Ling Fu Wylie, Lisa Gorretta, Deborah Johnson, Mary Knowlton, Carol Kozlowski, Jon Kreitz, Joe Mattingley, Melissa Moore, Lauren Nicholson, and Diane Pitts

**Board Members Absent:** Jacob Arnold (June 19<sup>th</sup>), Matt Brown, Lauren Nicholson, Philip Richter, and Chester Weber

**USEF Senior Team Present:** Bill Moroney, Kelly Bolton, Mike Delahanty, Terri Dolan, Hallye Griffin, Sonja Keating, Vicki Lowell, David O’Connor (by phone), Lisa Owens, Justin Provost, and Debbie Saliling

**Others Present:** Dr. Stephanie Bonin, Dr. Katie Flynn

**1. Roll Call and Determination of a Quorum**

Mr. O’Mara called the Mid-Year meeting to order at 1:00 p.m. EDT. Following a call of the roll, Ms. Adams noted that a quorum was present.

**2. Adoption of the Agenda**

Mr. O’Mara noted that the order of today’s agenda will be amended to take a break after agenda item 8 and to begin Executive session with the Strategic Plan progress report beginning with items 17.1, 17.2 followed by 12.1 and 12.2. Ms. Pitts moved, and Ms. Sloan seconded the motion to adopt the agenda as amended. There was no discussion and the motion to adopt the amended agenda passed unanimously.

**3. President’s Opening Remarks**

Mr. O’Mara welcomed Board members and thanked them for traveling to Lexington for the meeting. He stated that he is excited about the work that has been done in support of the Strategic Plan and the momentum of many of the new initiatives being implemented. He outlined growth noting specific member, horse entry, and competition numbers as well as the recapitalization of equestrian venues across the nation over the past three years. USEF is a leading source of information and assistance for other amateur sports organizations due to our initiatives and best practices.

**4. Conflict of Interest Declaration**

Ms. Keating requested that Directors declare conflicts with any item on the agenda. No conflicts were declared.

## **5. Approval of Board Meeting Minutes – April 17, 2023**

Ms. Pitts moved, and Ms. Werner seconded the motion to approve the minutes from the April 17, 2023, Board meeting. After discussion and a vote, the motion passed with Mr. Amaya and Mr. Boone abstaining as they were not present at this meeting.

## **6. Informational Reports**

The following reports were provided to the Board but do not require Board action.

- 6.1 Presidential Modification Report
- 6.2 Executive Committee Action Report – May 15, 2023
- 6.3 CEO Report
- 6.4 International Disciplines Council Report
- 6.5 National Breeds & Disciplines Council Report
- 6.6 Member Services Council Report

## **7. Treasurer Report & Review of Q2 Year to Date Financials**

Ms. Sloan reported that revenues year-to-date are very strong. Expenses are also trending favorably compared to budget, but favorability may be reduced in coming months due to the expenses associated with the Pan American Games.

Mr. Delahanty presented the Q2 financials through May 2023 noting that we are ahead of plan mainly driven by competition fees and horse recordings. It is expected that we will be ahead of or on target for revenues. On the expense side, we are favorable to plan, which is likely to be offset after the upcoming summer Finals and Championships. The investment portfolio is up \$290k following some market swings. We continue to maintain strong revenues with expenses under control. A new trophy appraisal was conducted, and we expect a report with just a slight increase in value.

Mr. Delahanty stated that the auditors are close to finalizing the 2022 audited financials and Form 990. A special Board Meeting will be called in mid-July to review these documents. Additionally, we are pleased with the performance of Clear Harbor and look forward to the annual review.

## **8. Protective Headgear Standards & Testing**

Dr. Stephanie Bonin, biomechanical engineer, and ASTM Committee Chair, made a very informative presentation to the Board about protective headgear, focusing on the current ASTM standard and others that meet or exceed the ASTM F-1163 standard. Specifically, Dr. Bonin discussed the SNELL, British PAS-015, and European VG1 standards. Dr. Bonin also reviewed the testing protocols performed on the helmets for purposes of certification.

The Board recessed at 3:00 p.m. for a short break and resumed discussion in Executive Session at 3:15 p.m. Mr. Moroney, Ms. Keating, Ms. Lowell, Ms. Griffin, Mr. Dolan, Mr. Delahanty, Mr. Provost, Ms. Bolton, Ms. Owens, and Ms. Saliling remained in the meeting for the following discussion topics. Mr. O'Connor joined by phone to present on 12.1 and 12.2.

## **12. Strategic Plan Progress Report**

### **17.1 Merchandise**

### **17.2 USEF Network/CMHTV Partnership**

### **12.1 USEF Properties/Branded Events**

### **12.1.a Approval of Resolution 2023-05–Board Funding of USEF Properties/Branded Events**

Mr. Mattingley moved, and Ms. Pitts seconded the motion to approve Board Resolution 2023-05 empowering the USEF CEO to establish USEF Properties and Branded events with a \$3 million investment over a three-year period to provide support for these new events. The final program details will be communicated as we move forward.

## **12.2 Coach Development**

The Board concluded discussion and recessed at 4:55 p.m. on June 19, 2023.

The Board reconvened at 8:05 a.m. on June 20, 2023, with all Board members in attendance on June 19, 2022, present and with the addition of Jacob Arnold.

## **9. Consideration of Sport Requests**

### **9.1 Approval of 2024-2026 NAYC Bid**

Mr. Mattingley moved, and Mr. Kreitz seconded the motion to approve the bid recommendation for the North American Youth Championships for Jumping and Dressage. Ms. Griffin noted that Traverse City is being recommended for a two-year period - 2024 and 2025. For 2026 we will look to expand to again include Eventing to make it a true FEI competition with Canada, Mexico and potentially additional South American countries. Following discussion and a vote the motion passed with Ms. Pitts against.

