



**UNITED STATES EQUESTRIAN FEDERATION, INC.  
BOARD OF DIRECTORS - 2022 ANNUAL MEETING  
NAPLES GRANDE BEACH RESORT - NAPLES, FL**

**FIRST MEETING  
SATURDAY, JANUARY 15, 2022  
9:00 A.M. EST**

**MINUTES**

**Board Members Present:** Tom O'Mara, Elisabeth Goth, Judy Sloan, Jacob Arnold, Tom Brennan, Allison Brock, Jane Clark, Ling Fu Wylie, Lisa Gorretta, Nancy Harvey, Carol Kozlowski, Jon Kreitz, Beezie Madden, Joe Mattingley, Diane Pitts, Philip Richter, Richard Spooner, and Judy Werner

**Board Members Absent:** Valerie Kanavy

**Council Chairs Present:** Mary Knowlton, National Breeds & Disciplines Council Chair; Joe Mattingley, International Disciplines Council Chair (Board member); and Shelley Campf, Member Services Council Chair

**Senior Team Present:** Bill Moroney, Kelly Bolton, Will Connell, Mike Delahanty, Terri Dolan, Sonja Keating, Vicki Lowell, 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 9:03 a.m. EST. Following a call of the roll, Ms. Adams noted that a quorum was present.

**2. Adoption of the Agenda**

Mr. Brennan moved, and Mr. Kreitz seconded the 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 Naples and thanked them for their hard work over the past year. Further, he noted that he looks forward to continuing work on the strategic plan initiatives in 2022.

**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 disclosure.

**5. Approval of Board Meeting Minutes – November 22, 2021**

Ms. Goth moved, and Ms. Fu Wylie seconded approval of the minutes from the November 22, 2021 Board of Directors Meeting. There was no discussion and the motion passed with Ms. Kozlowski abstaining as she did not participate in this meeting.

## 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 Group actions related to modified FEI calendars (Resolution 2020-08)

Mr. Brennan moved, and Ms. Harvey seconded the motion to approve the ratification of Ad Hoc FEI Calendar Group actions. Following a vote, the motion passed with Ms. Madden, Ms. Pitts, Ms. Brock, Ms. Gorretta, Ms. Clark, and Mr. Spooner abstaining as they participated in one of these meetings.

## 8. 2021 Treasurer Report & Review of Financial Statements

Mr. Delahanty reported on the statement of activities and statement of financial position ending November 30, 2021. He noted that we had a strong finish with great performance in the majority of areas and a greater than expected gain in our investment portfolio. Mr. Delahanty thanked the USET Foundation for their efforts in funding the full \$4MM in 2021.

## 9. Approval of the 2023 Budget Timeline

Ms. Gorretta moved, and Ms. Werner seconded the motion to approve the 2023 budget timeline. Following discussion and a vote, the motion passed unanimously.

## 10. Consideration of Bylaw Amendment

Ms. Goth moved, and Ms. Pitts seconded the motion to approve the proposed amendment to Bylaw 501 Section 3a. Ms. Keating stated that the Governance Committee submitted this proposal to increase athlete representation to the Nominating Committee and other committees as directed by the USOPC to 33.33%. After discussion and vote, the motion passed unanimously.

## 11. Consideration of FEI Rule Changes

Ms. Harvey moved, and Ms. Goth seconded the motion to put all the FEI rule changes on the floor for discussion and vote. Mr. Connell noted an amendment to Tracking 081-21 approved by the IDC with the new language in bold italics below. Following discussion and a vote, the motion passed with Mr. Brennan abstaining.

<u>Tracking ID#</u>	<u>Rule Reference</u>	<u>Description</u>
076-21	DR114.1	FEI approved language updates
077-21	DR120.1	Attire update
078-21	DR121.8	Prohibited products/equipment for horses
079-21	DR122.5	Updates to Penalties/Technical Faults
080-21	GR136.1/DC	Rewrite of Combined Driving Chapter, New defined divisions
081-21	EV141.1	Faults at obstacles ( <b>edited below</b> )
082-21	EV115.1-.3	Updates to Saddlery/tack
083-21	EV115.1-.2	Updates to Saddlery/tack
084-21	Appendix	Addition of CCI3*-L and CCI4*-S to FEI Requirements table

EV141.1.a.6: Activating a frangible ***device where the dimension of the fence is modified provided at least one of the frangible devices clearly breaks.*** 11 penalties

## 12. International Disciplines Council Report

Mr. Mattingley reported that the IDC has set goals for 2022 including an effort to be more effective in our relationship with the FEI and to increase communication with our U.S. representatives on FEI

Committees. Mr. Mattingley stated that the sport of Reining has been removed as an FEI discipline. The IDC will entertain future discussion on the sport, but representatives will be not part of the IDC for now.

Further, a five-year plan for the sport of Endurance was approved by the Board and with the assistance of consultant Art Priesz, the new Endurance Director Susan Edwards will begin to put the plan in place in 2022 beginning in 2023. This effort will require much time and diligence.

**13. National Breeds & Disciplines Council Report**

Ms. Knowlton stated that the Council elections were completed and noted in the report provided.

**14. Member Services Council Report**

Ms. Campf noted that the USEF President seated a USEF Technology Task Force for 2022.

**15. Old Business**

There was no old business.

**16. New Business**

There was no new business.

**17. Recognition of Outgoing Board members**

Mr. O'Mara recognized and thanked Mr. Brennan, Ms. Clark, Ms. Harvey, Ms. Kanavy, and Ms. Madden for their service on the Board and presented those present with a gift.

At 9:54 a.m. Mr. O'Mara requested that the audience, staff, and Council Chairs leave the meeting for a closed session of the Board.

**18. Executive Session**

**18.1 Governance Matters**

Ms. Pitts moved, and Ms. Fu Wylie seconded a motion to adopt the recommendation of the Governance Committee to only invite Council Chairs to the portion of the Board meeting where they give their respective Council report, and not to the entire Board meeting, unless the Board meeting is open to other members. The motion passed unanimously, with Mr. Mattingley abstaining

**18.2 CEO Annual Performance Evaluation**

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

**19. Adjourn.**

There being no further business, Mr. O'Mara adjourned the meeting at 11:10 a.m. EST. He stated that the second Board meeting would begin at 11:15 a.m. with the seating of the new Directors.

Signed and submitted by Karen Adams



Recording Secretary



**UNITED STATES EQUESTRIAN FEDERATION, INC.  
BOARD OF DIRECTORS - 2022 ANNUAL MEETING  
NAPLES GRANDE BEACH RESORT - NAPLES, FL**

**SECOND MEETING  
SATURDAY, JANUARY 15, 2022  
11:00 A.M. EST**

**MINUTES**

**Board Members Present:** Tom O'Mara, Elisabeth Goth, Judy Sloan, Max Amaya, Jacob Arnold, Alex Boone, Jennie Brannigan, Allison Brock, Ling Fu Wylie, Lisa Gorretta, Deborah Johnson, Mary Knowlton, Carol Kozlowski, Jon Kreitz, Joe Mattingley, Lauren Nicholson, Diane Pitts, Philip Richter, Richard Spooner, Chester Weber, and Judy Werner

**Council Chairs Present:** Britt McCormick, National Breeds & Non-FEI Disciplines Council Chair; and Joe Mattingley, International Disciplines Council Chair (Board member)

**Senior Team Present:** Bill Moroney, Kelly Bolton, Will Connell, Mike Delahanty, Terri Dolan, Sonja Keating, Vicki Lowell, 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 11:15 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 Ms. Sloan seconded the motion to adopt the amended agenda. There was no further amendment and following a vote, the motion passed unanimously.

**3. Welcome New Directors**

Mr. O'Mara welcomed three new Athlete Directors to the Board: Jennie Brannigan, Lauren Kieffer, and Chester Weber. Additionally, he welcomed Mary Knowlton as the Hunter representative and Deborah Johnson as the Arabian representative from the National Breeds and Disciplines Council, Max Amaya as the Jumper representative from the International Disciplines Council, and Alex Boone as the USET Foundation representative.

**4. Code of Conduct and Conflict of Interest Policies**

Ms. Keating reported that annually each Director must read and acknowledge the Code of Conduct and complete the Conflict-of-Interest exhibits.