### **9.2 Approval of amendments to the Para Equestrian Licensed Officials Policies and Procedures**

Mr. Mattingley moved, and Ms. Sloan seconded the motion to approve the amended Licensed Officials Policies and Procedures for Para Equestrian. Ms. Brazzil noted that occupational therapists will now be allowed to apply for a National license. Following discussion and vote the motion passed unanimously.

### **9.3 Approval of 2024 USEF Combined Driving National Championship Participation Criteria**

Mr. Mattingley moved, and Ms. Pitts seconded the motion to approve the participation criteria for the 2024 USEF Combined Driving National Championship. Mr. Arnold noted that a Para Driving division is being added for 2024. After discussion and vote the motion passed unanimously.

## **10. AAC Report**

Ali Brock, USEF's representative on the USOPC Active Athletes Committee, reported on three topics. First, the USOPC AAC has been rebranded to the Team USA Athletes' Commission. Second, the USOPC requested that everyone complete the Congressional Commission questionnaire. Participation by athletes has not been robust, so a secondary push-out and personal follow-up is planned. Third, she noted that her term on the AAC ends in January 2025 and urged recruitment and preparation now for the next individual elected to serve.

## **11. Approval of the 2023 Athlete Election Timeline**

Ms. Sloan moved, and Ms. Brock seconded approval of the 2023 timeline for athlete elections. Ms. Keating noted that Ms. Griffin and Ms. Brock were consulted on the timeline and approved. Two Board athlete seats are up for re-election, Jacob Arnold and Matt Brown, both of whom are eligible for a second term. Upon expression of interest, the AAC can vote to retain each in their seat which suspends the election. After discussion and vote, the motion passed unanimously.

### 13. Approval of Bylaw Amendment

Ms. Pitts moved, and Ms. Werner seconded approval of the Bylaw amendment 303 as presented. Ms. Keating stated that the Governance Committee proposed this change to broaden the Bylaw for Independent Directors. After discussion, the requirement outlined in e. will be edited to reduce the requirement from ten years to three years. After a vote, the motion with the noted amendment passed unanimously.

#### Bylaw 303

Section 3. Independent Directors.

d. ***within the last three years***, has not served as a consultant, supplier, ~~competition licensee~~, ***or*** service provide, ~~or Officer~~ of the Federation; and none of the individual's relatives has served in any of the foregoing positions ***during the last three years***; and

e. ***within the last ~~ten~~ three years***, ***has not served as a competition manager, competition licensee, or held a financial interest in any entity that is or has been a competition licensee or responsible for the management of a competition licensed by the Federation***;

f. ***is not and has not served as an Officer of the Federation; and***

### 14. Consideration of Rule Change Proposals

#### 14.1 FEI Rule Changes

Tracking ID# 243-22 and 244-22

Ms. Gorretta moved, and Ms. Kozlowski seconded the motion to approve the two proposed FEI rule changes to EV145.4c on water crossings and EV145.6e on cross-country obstacles with sloping and round leading edges. There was no discussion and following a vote the motion passed unanimously.

#### 14.2 Extraordinary Rule Changes

Ms. Gorretta moved, and Mr. Amaya seconded the motion to approve all three extraordinary rule changes as presented with separate discussion and vote on each. All agreed and the motion passed unanimously.

Tracking ID# 242-22 and 266-22

Following discussion and vote, the motion to approve these rule change to EV App 3 outlining the minimum eligibility requirements for Preliminary and CCI2\*-S levels and HJ109.7a regarding Premier rated competitions and prize money passed unanimously.

Tracking ID# 267-22

An errata sheet on this proposed rule change was passed out to Board members. Following thorough discussion and vote, the motion to approve this rule change to GR1132.5 on the Hunter Division point chart passed with Ms. Knowlton against and Ms. Pitts and Ms. Kozlowski abstaining.

#### 14.3 Standard Rule Changes

##### 14.3a Consent to Approve Calendar

Mr. Gorretta moved, and Mr. Arnold seconded the motion to approve the Consent to Approve Calendar. Mr. O'Mara noted that Board members requested that Tracking numbers 030-22, 042-22, 221-22, and 235-22 be pulled from this calendar and moved to

the Voting Calendar for further discussion. There was no comment and the motion passed unanimously.

#### **14.3b Consent to Disapprove Calendar**

Mr. Mattingley moved, and Mr. Kreitz seconded the motion to approve the Consent to Disapprove Calendar. There was no discussion and the motion passed unanimously.

#### **14.3c Voting Calendar**

Ms. Gorretta moved, and Ms. Sloan seconded the motion to approve all rules on the Voting Calendar, with time allotted for individual discussion and vote. There was no dissent and the motion passed unanimously.

#### **Tracking ID# 040-22**

Following discussion and vote, the motion to approve the rule change to GR204.1 on updates to Alliance Partners passed with Ms. Pitts and Ms. Knowlton against.

#### **Tracking ID# 044-22**

Following discussion and vote, the motion to approve the rule change to GR310.1 on Competition Lite passed unanimously.

#### **Tracking ID# 047-22**

An errata sheet is included to address the amendments to the rule. Following discussion and vote, the motion to approve the rule change to GR821.2 outlining modifications for participation and prize money in Opportunity classes for Hunter, Jumper, and Equitation competitions passed unanimously.

#### **Tracking ID# 031-22**

Upon request, the added language was amended as follows. Ms. Gorretta moved, and Mr. Kreitz seconded the motion to revise this rule change as noted below. After discussion and vote, the motion to approve the amended rule change to GR846.1 requiring an active USEF membership for Safety Coordinators passed with Ms. Gorretta against.

***This person must be a Senior Active member or Subscriber member of the Federation and comply with the Safe Sport training requirement.***

#### **Tracking ID# 038-22**

Following discussion and vote, the motion to approve the rule change to GR846.2 regarding Safety Coordinator requirement to inform a Steward or TD within one hour of an injury or accident passed unanimously.