**5. Conflict of Interest Declaration**

Ms. Keating requested that Directors declare any conflicts of interest at this time. No conflicts were declared.

## **6. Consideration of Resolutions**

### **6.1 Approval of Board Resolution 2022-01 regarding the 2023 Hunter and Jumper licensed competition review in Florida**

Ms. Goth moved, and Ms. Sloan seconded the motion to approve Resolution 2022-01. Mr. Moroney noted that this is the same request approved last year and will follow the same process for the first trimester of 2023 for Hunter/Jumper competitions in Florida. Should the Board wish to make this change permanent, an adjustment of the rule process will need to be submitted. Following discussion and a vote, the motion passed unanimously. The certified and signed Resolution is attached to this set of minutes.

### **6.2 Approval of Board Resolution 2022-02 regarding the 2023 Hunter and Jumper licensed competition review in California**

Mr. Amaya moved, and Ms. Goth seconded the motion to approve Resolution 2022-02. Mr. Moroney stated that this request vacates the entire 2023 Hunter/Jumper competition calendar in the state of California. Staff plans to visit CA competition venues and meet with participants and organizers culminating ending in a meeting to create a 2023 competition calendar, which best serves the developmental needs of participants and their horses, provides sustainable events and incorporates a diversity of both venue and competitive opportunities for participants in this region. Following discussion and a vote, the motion passed unanimously. The certified and signed Resolution is attached to this set of minutes.

### **6.3 Approval of Board Resolution 2022-03 removing USA Reining as a Recognized Affiliate**

Mr. Weber moved, and Ms. Pitts seconded the motion to approve Resolution 2022-03. Ms. Keating stated that the FEI removed the sport of Reining as an FEI discipline which now excludes USA Reining from meeting the requirements of a Recognized Affiliate of USEF in our Bylaws. USA Reining plans to suspend all operations in 2022 and will have the opportunity in the future should the competitive environment change. After discussion and vote, the motion passed unanimously.

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

Ms. Gorretta moved, and Ms. Goth seconded approval of the Ethics, Governance, Hearing, and Human and Equine Safety & Welfare Committees pending athlete seats as approved and appointed by the AAC. Ms. Keating stated that due to a Bylaw change in 2021, the Governance Committee will serve a two-year appointment, not a one-year as in the past. After discussion and a vote, the motion passed with Ms. Werner and Ms. Pitts abstaining as they are appointed to serve on one or more of these committees.

### **7.1 Ethics Committee**

The population of the Ethics Committee for a one-year term ending January 2023 will include: Lisa Blackstone as Chair; Cynthia Richardson; Judy Werner; and two AAC-appointed athletes.

### **7.2 Governance Committee**

The population of the Governance Committee for a two-year term ending January 2024 will include: Tom Brennan, Chair; Cindy Mugnier; Diane Pitts; Cynthia Richardson; and two athlete representatives as appointed by the AAC.

### **7.3 Hearing Committee**

The population of the Hearing Committee for a two-year term ending January 2024 will include: Lisa Blackstone and Judy Werner as Co-Chairs; Debbie Bass; Duane Esser; Katherine Cooper; Tim Roesink; Danielle Torano; Janine Malone; and four athlete representatives as appointed by the AAC.

#### **7.4 Human and Equine Safety & Welfare Committee**

The population of the Human and Equine Safety & Welfare Committee for a two-year term ending January 2024 includes: Dr. Mark Hart, Chair; Dr. A. Kent Allen, Jennifer Gates; Pamela Hardin; Dr. Duncan Peters; Cynthia Screnci; and Mary Ann Simonds.

#### **8. USET Foundation Report**

Mr. Richter, USET Foundation Treasurer, reported that the Foundation was proud to have provided a \$4MM grant in 2021 to the Federation. The Federation and Foundation have an increasingly close working relationship including joint marketing and a two-day Workshop. Mr. Richter noted that the Foundation looks forward to continued collaboration and successful teams at the World Championships in 2022.

#### **9. CEO Report**

Mr. Moroney noted that the next Board meeting is scheduled for Monday, March 7<sup>th</sup> at 3:00 p.m. Eastern by Zoom meeting. He stated that four reports were provided in the board materials from the Human and Equine Safety & Welfare Committee, The American Horse Council, the Governance Committee, and Clear Harbor Asset Management. Mr. Moroney stated that the principals at Clear Harbor are planning a call with our Board in the next couple of months.

Ms. Weilminster, USEF's Communications Director, presented the media report from the Olympic and Paralympic Games to the Board, noting new software and outlets that proved successful in increasing the awareness of our sport.

#### **10. Protective Headgear Presentation**

Dr. Barry Miller from the Virginia Tech Helmet Lab presented to the Board the helmet safety and research completed to date for equestrian. He noted that he expects to present the final statistics in the fall of 2022 and release the star-rating for our use. Dr. Miller thanked the Board and equestrian Affiliates for providing the funding necessary to conduct this research.

#### **11. Old Business**

There was no old business.

#### **12. New Business**

Mr. Moroney thanked the USEF staff for their dedication, flexibility, and successes during this past year.

Mr. Mattingley noted that the IDC agendas will focus at a higher level in 2023 on strategic initiatives.

#### **13. Executive Session**

At 12:55 p.m. Mr. O'Mara requested that all attendees, Council Chairs, and all staff with the exception of Mr. Moroney and Ms. Keating leave the meeting for an Executive session of the Board after a 30-minute lunch break. Ms. Lowell, Mr. Delahanty, Mr. Provost and consultant Mr. McNerney were asked to join the Board for the USEF Network Presentation.

The Board reconvened at 1:25 p.m. following the lunch break.

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

- Strategic Plan Update and USEF Network Presentation
- General Counsel Report

- Sport Integrity & Sanctioned Events
- Risk Management

**14. Adjourn**

At the conclusion of Executive Session, the meeting was adjourned at 3:45p.m. EST.

Signed and submitted by Karen Adams

A handwritten signature in cursive script that reads "Karen Adams".

Recording Secretary

**Attachments:**

**Resolution 2022-01**

**Resolution 2022-02**

**Resolution 2022-03**

**RESOLUTION OF THE BOARD  
TO MODIFY GR315 FOR PURPOSES OF  
REVIEWING FIRST TRIMESTER 2023 COMPETITIONS IN FLORIDA  
(2022-01)**

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 competition year, i.e. December 1, 2021 – March 31, 2022, 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 competition calendar, 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 2023 competition year, i.e. December 1, 2022 – March 31, 2023, 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, 2022 through March 31, 2023, 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, 2022 through March 31, 2023, 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, 2022** ~~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, 2022, 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, 2022**, 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, 2022** ~~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 2023 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, 2022. 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 Mile-age 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, 2022, after receipt of a completed Mileage Exemption Response Form and the terms and conditions of an agreement by no later than June 1, 2022, 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, 2022.

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 2022 Annual Meeting duly called and held in person on the 15<sup>th</sup> day of January, 2022, 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**  
**Regarding 2023 competition calendar in California**  
**(2022-02)**

WHEREAS, the Board of Directors of the United States Equestrian Federation, Inc. (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 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 in Exhibit 1.

WHEREAS, 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, 2022 through November 30, 2023, 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 GR303 – License Application Policies and Procedures; GR314 – Mileage; and GR315 – Mileage Exemption.

WHEREAS, in order to contemporaneously consider all Hunter, Jumper, and Hunter/Jumper Licensed Competitions taking place within California from December 1, 2022 through November 30, 2023, Chapter 3 must not apply for the period of review by the Federation's Chief Executive Officer and will resume application following the execution of Competition Licenses in accordance with the process outlined in Exhibit 1, the 2023 California Hunter, Jumper, Hunter/Jumper Calendar Policies and Procedures.

THEREFORE, IT IS HEREBY RESOLVED, that the Federation Board, effective immediately, empower its Chief Executive Officer to contemporaneously review all Hunter, Jumper, and Hunter/Jumper Licensed Competitions in California occurring within the 2023 competition year and populate the competition calendar following his review in accordance with the 2023 California Hunter, Jumper, Hunter/Jumper Calendar Policies and Procedures and approves the inapplicability of Chapter 3 to this period of review until Competition Licenses have been executed.

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 2022 Annual Meeting on the 15<sup>th</sup> day of January, 2022, at which a quorum was present and voted, and that such resolution is duly recorded in the minutes.