#### **Tracking ID# 023-22**

An errata sheet was included with this rule change to address the questions posed by various breeds and disciplines. Ms. Gorretta noted an objection to how this applies to Dressage. Following discussion and vote, the motion to approve the rule change to GR1033.5 specifying the number of Stewards and Technical Delegates at competitions and previous year horse entries passed unanimously.



Tracking ID# 033-22

Following thorough discussion and vote, the motion to approve the rule change to GR1215.3 outlining a six-hour horse sleep and minimal barn lighting and noise passed unanimously.

Tracking ID# 045-22

Following discussion and vote, the motion to approve the rule change to GR1215.5 regarding identification for barns and temporary stabling passed unanimously.

Tracking ID# 049-22

Following discussion and vote, the motion to approve the rule change to GR1304.1 regarding conflict of interest for officials passed unanimously.

At 10:20 a.m. the Board took a 10-minute break and resumed the meeting at 10:30 a.m.

Tracking ID# 183-22

Following discussion and vote, Ms. Gorretta moved, and Ms. Knowlton seconded the motion to refer the rule change to AR106.11 outlining use of a soft tongue tie in specified classes to the September Board meeting. The Board agreed that a veterinary position on the use of this appliance be used in certain circumstances and applied across all USEF constituents.

Tracking ID# 188-22

Following discussion and vote, the motion to approve the rule change to CP222.2 with amended language outlining Carriage Pleasure maneuvers passed unanimously.

**CP222.7.a**

**6. *Halt Driver's Hub (or Front Wheel, Driver's side) at marker***

Tracking ID# 175-22

Following discussion and vote, the motion to approve the rule change to DR126.2 regarding equipment checks at competitions passed unanimously.

Tracking ID# 249-22

Following discussion and vote, the motion to approve the rule change to EQ104.1, HU100.1e and JP102.2 outlining inappropriate lunging and horse welfare at Equitation, Hunter, and Jumper competitions passed unanimously with amended language below added. The Board requested that staff come back with a rule change addressing those areas where this language is needed for socialization.

**EQ104.1**

**e. *Chasing a horse with a whip or other inappropriate use of the whip.***

**HU100.1**

**e. *Chasing a horse with a whip or other inappropriate use of the whip.***

**JP102.2**

***chasing a horse with a whip or other inappropriate use of the whip . . .***

Tracking ID# 195-22

Following discussion and vote, the motion to approve the rule change to FR161 on not allowing an attendant permission to have a riding crop in Fine Harness classes passed unanimously.

Tracking ID# 141-22

Following discussion and vote, the motion to approve the rule change to JP1134.2 to align junior and amateur jumper sections passed unanimously.

Tracking ID# 178-22

Mr. Amaya withdrew this rule change. Following discussion and vote, the motion to approve the rule change to JP Appendix A regarding fence height in warm-up rings failed unanimously.

Tracking ID# 145-22

Mr. Amaya withdrew this rule change. Following discussion and vote, the motion to approve the rule change to JP Appendix A updating schooling rules to align with FEI rules failed unanimously.

Tracking ID# 042-22

Ms. Pitts requested that the timeline be amended from 90 days to **120 days** as recommended by the Eventing Sport Committee. Ms. Pitts moved, and Ms. Knowlton seconded the motion to amend this rule change to GR302.1b, GR302.2, GR302.3a, and GR302.2.g.1 regarding competition calendar timelines amended from 90 days to 120 days. Following thorough discussion and a vote, the motion passed unanimously.

Tracking ID#030-22

Ms. Keating stated that following yesterday's presentation by Dr. Bonin the list of approved helmets should be expanded to include ASTM F1163, Snell E2001/2016, and the British O15, VG1 until it falls off. After discussion, Ms. Pitts moved, and Ms. Werner seconded the motion to approve the rule change to GR801.2 regarding expanded helmet certification as amended. After a vote, the motion passed unanimously.

Tracking ID# 221-22

Ms. Pitts moved, and Ms. Fu Wylie seconded the motion to approve the rule change with the amendment to add "**WD**" prior to all references of turn on the forehand and turn on the haunches within the Western Dressage Chapter. After discussion and vote, the motion to approve the amended rule change passed unanimously.

Tracking ID# 235-22

After discussion and vote, the motion to approve the rule change to AR104.2 on altering tails passed with Ms. Moore abstaining.

**15. Biosecurity Presentation**

Dr. Katie Flynn, USEF's Senior Veterinarian, Equine Health, and Biosecurity, reported to the Board providing a presentation highlighting her role within the Federation to develop competition/venue biosecurity & isolation protocols and perform onsite biosecurity assessments. She provided additional information including top tips on keeping horses healthy, the importance of joint efforts with competition venues, and the organization of outreach, site visits, and communications. She provided

information on the most recent outbreak of Vesicular Stomatitis including its origination and transmission.

At this time, the Board moved into closed Executive session. Mr. Moroney and Ms. Keating remained in the meeting to discuss the following agenda items.

- 16. General Counsel Report**
  - 16.1 Legal and Litigation Update**
  - 16.2 USOPC Congressional Commission Update**
  - 16.3 Governance**

USEF Staff members Mr. Moroney, Ms. Keating, Ms. Lowell, Ms. Griffin, Ms. Dolan, Mr. Provost, Ms. Owens, Ms. Sailing, and Ms. Bolton were invited to participate in this portion of the meeting.

The following topics were discussed.

- 17. Strategic Plan Progress Report - Continued**
  - 17.5 Operations**
  - 17.6 Sport Support & Resources**
  - 17.7 Social License**

**18. Adjourn**

At the conclusion of Executive Session, the meeting adjourned at 12:55 p.m.

Signed and submitted:



Karen Adams  
Recording Secretary

**Attachment: Resolution 2023-05**

**RESOLUTION OF THE BOARD  
TO APPROVE THE CREATION OF FEDERATION NAMED PROPERTIES & ALLOCATION OF FUNDS  
(2023-05)**

WHEREAS, on June 29, 2021, the Board of Directors of the United States Equestrian Federation, Inc. (the "Federation Board") approved its 2021-2024 Strategic Plan, which included the Business Innovation Group Initiative, and the development of new Federation properties and benefits as well as optimization of existing properties to further the aims of the strategic plan.

WHEREAS, to further the efforts to execute on the 2021-2024 Strategic Plan, the Federation Board wishes to empower its Chief Executive Officer to create and optimize certain Federation-owned properties, which may include Championships, Series, and Finals, and to approve the allocation of funds from reserves to financially support the implementation of said owned properties for three years from commencement.

NOW THEREFORE, BE IT RESOLVED BY THE FEDERATION BOARD OF DIRECTORS:

1. The Chief Executive Officer is hereby authorized to create and optimize discipline and breed specific Federation owned properties, which may include Championships, Series, and Finals ("Federation Owned Properties"); and
2. The Chief Executive Officer is hereby allocated funds from the reserves up to but not to exceed a total amount of Three Million Dollars (\$3,000,000.00) for the purpose of implementing the aforementioned Federation-Owned Properties and optimization of existing properties over a period of three years from the commencement of each newly created Federation Owned Property, with the aim that each property can sustain itself beginning in year four and thereafter.

CERTIFICATION

I HEREBY CERTIFY that the foregoing is a true and correct copy of a resolution presented to and adopted by the Federation's Board of Directors at a meeting duly called and held in person at the 2023 Mid-Year Meeting on the 19<sup>th</sup> day of June 2023, at which a quorum was present and voted, and that such resolution is duly recorded in the minutes.

Recording Secretary:



Karen Adams



**UNITED STATES EQUESTRIAN FEDERATION, INC.  
SPECIAL BOARD OF DIRECTORS MEETING**

**JULY 24, 2023  
3:00 P.M. EDT**

**MINUTES**

**Board Members Present:** Tom O'Mara, Judy Werner, Judy Sloan, Jacob Arnold, Alex Boone, Matt Brown, Ling Fu Wylie, Lisa Gorretta, Deborah Johnson, Mary Knowlton, Carol Kozlowski, Jon Kreitz, Joe Mattingley, Melissa Moore, Lauren Nicholson, Philip Richter, and Chester Weber

**Board Members Absent:** Max Amaya, Allison Brock, and Diane Pitts

**USEF Senior Team Present:** Bill Moroney, Mike Delahanty, and David O'Connor

**Others Present:** Allen Norvell and Ambria Hall

**1. Roll Call and Determination of a Quorum**

Mr. O'Mara called the special meeting to order at 3:00 p.m. EDT. Following the roll call, Ms. Adams noted that a quorum was present.

**2. Adoption of the Agenda**

Mr. Richter moved, and Ms. Sloan seconded the motion to adopt the agenda. There was no comment and the motion passed unanimously.

**3. Conflict of Interest Declaration**

Mr. O'Mara requested that Directors declare conflicts with any item on the agenda. No conflicts were declared.

**4. Audit Committee Report**

Ms. Werner, Chair of the Audit Committee, presented a report to the Board. The Committee met and discussed the management letter, audited financials, and Audit Report with Blue and Company, and had the opportunity to meet privately with the Audit firm. The Committee was pleased with their expertise and the presentation of both the Audit and Tax Return.

**4.1 2022 Audit Report and 2022 SAS 114 Letter**

Ms. Gorretta moved, and Mr. Kreitz seconded the motion to approve the Audit Report and SAS 114 Letter for the period beginning on December 1, 2021, and ending on November 30, 2022. Once approved by the Board, these items will be finalized by Blue and Company and posted to our website. Blue and Company Audit representative Mr. Norvell stated that on page 1 there is an unmodified opinion with a notation that the prior year audit was performed by another Audit team. Further, the report notes significant financial changes over the past year including the PPA loan payment forgiveness, and an unrealized gain of \$1MM in 2021 versus a \$1.5MM unrealized loss in 2022. After discussion and vote, the motion passed unanimously.

#### **4.2 Approval of 2022 Form 990 Tax Return (12/1/21-11/30/22)**

Mr. Kreitz moved, and Ms. Kozlowski seconded the motion to approve the 2021 Form 990 Tax Return. Mr. Delahanty clarified that the document includes information from both 2021 and 2022. Mr. Norvell stated that there is little change from the prior year's return. Following discussion and a vote, the motion passed unanimously.

Mr. O'Mara thanked Mr. Norvell, and Blue and Company, for their work on these work products. Mr. Norvell left the meeting.

#### **4.3 Approval for Blue & Company to perform the 2023 Audit and Tax Return**

Ms. Brimmer moved, and Ms. Werner seconded the motion to approve the appointment of Blue & Company to perform the 2023 Audit and 990 Tax Return. Ms. Werner stated that the Audit Committee recommends that Blue & Co is reappointed for 2023. Following discussion and a vote, the motion passed unanimously.

#### **4.4 Approval of the 2023-2024 Audit Committee**

Ms. Sloan moved, and Mr. Kreitz seconded the motion to approve the population of the Audit Committee for a one-year term beginning August 1, 2023. The members are Judy Werner, Alex Boone, Allison Brock Lisa Gorretta, and Joe Mattingley. The Committee will select their Chair for this term at its first meeting. Following discussion and a vote, the motion passed with Ms. Werner, Mr. Boone, Ms. Gorretta, and Mr. Mattingley abstaining.