Recording Secretary:



Karen Adams

Resolution 2022-02

## 2023 California Hunter, Jumper, Hunter/Jumper Calendar Policies and Procedures

### Introduction:

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. As a result of these complications, the Federation's Board of Directors has passed a resolution to empower the 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. The goal of this review and process is to create a calendar for the 2023 competition year in California that (i) creates a migratory pattern for competitors that meets the environmental and geographical limitations of the state; (ii) supports horse and rider competitive developmental needs; (iii) creates a sustainable competition environment; (iv) encourages growth of participation within equestrian sport; and (v) generates diversity in competition venues.

The process as detailed below by which the 2023 competition calendar will be created begins with the vacating of the comparable dates calendar. This means that for purposes of the 2023 calendar, all competition applications will be reviewed without application of Federation Chapter 3, including any existing mileage exemptions, Priority Date Holder status, or competition licensure. Competition organizers will then be asked to submit a comprehensive list of events that they wish to host in the 2023 competition year. Following a consultation period, in which the Federation's CEO will engage with relevant stakeholders, including athletes, trainers, and competition organizers, the CEO will present a proposed calendar of competitions that strives to achieve the goals enumerated above. Ideally, competition organizers will submit competition license application in accordance with this proposed calendar.

Following the submission deadline for competition license applications, applications will be reviewed against the criteria listed below. Competition applications will be approved without regard for Priority Date Holder status or existing mileage restrictions. Upon execution of competition licenses for the 2023 competition year, Chapter 3 will resume effectiveness for any new competitions seeking addition to the calendar, any modification requests of licensed competitions, and cancellations.

**Process:**\* The below timeline is tentative and subject to change at the discretion of the Federation upon reasonable notice to affected parties.

1. **December 1, 2021 – March 1, 2022:** The 2023 California Hunter, Jumper, Hunter/Jumper comparable date competition calendar will be vacated. Competition organizers will submit a comprehensive list of events they wish to host in 2023. With a completely blank calendar, the Federation's CEO will engage with relevant stakeholders, including athletes, trainers, and competition organizers, to discuss the complications faced in the California competition calendar and proposed solutions.
2. **March 15, 2022:** Deadline for the submission of all California competition applications for the 2023 competition year.
3. **March 16, 2022-April 15, 2022:** Internal review period of all received competition applications for the 2023 competition year in California. A period during which the Federation may contact organizers for additional information regarding their applications.
4. **April 25, 2022:** The Federation will notify organizers of the approval or denial of the submitted competition license applications and issue Competition License Agreements for execution.
5. **May 30, 2022:** following the execution of Competition License Agreements for the 2023 competition year, all processes and rules of Chapter 3 will be re-instated. This will include the imposition of Priority Date Holder Status on all Licensed Competitions against new competitions entering the environment, the requirement to request a Mileage Exemption for new competitions requesting licensure following May 30, 2022, any submitted modification requests of approved Competition Licenses, and any cancellations of approved Competition Licenses.

### Criteria:

The following criteria will be considered by the Federation's CEO during the internal review period of 2023 competition license applications of Hunter, Jumper, Hunter/Jumper competitions in California:

- Previous experience, expertise, and financial viability of the Organizer and Licensee.

- Relevant Historical Data: including but not limited to density and competitive level of competitors in a given geographic area at a given time of year; entry numbers from previous years; competitor feedback; and geographic location and time of year with regard to concentration and migration of competitors.
- Opportunities for the development of programs and competitions that support horse and rider needs.
- Generating participation in equestrian sport.
- Competition Standards: including but not limited to organizer and venue adherence to Federation competition standards; and horse and human safety and welfare measures taken; and venue offerings in comparison to others.
- Competition and Calendar Factors: including but not limited to whether the allocation of a competition license will benefit the migratory patterns and horse concentrations; offered ratings in comparison to those offered by other organizers on weeks prior to and following; and diversity of competition venues throughout the year.
- Sport Growth and Visibility: including but not limited to whether the competition will broaden access to competitors at all levels of the sport; meet the developmental needs of horses and riders; and sustainability of the competition environment.
- Any other factors that may impact the best interest of the sport that are not specifically included above.

**RESOLUTION OF THE BOARD  
TO REMOVE USA REINING AS A RECOGNIZED AFFILIATE  
(2022-03)**

WHEREAS, on May 21, 2012, the United States Equestrian Federation, Inc. ("Federation") Executive Committee approved USA Reining as an international discipline Recognized Affiliate for the discipline of Reining pursuant to the Federation Bylaws;

WHEREAS, pursuant to Federation Bylaw 222, the Federation only recognizes Internal Discipline Associations for disciplines recognized by the Fédération Equestre Internationale ("FEI");

WHEREAS, during the FEI General Assembly, November 14-17, 2021, the FEI removed Reining as a FEI discipline, thereby rendering USA Reining ineligible to maintain its status as an international discipline Recognized Affiliate under the Federation Bylaws;

WHEREAS, on December 23, 2021, USA Reining President, Rick Weaver, notified the Federation Chief Executive Officer, William J. Moroney, that the USA Reining Board of Directors voted to temporarily suspend their activities and not to apply for affiliate status with the Federation for 2022;

WHEREAS, based on the above, the Federation Board of Directors wishes to remove USA Reining as a Recognized Affiliate and reconsider it as a National Association under Bylaw 222 upon receipt of USA Reining's expression of interest and verification that it has resumed activities.

THEREFORE, IT IS HEREBY RESOLVED, that the Federation Board of Directors effective immediately, removes USA Reining as a Recognized Affiliate and agrees to reconsider it as a National Association under Bylaw 222 upon receipt of USA Reining's expression of interest and verification that it has resumed activities.

**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 the Annual Meeting duly called and held in person in Naples, Florida on January 15, 2022, 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  
MARCH 7, 2022  
3:00 P.M. EST**

**MINUTES**

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

**Board Members Absent:** Jennie Brannigan, Carol Kozlowski, and Richard Spooner

**USEF Senior Team Present:** Bill Moroney, Kelly Bolton, Will Connell, Mike Delahanty, Terri Dolan, Sonja Keating, Vicki Lowell, 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. EST. Following a call of the roll, Ms. Adams noted that a quorum was present.

**2. Adoption of the Revised Agenda**

Mr. O'Mara noted a revision to add the approval of Board Resolution 2022-04 as new agenda item 15. Ms. Sloan moved, and Ms. Fu Wylie seconded the motion to adopt the agenda as revised. There was no discussion and the motion to adopt the revised agenda carried unanimously.

**3. President's Opening Remarks**

Mr. O'Mara thanked the Board members for their dedication and hard work towards the betterment of our organization. USEF competitions are well underway and while global issues still exist our sport continues to enjoy robust competition. The Competition Task Force and the Amateur Task Force work continues and a new Eventing Elite Program Task Force has just begun its work. Mr. O'Mara stated that social license is not a constant but is the public's perspective of what we do.

**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 Meeting Minutes**

**5.1 First Board Meeting – January 15, 2022**

Mr. Kreitz moved, and Ms. Gorretta seconded the motion to approve the minutes from the first Board Meeting on January 15, 2022. Following discussion, the motion passed with Mr. Amaya, Mr. Boone, Ms. Johnson, Ms. Knowlton, Ms. Nicholson, and Mr. Weber abstaining as they were not a Board member at this first meeting.

## 5.2 Second Board Meeting – January 15, 2022

Mr. Kreitz moved, and Ms. Goth seconded the motion to approve the minutes from the second Board Meeting on January 15, 2022. Following discussion and vote, the motion passed unanimously.

## 6. **Presidential Modification Report**

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

## 7. **Ratify Ad Hoc Group actions related to FEI calendar changes (Resolution 2020-08)**

Mr. Sloan moved, and Mr. Fu Wylie seconded the motion to ratify the actions of the Ad Hoc FEI Calendar Group as presented and required under Board approved Resolution 2020-08. After discussion and vote the motion passed with Ms. Fu Wylie, Ms. Sloan, Ms. Goth, and Mr. Weber abstaining as they participated on one of these Ad Hoc FEI Calendar Group meetings.

## 8. **Treasurer Report**

Ms. Sloan reported that we are trending well for the first two months for the year. She noted that a new look at how the financials are presented can be seen on the prepared financials.