### **5. Proposed Rule Changes**

#### **5.1 Consideration of motion to amend motion passed approving the Consent to Approve Calendar by disapproving Tracking Number 041-22**

Ms. Gorretta moved, and Ms. Werner seconded the motion to approve amendment of the motion passed approving the Consent to Approve Calendar by disapproving Tracking Number 041-22 to GR1034 adding in an exemption to Carriage Pleasure Driving. Following discussion and a vote, the motion passed unanimously.

#### **5.2 Consideration of earlier effective dates of Helmet Standards (030-22) and Testing Certification and Eventing Competition License Modification (042-22) rule changes**

Ms. Gorretta moved, and Mr. Kreitz seconded the motion to approve a modification to amend the effective date for Tracking 030-22 from 12/1/23 to 9/1/23. Mr. O'Mara amended the motion to change the effective date to 8/1/23, as the communication is ready to send out to organizers, officials, and members. Ms. Gorretta seconded the amended motion. Following discussion, the motion passed unanimously.

Ms. Moore moved, and Ms. Brimmer seconded the motion to approve the modified effective date for Tracking 042-22 approved by the Board at its Mid-Year meeting from 12/1/23 to 9/1/23. Mr. O'Mara amended the motion to keep the effective date at 12/1/23 and withdraw Tracking 042-22 from Board consideration as more time is needed to convey this change to members in advance of the 2024 competition year. Following discussion and agreement, Chair O'Mara withdrew this portion of agenda item 5.2 from Board consideration.

### **6. Adjourn**

The meeting adjourned at 3:28 p.m. EDT.

Signed and submitted:

*Karen Adams*

Karen Adams, Recording Secretary



**UNITED STATES EQUESTRIAN FEDERATION, INC.  
BOARD OF DIRECTORS MEETING  
SEPTEMBER 18, 2023  
3:00 P.M. EDT**

**MINUTES**

**Board Members Present:** Tom O'Mara, Judy Werner, Judy Sloan, Max Amaya, Jacob Arnold, Ellie Brimmer, Allison Brock, Matt Brown, Ling Fu Wylie, Lisa Gorretta, Deborah Johnson, Mary Knowlton, Jon Kreitz, Joe Mattingley, Melissa Moore, Lauren Nicholson, Diane Pitts, and Philip Richter

**Board Members Absent:** Carol Kozlowski and Chester Weber

**USEF Senior Team Present:** Bill Moroney, Kelly Bolton, Mike Delahanty, Terri Dolan, Hallye Griffin, Sonja Keating, Vicki Lowell, David O'Connor, Lisa Owens, Justin Provost, and Debbie Saliling

**1. Roll Call and Determination of a Quorum**

Mr. O'Mara called the meeting to order at 3:00 p.m. EDT. Following a call of the roll, Ms. Adams noted that a quorum was present.

**2. Adoption of the Agenda**

Mr. O'Mara noted that agenda item 7 will be moved to Executive session, as new item number 13.05. Ms. Gorretta moved, and Mr. Richter seconded the motion to adopt the agenda as amended. There was no discussion and the motion to adopt the amended agenda passed unanimously.

**3. President's Opening Remarks**

Mr. O'Mara stated that Alex Boone resigned his seat on the Board designated to the USET Foundation. The Foundation has designated Philip Richter to serve the remainder of his term, vacating his Independent Director seat.

**4. Conflict of Interest Declaration**

Ms. Keating requested that Directors declare conflicts with any item on the agenda. No conflicts were declared.

**5. Approval of Board Meeting Minutes**

**5.1 Mid-Year Board Meeting Minutes - June 19-20, 2023**

Ms. Sloan moved, and Ms. Brimmer seconded the motion to approve the minutes from the Mid-year Board meeting held June 19-20, 2023. Following discussion and a vote the minutes were approved, with Mr. Brown, Ms. Nicholson, Mr. Richter, and Mr. Weber abstaining as they were not present at this meeting.



Mr. O’Mara noted that following the Mid-year meeting, he met individually with each of those Directors who were unable to attend to summarize the discussions and actions taken.

**5.2 Special Board Meeting Minutes - July 24, 2023**

Ms. Sloan moved, and Ms. Gorretta seconded the motion to approve the minutes from the Special Board meeting held July 24, 2023. Following discussion and a vote the minutes were approved, with Mr. Amaya, Ms. Brock, and Ms. Pitts abstaining as they were not present at this meeting.

**6. Consideration of Proposed Rule Changes**

**6.1 Extraordinary Rule Changes**

Ms. Werner moved, and Ms. Moore seconded a motion to approve all extraordinary rule changes. After discussion and vote, the motion passed unanimously.

<u>Tracking ID#</u>	<u>Rule Reference</u>	<u>Description</u>
003-23	EV111.5	Change width to height on fence construction specifications
004-23	EV9.2	Inflatable vests application
005-23	EV155	Update Jumping requirements for Officials & Personnel
006-23	EQ111.5	Update Qualifying period for Hunter Seat Medal Final
007-23	EN103.2	Update requirements for use of reins and lead rope
008-23	EV145.8	Frangible/deformable XC fence standards
023-23	GR1105.1	Remove requirements for transfer of ownership
024-23	GR406.1	Sample collection language updates
032-33	EN114.1	Add pulse recording for each timed loop
033-23	EN114.3	Add use of Federation Logbooks for veterinary & timing
034-23	EN116.1	Update Veterinary Panel requirements
035-23	Annex A	Veterinary update for catastrophic injury

**6.2 FEI Rule Changes**

Ms. Brimmer moved, and Ms. Gorretta seconded a motion to approve both FEI rule changes. After discussion and vote, the motion passed unanimously.

<u>Tracking ID#</u>	<u>Rule Reference</u>	<u>Description</u>
001-23	EV. App. 3	Update to Minimum Eligibility Requirements
002-23	DR120.1	Update to Gloves in Dress Code

**8. Licensed Officials**

**8.1 Consideration of Proposed Penalty Guidelines for Inappropriate Behavior Towards Licensed Officials**

Ms. Fu Wylie moved, and Ms. Knowlton seconded the motion to approve the proposed Penalty Guidelines for Inappropriate Behavior towards Licensed Officials. Mr. Moroney stated that the Judge Task Force thoroughly discussed this growing issue which was sent to the Hearing Committee Co-Chairs who commented that the penalties should be stronger which is addressed in this draft. Following discussion and a vote, the motion passed unanimously.

**8.2 Approval of 2024 Licensed Officials Policies and Procedures amendments**

Ms. Moore moved, and Mr. Kreitz seconded the motion to approve the amendments to the Licensed Officials Policies and Procedures. Ms. Brazzil stated that this document houses all application and maintenance requirements for national officials. Further, most changes are clean up with major changes to

Western Dressage, all effective December 1, 2023. After Board approval, the applicable sport committees and Affiliates will be engaged to review and comment as provided for in this document. Following discussion and a vote, the motion passed with Ms. Pitts abstaining.

## **9. Treasurer Report and Review of YTD Financials**

Ms. Sloan reported that we are trending very positively and that we expect to sustain this trend through the remainder of the year. The core revenue set is being carried by multiple revenue streams.

Mr. Delahanty reported on the year-to-date financials as of July 31, 2023 noting that through the first eight months we are 4.7% favorable to plan mainly led by horse services. He outlined the various departments and programs and how they compare to budget as well as the performance of our investment portfolio.

## **10. Sport Requests**

### **10.1 Approval of 2024 FEI Sport Calendars**

Mr. Mattingley moved, and Mr. Kreitz seconded the motion to approve the 2024 U.S. FEI calendars for Dressage, Para Dressage, Driving, Endurance, Eventing, Jumping, and Vaulting. The Para Dressage and dates for Terra Nova on the Eventing calendar will be reviewed and corrected. After discussion and a vote, the motion passed unanimously.

### **10.2 Approval of 2024 USEF/NAYC National Dressage Qualifying Calendar**

Mr. Mattingley moved, and Ms. Pitts seconded the motion to approve the 2024 USEF/NAYC National Dressage Qualifying Calendar. Ms. Griffin stated that the Calendar Working Group and Dressage Sport Committee both approved of this qualifying calendar. After discussion and a vote, the motion passed unanimously.

## **11. Old Business**

There was no old business.

## **12. New Business**

There was no new business.

## **13. Executive Session**

At 3:50 p.m. Mr. O'Mara requested that staff, other than Mr. Moroney and Ms. Keating, leave the meeting for an Executive session of the Board. The Board discussed the following agenda items.

### **13.05 Approval of Board Resolution 2023-06 – Calendar Placement**

Ms. Pitts moved, and Jon Krietz seconded a motion to adopt Board Resolution 2023-06, the Chief Executive Officer is hereby authorized to negotiate agreements with Federation licensed competition organizers whereby the Federation would receive media rights in exchange for providing Federation competition calendar placement for up to seven years, subject to annual renewal of the relevant competition license agreement in accordance with the rules and processes established by Chapter 3 of the Federation rulebook. Following discussion and a vote, the motion passed unanimously.

### **13.1 General Counsel Report**

#### **13.1a Litigation Report**

Ms. Keating provided a litigation report on pending litigation.

**13.1b Approval of Board Resolution 2023-07 – Establish Litigation Ad Hoc**

Ms. Gorretta moved, and Ms. Sloan seconded a motion to adopt Board Resolution 2023-07 whereby a Litigation Ad Hoc shall be established and authorized for the purpose of approving expenditures of unbudgeted funds that it deems reasonable and necessary for defending and resolving any Litigation, in consultation with the Federation Chief Executive Officer and General Counsel. The Litigation Ad Hoc shall be comprised of the following three representatives: the Federation President (or another Federation Officer if the Federation President is not available), one Independent Director, and one Athlete Director. After discussion and a vote, the motion passed unanimously.

**13.1c Approval of Criteria for Recognized Affiliate Associations**

Ms. Sloan moved, and Ms. Pitts seconded a motion to adopt the proposed Criteria for Recognized Affiliate Associations. Following discussion and vote, the motion passed unanimously.

**13.1d 2024 USOPC Implementation Guidelines**

**18. Adjourn**

At the conclusion of the Executive Session the meeting adjourned at 4:34 p.m. EDT.

Signed and submitted:



Karen Adams  
Recording Secretary

**Attachments: Board Resolution 2023-06  
Board Resolution 2023-07**

**RESOLUTION OF THE BOARD  
TO EMPOWER THE CHIEF EXECUTIVE OFFICER TO APPROVE MULTI-YEAR  
COMPETITION CALENDAR PLACEMENT  
(2023-06)**

WHEREAS, on June 29, 2021, the United States Equestrian Federation, Inc. (the "Federation") Board of Directors (the "Federation Board") approved its 2021-2024 Strategic Plan ("Strategic Plan"), which includes a strategic goal of generating brand awareness and leveraging Federation digital media assets.

WHEREAS, the Federation's Chief Executive Officer is empowered to approve the licensure of national level competitions in accordance with the procedures and requirements of Chapter 3 of the Federation's General Rules.

WHEREAS, the Federation entered into a strategic partnership to increase awareness of equestrian sport, among other reasons. To bring value to the partnership and to the sport generally, and consistent with the Strategic Plan, the Federation wishes to pool media assets from Federation licensed competitions.

WHEREAS, to accomplish the aforementioned goals, the Federation Board wishes to empower its Chief Executive Officer to negotiate agreements with Federation licensed competition organizers whereby the Federation would receive certain media rights in exchange for providing Federation competition calendar placement for up to seven years. Such placement would be subject to annual renewal of the relevant competition license agreement in accordance with the rules and processes established by Chapter 3 of the Federation rulebook.