### **8.1 Review of December 2021 and January 2022 Financials**

Mr. Delahanty noted that at the April Board meeting we will have the full first quarter financials to review. A change in deferred revenue recognition amortizes over 12 months rather than just ensuring the amount is placed in the correct year. The balance sheet remains strong and is slightly favorable to budget to date.

## 9. **Consideration of Rule Change Proposals**

Ms. Gorretta moved, and Mr. Kreitz seconded the motion to put both of the extraordinary rule changes on the floor for discussion. The motion passed unanimously.

### 9.1 Extraordinary Rule Changes

#### Tracking ID# 099-21

Mr. Moroney noted that a Presidential Modification was granted in January pending the submission of this rule change. After discussion and vote the extraordinary rule change to JP118.1 regarding Amateur Jumpers passed unanimously.

#### Tracking ID# 102-21

Both the IDC and the Competition Management Committee requested a delayed implementation to 5/1/22. Ms. Gorretta moved, and Ms. Pitts seconded the motion to revise the effective date of this rule change to 5/1/22. Following discussion and a vote the extraordinary rule change to GR1210 outlining further compliance with Sharp's containers passed unanimously with the effective date of 5/1/22.

### 9.2 FEI Rule Change

#### Tracking ID# 103-21

Ms. Goth moved, and Ms. Gorretta seconded the motion to approve the FEI Rule change. Following discussion and vote the FEI rule change to DR121 regarding Dressage curb bits passed unanimously.



**10. International Disciplines Council Report**

Mr. Connell, Staff liaison for the IDC, added that a meeting with AERC took place over the weekend looking to advance the sport of Endurance as just one step in our current strategic process for this sport.

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

Staff liaison to the NBDC, Ms. Dolan, reported that she had no additional information to present.

**12. Member Services Council Report**

Mr. Moroney stated that he did not have any information to add to the report provided.

**13. Approval of an additional member to the USEF Audit Committee**

Mr. Richter moved, and Mr. Kreitz seconded the motion to approve the addition of Joe Mattingley as an additional athlete member of the Audit Committee. Ms. Keating stated that this Committee will be repopulated at the Mid-Year meeting to coincide with the Audit cycle. After discussion and a vote, the motion passed with Ms. Brock, Ms. Gorretta, Ms. Goth, Mr. Mattingley, and Ms. Werner abstaining as they are on the Committee.

**14. CEO Report**

Mr. Moroney reported on the EHV-1 situation in California and the decision to cancel the Jumping Nations Cup in San Juan Capistrano to ensure the safety and welfare of our competitors and their horses. Staff have been working closely daily with the CDFA and organizers on the growing status of the virus to be proactive in reducing the spread of this virus. Dr. Schumacher provided the history of this outbreak regarding the response team, testing, quarantine & isolation plan, and return to play protocols.

Additionally, Mr. Moroney noted that the Eventing Elite Program Task Force met in person and is working on components of the elite program to socialize to the broader community for greater feedback. The 2023 first trimester of Hunter Jumper competitions in Florida is underway per the Board approved Resolution. The 2023 California Hunter Jumper calendar planning process is ongoing following the consensus at an organizer meeting in the principles of building a calendar including diversity of competition products and venues, and improvements in facilities through a performance improvement plan.

The Affiliate leadership one-on-one meetings have begun as well as all Affiliate bimonthly meetings.

**15. Approval of Board Resolution 2022-04 banning Russian and Belarusian athletes from competing in U.S. National competition**

Ms. Gorretta moved, and Ms. Sloan seconded the motion to approve Board Resolution 2022-04 to ban Russian and Belarusian athletes from competing in U.S. National competition. Ms. Keating stated that following the lead of the FEI, IOC, and the FEI to ban athletes that are citizens of these nations at USEF licensed and FEI competitions will be in place until further notice. Following discussion and a vote, the motion passed unanimously.

Once it is determined the best route to assist citizens of Ukraine, we will communicate how to assist in this crisis utilizing the USEF Disaster Relief Fund. Ms. Pitts moved, and Ms. Gorretta seconded a motion to allow the USEF Officers to make a decision on set up and distribution of USEF grants for the Ukraine. After discussion and a vote, the motion passed, with Ms. Goth and Ms. Sloan abstaining.

**16. Old Business**

There was no old business.

**17. New Business**

There was no new business.

**18. Executive Session**

At 4:14 p.m. Mr. O'Mara requested that staff, other than Mr. Moroney, Ms. Keating, and Mr. Delahanty, leave the meeting at this time for a closed session of the Board. Joining the Board for agenda item 18.1 were Mr. Aaron Kennon, Ms. Kirstin Mobyed, and Mr. Tim Schantz from Clear Harbor Asset Management.

The Board covered the following Agenda items:

**18.1 Clear Harbor Asset Management Report**

**18.2 General Counsel Report**

**18.3 Competition Update**

**18.4 BIG Update**

**19. Adjourn**

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

Signed and submitted:



Karen Adams  
Recording Secretary

**Attachment: Board Resolution 2022-04**

**RESOLUTION OF THE BOARD  
BAN ON RUSSIAN AND BELARUSIAN ATHLETES COMPETING IN NATIONAL COMPETITION  
(2022-04)**

**WHEREAS**, the IOC, IPC, Fédération Equestre Internationale, U.S. Olympic & Paralympic Committee, U.S. Olympic & Paralympic Committee Athletes' Advisory Council, and the global Olympic and Paralympic community have called for a complete ban on Russian and Belarusian Athletes from sport participation due to Russia's attack on the Ukraine and the support given by Belarus;

**WHEREAS**, the Board of Directors of the United States Equestrian Federation, Inc. (the "Federation Board") wishes to join in solidarity the aforementioned ban; and

**WHEREAS**, the Federation Board wishes to prohibit all Russian and Belarusian Athletes, Horses, Owners, and Officials from participation in USEF national events, effective immediately and until further notice.

**THEREFORE, IT IS HEREBY RESOLVED**, that USEF condemns Russia's invasion of the Ukraine and attack on its innocent people. Additionally, USEF condemns Belarus' support of such actions. In an effort to join in solidarity the IOC, IPC, Fédération Equestre Internationale, U.S. Olympic & Paralympic Committee, U.S. Olympic & Paralympic Committee Athletes' Advisory Council, and the global Olympic and Paralympic community in a complete ban on Russian and Belarusian Athletes from sport participation, the Federation Board, effective immediately and until further notice, prohibits all Russian and Belarusian Athletes, Horses, and Officials from participation in USEF national events. This prohibition applies to any Athlete, Horse, Owner, or Official who is a citizen of Russia or Belarus, or has declared Russia or Belarus as their Sport Nationality.

**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 electronically via Zoom on the 7<sup>th</sup> day of March, 2022, 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  
APRIL 4, 2022  
3:00 P.M. EDT**

**MINUTES**

**Board Members Present:** Tom O'Mara, Elisabeth Goth, Judy Sloan, Max Amaya, Jacob Arnold, Alex Boone, Ling Fu Wylie, Lisa Gorretta, Deborah Johnson, Mary Knowlton, Carol Kozlowski, Jon Kreitz, Joe Mattingley, Lauren Nicholson, Diane Pitts, Philip Richter, Richard Spooner, Chester Weber, and Judy Werner

**Board Members Absent:** Allison Brock

**USEF Senior Team Present:** Bill Moroney, Mike Delahanty, Sonja Keating, 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. Mangan noted that a quorum was present.

**2. Adoption of the Agenda**

Ms. Goth moved, and Ms. Gorretta seconded the motion to adopt the agenda. There was no discussion and the motion carried unanimously.

**3. President's Opening Remarks**

Mr. O'Mara welcomed the Board members.

**4. Conflict of Interest Declaration**

Ms. Keating requested that Directors declare conflicts with any item on the agenda. Mr. O'Mara declared a conflict with agenda item 10.2.

**5. Approval of Board Meeting Minutes – March 7, 2022**

Ms. Sloan moved, and Ms. Pitts seconded the motion to approve the minutes from the March 7, 2022, Board meeting. A spelling correction to Mr. Kreitz name in 5.1 of the minutes was noted and will be corrected. Following discussion, the motion passed with Ms. Kozlowski and Mr. Spooner abstaining as they were not present during this meeting.