NOW THEREFORE, BE IT RESOLVED BY THE FEDERATION BOARD OF DIRECTORS:

The Chief Executive Officer is hereby authorized to negotiate agreements with Federation licensed competition organizers whereby the Federation would receive media rights in exchange for providing Federation competition calendar placement for up to seven years, subject to annual renewal of the relevant competition license agreement in accordance with the rules and processes established by Chapter 3 of the Federation rulebook.

CERTIFICATION

I HEREBY CERTIFY that the foregoing is a true and correct copy of a resolution presented to and adopted by the Federation's Board of Directors at a meeting duly called and held telephonically on the 18<sup>th</sup> day of September, 2023, at which a quorum was present and voted, and that such resolution is duly recorded in the minutes.

Recording Secretary:



Karen Adams

**RESOLUTION OF THE BOARD  
TO EMPOWER THE EXECUTIVE COMMITTEE TO  
ALLOCATE FUNDS OUTSIDE THE BUDGET FOR LITIGATION PURPOSES  
(2023-07)**

WHEREAS, the United States Equestrian Federation, Inc. (the "Federation") is named in lawsuits in various states and may be named in lawsuits in the future, some of which allege breaches or misconduct that pre-dates the corporate formation of the Federation ("Litigation");

WHEREAS, insurance coverage is not available for all lawsuits in Litigation, requiring the Federation to expend monies out-of-pocket for legal defense and settlements, if any;

WHEREAS, when insurance coverage is available for Litigation, coverage for defense costs begins only after a certain retention is paid out-of-pocket by the Federation;

WHEREAS, the notice requirements to convene the full Federation Board of Directors (the "Board") makes it difficult to obtain authority to expend monies not contemplated by the Board approved budget;

WHEREAS, the Board wishes to empower the Federation Executive Committee to convene with notice of at least 24 hours for the purpose of authorizing the expenditure of unbudgeted funds that it deems reasonable and necessary for defending and resolving any Litigation following consultation with the Federation CEO and Federation General Counsel.

WHEREAS, the Board wishes to require two-thirds (2/3) or more of the votes cast for a motion under this Resolution to carry.

NOW THEREFORE, BE IT RESOLVED BY THE FEDERATION BOARD OF DIRECTORS:

The Federation Executive Committee is hereby authorized to convene with notice of at least 24 hours for the purpose of authorizing the expenditure of unbudgeted funds that it deems reasonable and necessary for defending and resolving any Litigation following consultation with the Federation CEO and Federation General Counsel. Two-thirds (2/3) or more of the votes cast are required for a motion under this Resolution to carry.

CERTIFICATION

I HEREBY CERTIFY that the foregoing is a true and correct copy of a resolution presented to and adopted by the Federation's Board of Directors at a meeting duly called and held telephonically on the 18<sup>th</sup> day of September, 2023, at which a quorum was present and voted, and that such resolution is duly recorded in the minutes.

Recording Secretary:



Karen Adams



**UNITED STATES EQUESTRIAN FEDERATION, INC.  
BOARD OF DIRECTORS MEETING  
NOVEMBER 13, 2023  
3:00 P.M. EST**

**MINUTES**

**Board Members Present:** Tom O'Mara, Judy Werner, Judy Sloan, Max Amaya, Jacob Arnold, Ellie Brimmer, Allison Brock, Matt Brown, Ling Fu Wylie, Lisa Gorretta, Deborah Johnson, Mary Knowlton, Carol Kozlowski, Jon Kreitz, Joe Mattingley, Melissa Moore, Diane Pitts, and Chester Weber

**Board Members Absent:** Lauren Nicholson and Philip Richter

**USEF Senior Team Present:** Bill Moroney, Kelly Bolton, Mike Delahanty, Terri Dolan, Hallye Griffin, Vicki Lowell, Lisa Owens, Justin Provost, Debbie Saliling, and Stephen Schumacher

**Other Staff Present:** Anna Brooks Thomas, Sarah Hollander, Kristen Brett, and Gemma Stobbs

**1. Roll Call and Determination of a Quorum**

Mr. O'Mara called the meeting to order at 3:00 p.m. EST. Following a call of the roll, Ms. Adams noted that a quorum was present.

**2. Adoption of the Agenda**

Ms. Pitts moved, and Mr. Kreitz seconded the motion to adopt the agenda. There was no discussion and the motion passed unanimously.

**3. President's Opening Remarks**

Mr. O'Mara stated that the budgeting process continues to get better and more efficient. He noted that our business innovation group initiatives are making headway with the start of our coaching education program, and development of the USEF branded events and series, with more detail to be presented at the Annual meeting. This past week was Community Outreach week with great coverage of the 27 organizations in 18 states by our Marketing team. End of year National Championships are finishing up just as we head into our Affiliate convention season in late November into December.

He reported that the Pan American Games concluded after two weeks of great sport for our Olympic disciplines. Team USA earned seven medals across the three disciplines with Jumping earning its qualification to the Paris 2024 Olympic Games. Several USOPC staff leaders, including the Chairman of the Board, attended equestrian events as well as many of the FEI Board members.

**4. Conflict of Interest Declaration**

Mr. O'Mara requested that Directors declare conflicts with any item on the agenda. Mr. O'Mara and Mr. Amaya stated that they had a conflict with agenda item 11.1. There were no additional conflicts declared.

**5. Approval of Board Meeting Minutes – September 18, 2023**

Ms. Sloan moved, and Ms. Brimmer seconded the motion to approve the minutes from the Board meeting held on September 18, 2023. Following discussion and a vote, the minutes were approved with Ms. Kozlowski and Mr. Weber abstaining.

**6. Approval of the 2024 Proposed Budget and Budget Appendix**

Ms. Kozlowski moved, and Ms. Sloan seconded approval of the 2024 budget and budget appendix. This approval also included the projects identified in the budget appendix, both to be funded by reserves.

Ms. Sloan thanked the staff for all their hard work in preparing our largest budget to date and that it was prepared with the appropriate level of conservancy. Mr. Delahanty stated that the 2024 budget is just over \$37MM, and all three Councils and the Budget and Finance Committee recommended approval by the Board. He noted that the Investment Committee is working with our asset management team at Clear Harbor to shift the portfolio allocations to maximize our returns.

Following thorough discussion and vote, the motion passed unanimously.

**7. Proposed Rule Changes**

**7.1 Extraordinary Rule Changes**

Ms. Knowlton moved, and Ms. Kozlowski seconded a motion to approve all eight extraordinary rule changes, the single FEI rule change, and the referred rule change. Following discussion and vote, the motion passed unanimously.

The five rule changes below were presented individually and following a vote, passed unanimously.

<u>Tracking ID#</u>	<u>Rule</u>	<u>Description</u>
046-23	GR310.1	Consideration for Lite competition prize money over \$500
048-23	GR905.4	Fan status for all competitors exempt from membership
049-23	DR121.6	Hanging cheek (baucher) snaffle measurement change
050-23	GR901.8	Requirement to provide contact details for show Veterinarian
051-23	HU160.2	Prize money minimum only calculated in cash, not in-kind prizes

Tracking ID# 120-22

Ms. Gorretta moved, and Ms. Sloan seconded the motion to amend this rule change to GR838.5 by replacing language in the first line of the rule change in bold red type as recommended by the IDC. Following discussion and a vote, the motion to amend this rule change passed unanimously.

Any action(s) against a horse by a competitor, ~~coach, groom, trainer,~~ or an exhibitor **any person** which are deemed excessive by a Federation judge, Federation steward, technical delegate, or competition veterinarian, in the competition ring or anywhere on the competition grounds **or evidence of action(s) described above on a horse on competition grounds** may be punished by official warning or elimination ~~which may be deemed appropriate by the Show Committee~~. Such action(s) could include, but are not limited to, excessive **or inappropriate** use of **equipment, including but not limited to** the whip or spurs. **Evidence may include raw, bleeding, or irritated skin, or welts consistent with excessive use or inappropriate use of equipment.**

Tracking ID# 047-23

Following discussion, the motion to approve this proposed rule change to GR310.7 regarding Horse entry threshold eligibility for Lite competitions passed with Ms. Gorretta abstaining.

Tracking ID #052-23

After thorough discussion and a vote, the motion to approve this amended rule change as noted below to GR108 amending the definition of a coach with individual must be on the competition grounds passed with Ms. Pitts abstaining.

For the purposes of these rules, a coach is defined as any adult or adults **on the competition grounds** who ~~receives remuneration for having or sharing~~ **has or shares** the responsibility for instructing, teaching, schooling, or advising a rider, driver, handler, or vaulter in equestrian skills. See also ~~GR906.4~~ and GR908.

**7.2 FEI Rule Change**

Tracking ID #053-23

After discussion and a vote, the motion to approve this FEI rule change to DR307.4 aligning the compensating aids chart with FEI rule references passed unanimously.

**7.3 Referred Rule Change**

Tracking ID# 183-22

Following discussion and vote, the motion to approve this rule change to AR106.11 regarding the use of a tongue stabilizer in the Arabian division referred from the 2023 Mid-Year Board meeting passed unanimously.

**8. Sport Requests**

**8.1 Approval of the 2025 FEI Driving World Championship for Combined Ponies Selection Procedures**

**8.2 Approval of the 2025 FEI Driving World Championship for Single Ponies Selection Procedures**

**8.3 Approval of the 2025 FEI Driving World Championship for Pair Horses Selection Procedures**

Ms. Sloan moved, and Ms. Fu Wylie seconded approval of the selection procedures for the 2025 FEI Driving World Championship for Combined Ponies, Single Ponies, and Pair Horses. After discussion and vote, the motion passed with Mr. Arnold abstaining.

**8.4 Approval of the 2024 USEF Dressage European Young Rider Tour Selection Procedures**

**8.5 Approval of the 2024 Dressage European U-25 Tour Selection Procedures**

**8.6 Approval of the 2024 FEI North American Youth Championships Dressage Selection Procedures**

**8.7 Approval of the 2024 FEI North American Youth Championships U-25 Dressage Selection Procedures**

Ms. Gorretta moved, and Mr. Kreitz seconded approval of the selection procedures for the 2024 European Young Rider Tour and U25 Tour for Dressage, as well as the 2024 FEI North American Youth Championships for Dressage in Junior, Young Rider, and U25 divisions. Following discussion and a vote, the motion to approve these four Dressage procedures passed unanimously.

**8.8 Approval of the 2024 Eventing European Tour Nations Cup Selection Procedures**

**8.9 Approval of the 2024 Olympic Games Eventing Selection Procedures**



Ms. Pitts moved, and Ms. Kozlowski seconded approval of the selection procedures for the 2024 Eventing European Tour Nations Cup and the 2024 Olympic Games. After discussion and a vote, the motion passed with Mr. Brown abstaining.

**9. Old Business**

There was no old business.

**10. New Business**

There was no new business.

**11. Executive Session**

At 4:28 p.m. Mr. O'Mara requested that all staff except Mr. Moroney and Ms. Keating leave the meeting for an executive session of the board. Mr. O'Mara excused himself due to his declared conflict and Mr. Amaya left the call prior to the start of this discussion.

**11.1 Consideration of Presidential Stipend**

Ms. Sloan moved, and Ms. Werner seconded a motion to approve a \$50,000 increase annually in the reasonable compensation for the USEF President. After discussion and a vote, the motion passed unanimously.

**12. Adjourn**

There being no further business, the meeting was adjourned at 4:39 p.m. EST.

Signed and submitted:



Karen Adams  
Recording Secretary