**6. Treasurer Report and Review of First Quarter Financials**

Ms. Sloan reported that we are tracking well to budget and most variances are attributable to timing. The investment portfolio has also improved in the first quarter when compared to year-end and has earned back some of the value that was reduced due to market fluctuation in earlier months. She thanked Mike Delahanty for improving the reporting structure to ensure the financials track in real time with performance.

Mike Delahanty reported that Q1 revenues are tracking 2% ahead of budget and that the new format for reporting better aligns the year-to-date budget amounts with actuals. Expenses are also tracking favorably, running just under 10% favorable to budget. He noted that the International Disciplines expenses will likely be higher than originally anticipated due to higher travel and transportation costs, including fuel surcharges.

Since March 15, \$51K in Disaster Relief funds has been collected for Ukraine support efforts. This money will be provided to the FEI and will be added to the over \$1M Euro that has been collected in Europe in support, and all funds will be deployed shortly.

## **7. CEO Report**

Mr. Moroney reported that affiliate leadership meetings continue and there has been recent conversation regarding current threats to equestrian sport, including the recent EHV outbreak in California. USEF is working with a veterinary panel on developing standardized mitigation protocols for licensed competitions and will be disseminating that information soon.

The competition calendar process is moving forward. USEF has been meeting with California organizers and discussing facility improvement plans and scheduling flexibility with respect to their venues in order to build the 2023 calendar. The process has proven very collaborative, thus far. The Florida first trimester process is also underway with collection of license applications and mileage exemption requests for 2023. The Eventing license modification process is currently under review with both USEF and USEA looking for ways to streamline and improve the process.

The Eventing Elite Program Task Force has held several meetings and an in-person retreat and has formulated a list of items to work through. This morning, USEF just finished interviews for the interim Chef d'Equipe to serve as team leader through the World Championships this fall. Staff is also working with the Task Force for the long-term Chef position.

## **8. Old Business**

There was no old business.

## **9. New Business**

There was no new business.

## **10. Executive Session**

At 3:25 p.m. Mr. O'Mara requested that staff, other than Mr. Moroney, Ms. Keating, and Mr. Provost leave the meeting for a closed session of the Board to cover the following agenda items.

### **10.1 General Counsel Report**

Ms. Keating provided a litigation report.

Mr. O'Mara left the call due to his declared conflict of interest with agenda item 10.2 and Ms. Goth Chaired the remainder of the meeting.

### **10.2 USEFNetwork Project Update**

Patrick McNerney provided a project update.

**13. Adjourn**

At the conclusion of the Executive Session the meeting adjourned at 3:50 p.m. EDT.

Signed and submitted:

Leslie K. Mangan



**UNITED STATES EQUESTRIAN FEDERATION, INC.  
BOARD OF DIRECTORS MEETING  
MAY 9, 2022  
3:00 P.M. EDT**

**MINUTES**

**Board Members Present:** Tom O'Mara, Elisabeth Goth, Judy Sloan, Max Amaya, Jacob Arnold, Alex Boone, Allison Brock, Matt Brown, Ling Fu Wylie, Lisa Gorretta, Deborah Johnson, Mary Knowlton, Jon Kreitz, Joe Mattingley, Lauren Nicholson, Diane Pitts, and Chester Weber

**Board Members Absent:** Carol Kozlowski, Richard Spooner, Judy Werner

**USEF Senior Team Present:** Bill Moroney, Kelly Bolton, Will Connell, Mike Delahanty, Terri Dolan, Sonja Keating, Vicki Lowell, 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. Kreitz moved, and Ms. Pitts seconded the motion to adopt the agenda. There was no discussion and the motion carried unanimously.

**3. President's Opening Remarks**

Mr. O'Mara thanked staff for their guidance and perseverance with the EHV-1 outbreak. UC Davis has begun a new research project to assist us with future outbreaks. It was great to see the crowds at the Land Rover Kentucky Three-Day event back live again this year. Many good meetings occurred during the week. Mr. O'Mara welcomed new board member Matt Brown serving as an athlete representative. As a reminder, the remaining 2022 Board meetings have been noticed and are listed at the end of today's agenda.

- Mid-Year Board meeting – Origin Hotel, Lexington, KY
  - June 20, 2022 – 1:00-5:00 p.m., Board dinner 6:00-8:00 p.m.
  - June 21, 2022 – 8:00 a.m. – 12:00 p.m.
- Zoom meeting – August 8, 2022, 3:00 p.m. EDT
- Zoom meeting – September 26, 2022, 3:00 p.m. EDT
- Zoom meeting – November 21, 2022, 3:00 p.m. EST
- Annual Meeting – January 11-14, 2023, Hyatt Regency, Lexington, KY

**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 4, 2022**

Ms. Sloan moved, and Mr. Richter seconded the motion to approve the minutes from the April 4, 2022, Board meeting. Following discussion, the motion passed with Ms. Brock abstaining as she did not participate in this meeting as well as Mr. Brown as he was not yet a director at this meeting.

**6. Presidential Modification Report**

A summary of Presidential Modifications granted since the March meeting was presented to Directors for informational purposes.

**7. Ratify Ad Hoc Group actions related to FEI calendar changes (Resolution 2020-08)**

Mr. Boone moved, and Ms. Goth seconded the motion to ratify the actions of the Ad Hoc FEI Calendar Group as presented and required under Board approved Resolution 2020-08. After discussion and vote the motion passed with Ms. Gorretta, Ms. Johnson, Mr. Spooner, Ms. Goth, Mr. Boone, Ms. Nicholson, Ms. Fu Wylie, Mr. Kreitz, Ms. Sloan, Mr. Richter, and Mr. Mattingley abstaining as they participated on one of these Ad Hoc FEI Calendar Group meetings.

**8. Treasurer Report and Review of March 2022 Financials**

Ms. Sloan reported that we continue to be on plan with a bit of softening in March due to USOPC and USET Foundation funding, pending Legal bills specific to Safe Sport lawsuits in Florida and New York, as well as cancellations on the West Coast due to EHV-1.

Mr. Delahanty noted that initial projections on the World Games are approximately \$1.5MM with expectations of rising costs in flights and transportation. Further, the membership decrease is likely attributable to the EHV-1 outbreak in March with the full four months of 2022 ahead of plan.

**9. Consideration of Extraordinary Rule Change Proposals**

Ms. Sloan moved, and Mr. Kreitz seconded the motion to put both extraordinary rule changes on the floor for discussion. The motion passed unanimously.

Tracking ID# 192-21

After discussion and vote the extraordinary rule change to EQ101.4 prohibiting the use of devices to secure the foot to the stirrup due to safety in the Equitation division passed unanimously.

Tracking ID# 195-21

Following discussion and a vote the Board tabled this extraordinary rule change to DC905.1 which outlines the process for results protests and appeals in Combined Driving until such time as review of the rule is finalized.

**10. International Disciplines Council Report**

Mr. Mattingley, Chair of the IDC, added that the Council is moving forward with some initiatives including items from Eventing and Endurance. He looks forward to Board discussion on specific IDC support of the strategic plan. There were no questions or comments.

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

Staff liaison to the NBDC, Ms. Dolan, noted that she prepared a written report for the Board and stated that the Council is finalizing some items for Board approval at its next meeting. There were no comments or questions.

**12. Member Services Council Report**

Mr. Moroney, staff liaison to the Council, stated that the Council is working efficiently on both rules and the financials.



### **13. CEO Report**

Mr. Moroney congratulated Ms. Keating for being named to the Horse Racing Integrity and Welfare Unit Advisory Council which will be beneficial for both organizations. Mr. Moroney highlighted the following sport-specific topics: Bobby Costello was appointed interim Eventing Chef and team leader through the World Championships with Max Corcoran on board as program support for elite level riders; and the EEPTF work continues and hopes to have recommendations to stakeholders in the Eventing community. The Endurance discipline is undergoing a rule rewrite, developing a ranking list, team selection procedures, and a rider handbook.

Further, Mr. Moroney reported on the status of several competition related topics noting: the 2023 California 2023 calendar will be posted by the end of the month with a release out tomorrow which will include the principles underpinning the calendar process agreed upon at the organizer meeting; the 2023 first trimester in Florida applications for Hunter Jumper competitions will be submitted for CEO review for finalization; and the competition evaluation component is being added to the competition manager dashboard to provide categorical feedback to assist in competition improvement. Several digital forms are being upgraded and will be launched over the next couple weeks.

Additionally, Mr. Moroney stated that round two of department meetings to discuss how each area can support the strategic plan initiatives are underway. The USEF Network Advisory Group continues its review of a partnership agreement. We will report back on merchandising options over the next couple of months. Many Affiliate agreements are up for renewal this year and we are working on updates and holding leadership meetings to finalize each. Further, the American Shetland Pony Club has resigned its Recognized Affiliate status, but we will continue to maintain rules and hold competitions for this breed. Last, the new Competition Lite proposal has received approval from all three Councils and will be presented to the Board at the Mid-year meeting.

### **14. FEI Data Report**

Mr. O'Mara reported on a global perspective on our FEI disciplines since 2011 providing highlights and statistics over the past ten years. In closing, he noted that the data shows that the U.S. has grown more quickly than other nations, ranking in the top three for each discipline during this period.

### **15. Old Business**

There was no old business.

### **16. New Business**

Ms. Knowlton requested information on Safe Sport education for young age groups. Ms. Keating stated that USEF has education platforms for minors to target age-appropriate discussion at each age. All parents or guardians of minors are provided with links to this education that may only be accessed with parental consent. Parents are provided their own training platform. She urged Affiliates to be proactive in ensuring these educational materials are available for youth members.

### **17. Adjourn**

At the conclusion of the Executive Session the meeting adjourned at 4:21 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 20-21, 2022**

**MINUTES**

**Board Members Present:** Tom O’Mara, Elisabeth Goth, Judy Sloan, Max Amaya, Jacob Arnold, Matt Brown, Ling Fu Wylie, Lisa Gorretta, Deborah Johnson, Mary Knowlton, Carol Kozlowski, Jon Kreitz, Joe Mattingley, Diane Pitts, and Judy Werner

**Board Members Absent:** Alex Boone, Alison Brock, Lauren Nicholson, Philip Richter, Richard Spooner, Chester Weber

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

**Others Present:** Patrick Wolfe, Chair of the USEF Technology Task Force; Patrick McNerney, Consultant

**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 Revised Agenda**

Ms. Gorretta moved, and Ms. Goth seconded the motion to adopt the revised agenda as circulated. There was no further discussion and the motion to adopt the agenda as amended carried 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 this is a busy time for all our breeds and disciplines with several finals and championships coming up over the summer months. Further, while the overall economy is going through major changes, USEF will be diligent in monitoring the financial environment and will remain flexible to facilitate taking appropriate action, as needed.

He quoted the American Horse Council press release in support of the Amateur rule changes and call to action to other horse organizations to review their amateur participation rules and adjust them as necessary to ensure the continued participation of youth and amateur constituents. Last, Mr. O’Mara shared the obituary of former-Board member, athlete, and Para-Equestrian Affiliate President Hope Hand. The Directors observed a moment of silence in remembrance of her and all the work she had done to further the sport of Para Equestrian.

**4. Conflict of Interest Declaration**

Ms. Keating requested that Directors declare conflicts with any item on the agenda. Mr. O'Mara declared a conflict with agenda item 24. No other conflicts were declared.

**5. Approval of Board Meeting Minutes – May 9, 2022**

Ms. Sloan moved, and Ms. Goth seconded the motion to approve the minutes from the May 9, 2022, Board meeting. After discussion and a vote, the motion passed with Ms. Kozlowski and Ms. Werner abstaining as they were not present at this meeting.

**6. Presidential Modification Report**

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

**7. Ratify Board Ad Hoc Group actions**

Mr. Mattingley moved, and Mr. Kreitz seconded the motion to ratify the actions of the Ad Hoc Selections Groups and FEI Calendar Groups as presented and required under Board approved Resolutions 2020-02 and 2020-08. After discussion and vote, the motion passed unanimously.

**8. Technology Task Force Report**

Patrick Wolfe, Chair of the Task Force, presented the Board with the work it has done over the past four months noting that the Task Force was charged with identifying, analyzing, and recommending technology opportunities to better serve our members and increase efficiencies. He outlined the following discussions: Project 21; cloud-based data storage and analytics; and USEF streaming Network. The focus areas of the task force include a competition entry system, real-time scoring, and new mobile apps. The next areas of discussion include fantasy sports, video analytics and coaching, automation in sport, and blockchain and smart contracts.

**9. Treasurer Report & Review of Q2 Financials**

Ms. Sloan reported that our financials continue to exceed budget to date and noted that variances on both the revenue and expense sides are due to timing which will correct over the next couple of months. She noted that COVID and market challenges will be with us for some time, and the organization is employing more contingency-based financial modeling to ensure any necessary adjustments can be implemented. Due to the recent market fluctuations, particular attention will be placed on reviewing impacts related to the 2008 financial crisis to be better prepared to address any market challenges that arise.

Mr. Delahanty presented the May 2022 financials noting that the timing of funding from both the USOPC and USET Foundation, and from sponsors account for the timing on May financials which should correct on the June financials. Further, the March EHV-1 outbreak on the west coast likely accounts for the lower numbers during that time period. He noted that on the balance sheet, the amounts approved from 2021 surplus to balance the budget are included. Last, he stated that we are pleased with the good performance from financial advisor on our investment portfolio, and we are discussing a short-term cash investment into Treasury bonds with Clear Harbor now that interest rates are on the rise.

**10. CEO Report**

Mr. Moroney expanded on his written report highlighting: the Show Pass concept, the work of the Amateur Task Force and the Competition Task Force, Affiliate and Education Partner agreements, In-person Affiliate leadership and Roundtable meetings, the active COVID Action Plan, EHV updates,

Staffing, Calendar management in California and Florida, Endurance and Eventing, and BIG initiatives which will be more thoroughly discussed on Day 2.

#### **10.1 Final Show Pass recommendation**

Mr. Moroney explained that following the November 2021 Board meeting the concept was approved, with requests to return with information on Safe Sport training exemptions and the workload for Competition secretaries. Mr. Mattingley moved, and Ms. Goth seconded the motion to approve that a Show Pass may be utilized only one time per competition year for a rider or owner and a trainer or coach must be a USEF member. The Board requested that automation or further communication be sent to those that have utilized their annual Show Pass with information on how to become a member and how to complete the Safe Sport training.

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

Council Chair Mr. Mattingley stated that he will focus more deliberately on how the Council can link to the strategic plan with staff support on the backside for success. There were no questions or comments.

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

Ms. Dolan, staff liaison to this Council, had nothing additional to add to the report presented. There were no comments or questions.

#### **13. Member Services Council Report**

Mr. Moroney reported that the Council discussed a DEI initiative on the use of pronouns within the USEF Rule Book. Ms. Keating stated that she will address this issue and bring it back to the Board once ready.

#### **14. Approval of the 2022 Athlete Election Timeline**

Ms. Goth moved, and Ms. Gorretta seconded approval of the 2022 timeline for athlete elections. Ms. Keating noted that Mr. Connell and Ms. Brock, AAC Chair were consulted on the timeline and approved. After discussion and vote, the motion passed unanimously.

The Board recessed at 3:10 p.m. and resumed discussion at 3:30 p.m.

#### **15. Consideration of Bylaw Amendments**

Mr. Mattingley moved, and Ms. Goth seconded approval of the Bylaw amendments and additional amendments located in the Errata sheet as presented. Following discussion and a vote, the motion passed unanimously.

#### **16. Consideration of Policies**

##### **16.1 Adoption of Decision-Making Matrix**

Ms. Pitts moved, and Ms. Goth seconded the motion to approve the Decision-Making Matrix. Ms. Keating stated that she will remove the Member column and add in the newly approved Executive Committee duties and would recirculate the final matrix. Following discussion, the motion passed unanimously.

##### **16.2 Adoption of the Prevention of the Manipulation of Competition Policy**

Ms. Goth moved, and Ms. Sloan seconded the motion to approve the Prevention of the Manipulation of Competition Policy. Ms. Keating stated that the policy was drafted to protect the credibility and integrity of our sport and to keep pace with best practices. With the growing fantasy sports and gaming market, it is important to get a policy implemented that will protect our

participants and the sport. The policy was created to ensure the protection of fairness and integrity in all levels of equestrian sport, and it aligns with the FEI's position on gaming and wagering. After discussion and a vote, the motion passed unanimously.

### **16.3 Amendments to Conflict of Interest and Gifts & Entertainment Policy**

Ms. Gorretta moved, and Mr. Arnold seconded the motion to approve the Conflict of Interest and Gifts & Entertainment policy amendments. Ms. Keating stated that only non-substantive changes were made as requested by the USOPC for best practices. Following discussion and vote, the motion passed unanimously.

## **17. Consideration of Rule Change Proposals**

### **17.1 FEI Rule Change**

#### Tracking ID# 207-21

Ms. Goth moved, and Ms. Gorretta seconded the motion to approve the FEI rule change to JP123.4d. There was no comment and the motion passed unanimously.

### **17.2 Extraordinary Rule Changes**

Ms. Goth moved, and Mr. Arnold seconded the motion to put both extraordinary rule changes on the floor for consideration. All agreed and the motion passed unanimously.

#### Tracking ID# 195-21

Following discussion and vote, the motion to approve this rule change to DC905.1 which outlines the process for results protests and appeals in Combined Driving passed unanimously.

#### Tracking ID# 198-21

After discussion and a vote, the motion to approve this rule change to JP111.10 which states the protocol for a rider who loses their headgear during a Jumping round passed unanimously. It was suggested that all breeds and disciplines look at their helmet/headgear rules.

### **17.3 Standard Rule Changes**

#### **17.3a Consent to Refer to July Board Meeting**

Mr. Brown moved, and Mr. Kreitz seconded the motion to approve the Consent to Refer to July Board Meeting Calendar. Mr. Moroney noted that this calendar contains the rewrite of the Eventing Chapter and one Jumping rule change. There was no comment and the motion passed unanimously.

#### **17.3b Consent Approve Calendar**

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

#### **17.3c Consent 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.

#### **17.3d Voting Calendar**

Ms. Goth moved, and Mr. Kreitz seconded the motion put all rules on the Voting calendar on the floor for discussion and approval. There was no dissent and the motion passed unanimously.

Tracking ID# 105-21

Following discussion and vote, the motion to approve the rule change to DR119.1 outlining Open Dressage classes passed, with Ms. Fu Wylie, Ms. Johnson, and Ms. Werner against.

Tracking ID# 039-21

Following discussion and vote, the motion to approve the rule change to GR1041.6 regarding Open Dressage classes with the language from the Errata sheet passed, with Ms. Goth abstaining. The proposed language in GR1041.6b and GR1211.3.a.2 with reference to class scheduling and horse entry restrictions does not belong in Chapters 10 or 12 and will be removed.

Tracking ID# 131-21

Ms. Knowlton requested approval with the following amendment: *In a Jumping Seat Equitation class, a **single judge** ~~may not judge~~ **is not permitted to officiate and operate the electronic timer simultaneously.*** Ms. Knowlton moved, and Ms. Pitts seconded the motion to approve this rule change as amended. Following discussion and vote, the motion to approve the amended rule change to EQ102.12 outlining the duties of a single judge passed unanimously.

Tracking ID# 010-21

Ms. Goth moved, and Ms. Johnson seconded the motion to amend this rule change removing AR108.f from the proposed changes. Following discussion and vote, the motion to approve the amended rule change to GR833.6 outlining that Stewards must be able to attend to other duties at competitions passed unanimously.

Tracking ID# 029-21

Ms. Gorretta moved, and Mr. Kreitz seconded the motion to refer the rule change to GR1005.3 regarding SafeSport training and licensed officials to the July Board meeting. Following discussion and vote, the motion g passed unanimously.

Tracking ID# 008-21

Following discussion and vote, the motion to approve the amended rule change to GR1210.13 regarding alignment of expectations of Federation Steward and Technical Delegates to include the language from the Errata sheet passed unanimously.

Tracking ID# 060-21

The following amendment was proposed: *The Federation is required to provide competition stewards **and Technical Delegates** with some form of discernable identification (such as a badge with lanyard) which must be worn at **the** competition by **the official.*** Ms. Knowlton moved, and Mr. Mattingley seconded the motion to approve the amended rule change to GR1211.3 outlining identification of stewards and TDs at competitions. Following discussion and vote, the motion passed unanimously.

Tracking ID# 171-21

Ms. Goth moved, and Ms. Sloan seconded the motion to refer the rule change to FR101.1 regarding IFSHA membership completed paperwork deadline prior to competing to the July Board meeting passed unanimously. Staff will follow up with the Friesian affiliate on their intent and possible rewording of sections of this rule change.

Tracking ID# 128-21

Following discussion and a vote, the motion to approve this rule change to HJ107.1 regarding offering a means of motorized transportation for stewards passed unanimously.

Tracking ID# 031-21

Ms. Haydon outlined the approved language requested by the IDC to JP124.1: *A rail . . . 18mm (.7") minimum and a depth of 2030mm (.79") (~~1.18"~~) for maximum **depth of cup**. For planks . . . flat, but not deeper than **12 mm (1/2")***. Mr. Amaya moved, and Mr. Kreitz seconded the motion to approve this rule change to breakaway cups as amended. Following discussion and vote, the motion to approve the amended portion of this rule change in JP124.1 passed unanimously.

Tracking ID# 127-21

Ms. Knowlton requested approval with the following amendment to keep point 4 without changes: *No credit will be given in combined sections ~~even if~~ **unless less than three entries have competed***. Ms. Knowlton moved, and Ms. Pitts seconded the motion to approve this rule change as amended. Following discussion and vote, the motion to approve this amended rule change to HU136.1 outlining credit and number of entries passed unanimously.

Tracking ID# 129-21

After discussion and a vote, the motion to approve this rule change to HU143.2 outlining horse measurement at competitions passed unanimously.

Tracking ID# 130-21

Following discussion and a vote, the motion to approve this rule change to HU162.5 regarding a lower number of entries at rated shows in the Junior Hunter section passed unanimously.

Tracking ID# 167-21

Ms. Knowlton moved, and Ms. Goth seconded the motion to refer this rule change to JP138.3 regarding the procedures for timing if a safety vest deploys until the July Board meeting. After thorough discussion and vote, the motion passed unanimously.

**18. Old Business**

Mr. O'Mara reminded Board members that Board training is a requirement. Those that have not yet completed this training have received a reminder and may follow up with Ms. Keating with questions.

**19. New Business**

There was no new business.

The Board concluded discussion and recessed at 5:20 p.m. The Board resumed the meeting in Executive session, the following day, June 21, 2022 beginning at 8:10 for the following topics: Legal/Litigation Update, Strategic Plan Review, Approval of Pegasus App Relationship and Investment, Approval of formation of USEF Subsidiary, and Approval of USEFNetwork Strategic partnership.

The meeting adjourned at 12:33 p.m.

The Board reconvened in closed session at 8:10 a.m. on June 21, 2022, with all Board members in attendance on June 20, 2022, present. USEF Staff members Mr. Moroney, Ms. Keating, and Mr. Provost remained in the meeting.

The following topics were discussed.

- 20. Legal and Litigation Update**
- 21. Strategic Plan Review**
- 22. Approval of Pegasus App Relationship and Investment**
- 23. USEF Subsidiary(ies)**
- 24. Approval of USEFNetwork Strategic Partnership**
  
- 25. Adjourn**

At the conclusion of Executive Session, the meeting adjourned at 12:33 p.m.

Signed and submitted:

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

Karen Adams  
Recording Secretary





**UNITED STATES EQUESTRIAN FEDERATION, INC.  
BOARD OF DIRECTORS MEETING  
JULY 25, 2022  
3:00 P.M. EDT**

**MINUTES**

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

**Board Members Absent:** Max Amaya

**USEF Senior Team Present:** Bill Moroney, Kelly Bolton, Will Connell, Mike Delahanty, Sonja Keating, Vicki Lowell, Lisa Owens, Justin Provost, 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 Revised Agenda**

Mr. Richter moved, and Mr. Kreitz seconded the motion to adopt the revised agenda. The revisions since originally posted include the addition of items numbered 12, 22.1a and 22.3. There was no further discussion and the motion carried unanimously.

**3. President's Opening Remarks**

Mr. O'Mara stated that he was pleased with the substantive discussion and outcomes from the in-person Mid-year board meeting resulting in some additional strategic initiatives.. Since that meeting, competition numbers remain strong, and our Championship and Final season is underway. We are hosting several Championship events this week including the Saddle Seat World Cup and Junior Hunter Finals West. We look forward to The World Championships for Jumping, Dressage, Para Dressage, and Vaulting in Herning Denmark next month as well as Pony Finals, North American Youth Championships, and Festival of Champions, now inclusive of the Para Dressage Championship. The World Championship for Driving and Eventing will be held at the end of September in Pratoni, Italy.

Mr. O'Mara recognized Mr. Connell for his service as Director of Sport following his notification that he will be leaving the Federation at the end of November.

**4. Conflict of Interest Declaration**

Ms. Keating requested that Directors declare conflicts with any item on the agenda. Ms. Brock stated that she has a conflict with agenda item 22.1a in Executive session. No additional conflicts were declared.

**5. Approval of Mid-Year Board Meeting Minutes – June 20-21, 2022**

Ms. Sloan moved, and Ms. Goth seconded the motion to approve the minutes from the Mid-Year Board meeting held June 20-21, 2022. Ms. Knowlton noted a language change in PRC Tracking ID 130-21 removing the words **Premier rated**. Following discussion, the motion passed with Mr. Boone, Ms. Brock, Ms. Nicholson, Mr. Richter, Mr. Spooner, and Mr. Weber abstaining as they did not participate in this meeting.

**6. Presidential Modification Report**

A summary of Presidential Modifications granted since the March meeting was presented to Directors for informational purposes.

**7. Ratify Ad Hoc Group actions**

Ms. Sloan moved, and Ms. Kozlowski seconded the motion to ratify the actions of the Ad Hoc Selection and FEI Calendar Groups as outlined in Resolutions 2020-02 and 2020-08. After discussion and vote, the motion passed unanimously.

**8. Audit Committee Report**

**8.1 2021 Audit Report and 2021 SAS 114 Letter**

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. Mr. Delahanty addressed the committee on two recommendations from the Auditors and reconciliation requests. Ms. Sloan moved, and Ms. Pitts seconded the motion to approve the 2021 Audit Report and SAS 114 Letter. Once approved by the Board, it will be finalized by Crowe and posted to our website in compliance with the USOPC requirements. After discussion and vote, the motion passed unanimously.

**8.2 Approval of 2020 Form 990 Tax Return (12/1/20-11/30/21)**

Ms. Goth moved, and Mr. Richter seconded the motion to approve the 2020 Form 990 Tax Return and the accompanying audited financials for the 2020 Tax year. Mr. Delahanty noted that there are no substantive changes versus prior years in the reporting. Following discussion and a vote, the motion passed unanimously.

**8.3 Approval of the 2022-2023 Audit Committee**

Ms. Pitts moved, and Ms. Sloan seconded the motion to approve the population of the Audit Committee for a one-year term beginning August 1, 2022. The members are Judy Werner as Chair, Ali Brock; Lisa Gorretta, Elisabeth Goth, and Joe Mattingley. Following discussion and a vote, the motion passed with Ms. Werner, Ms. Brock, Ms. Gorretta, Ms. Goth, and Mr. Mattingley abstaining.

**9. Approval of Decision-Making Matrix**

Ms. Keating stated that the matrix includes amendments as requested by the Board at the Mid-year meeting to incorporate the changes to the Bylaws. It was noted that the Board Officers and Independent Directors should be approved by the Nominating Committee, not the Affiliates. Additionally, Working Groups must be approved by the Board and will be added to this list. Mr. Mattingley moved, and Mr. Boone seconded the motion to approve the Decision-Making Matrix. Mr. Mattingley requested that any additional decision-making requests that would facilitate further streamlining of operations can be sent to the Governance Committee for review. Following discussion and a vote, the motion passed unanimously with the amendments requested.

**10. Approval of clarification to the Prevention of the Manipulation of Competition Policy**

Ms. Gorretta moved, and Ms. Goth seconded the motion to approve the clarification to the Prevention of Manipulation of Competition Policy. Ms. Keating stated that following the Mid-Year Board meeting approval, an

amendment was made to the policy to clarify that a participant's engagement in sports wagering or betting at a competition is restricted only when they are actually participating in the competition, whether as a rider, groom, owner, trainer, veterinarian, etc., as defined in the policy. This change makes the USEF policy slightly less restrictive than the FEI policy, so those competing in FEI events must follow the more stringent policy. After discussion and vote, the motion passed, with Ms. Pitts, Ms. Kozlowski, and Ms. Knowlton against.

#### **11. Treasurer Report and Review of June 2022 Financials**

Ms. Sloan reported that the June 2022 books will close this week and financials will be provided next week.

Mr. Delahanty stated that following discussion with Clear Harbor, USEF plans to deploy a portion of its cash to a conservative, short-term, and accessible investment account to earn a higher return.

#### **12. Presentation by candidates for Retention Vote and Opening of Polls**

Ms. Keating stated that at the Mid-Year Board meeting the Board voted to amend the Bylaws to include a "retention" Bylaw whereby any Board member who is eligible for a successive term can choose to stand for retention rather than go through the nomination and election process. The Board votes whether to retain an Officer or Independent Director if the Board member chooses to stand for retention. Judy Sloan (Secretary/Treasurer) and Diane Pitts (Independent Director) are both eligible to seek a retention vote and have chosen to do so for a successive four-year term beginning in January 2023.

Ms. Keating explained that following presentations by each candidate, each Board member will receive a unique link by email to cast a vote for each seat. A majority vote by the electorate (not votes cast) in favor of retention is required for the Board member to serve a successive term. If a majority is not achieved, then the individual would not be eligible to serve a successive term in that seat. Both candidates are eligible to cast a ballot for each seat. To provide Board members with sufficient time to cast a ballot, the poll will close at 5:00 p.m. Eastern time on Tuesday, July 26, 2022. After the votes are tallied, the Board will be informed of the results.

After tallying results from the election, both candidates were voted to be retained for a successive term beginning January 2027.

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

##### **13.1 Extraordinary Rule Change Proposal**

Tracking ID# 208-21

Ms. Kozlowski moved, and Ms. Pitts seconded a motion to approve the extraordinary rule change to the Endurance chapter. Following the Board-approved Five Part Plan for Endurance, the Endurance Chapter underwent a full rewrite to ensure we have the means and structure in place to implement it. After discussion and vote the extraordinary rule change which includes amendments to the entire Endurance Chapter passed unanimously.

##### **13.2 Rule Changes Referred from the Mid-Year Board Meeting**

Ms. Sloan moved, and Mr. Richter seconded the motion to put all the rule changes referred from the Mid-year Board meeting on the floor for discussion and separate vote. The motion passed unanimously.

Tracking ID# 104-21, 157-21, and 159-21

The Eventing Chapter structure reorganization will optimize the accessibility and navigation for athletes, organizers, licensed officials, and other stakeholders by organizing rules based on these roles. Previous proposed rule changes including tracking numbers 153-21, 154-21, 155-21, 156-21, 158-21, 013-21, 038-21, and 116-21 were withdrawn. After discussion and vote the rule change to the Eventing Chapter, EV

Appendix A to bring the Minimum Eligibility Requirements (MER) in line with FEI rules, and improvements in safety to mitigate horse and rider falls by requirement additional experience before upgrading levels passed unanimously.

Tracking ID# 171-21

After discussion and vote the rule change to FR101.1 adopting the new membership policy of the Friesian Affiliate (IFSHA) that new owners, new horses, and renewing horses have their membership completed at least five days in advance of participating in a USEF licensed competition with Friesian classes passed unanimously.

Tracking ID# 029-21

Ms. Keating stated that pursuant to discussions over potential difficulty with the availability of obtaining foreign officials to judge national events, the following language will be added consistent with the Show Pass approved allowance: d. All foreign FEI officials officiating in national classes **at more than one** Federation licensed and/or endorsed competition **within any 12-month period of time**. The effective date will be shifted from 12/1/2022 to 4/1/2023 to allow a transition period aligning with our licensing renewal processing. After discussion and vote the amended extraordinary rule change to GR1005.3 requiring all officials who officiate in USEF national classes to have completed the Safe Sport training and background check with USEF passed, with Mr. Arnold against.

Tracking ID# 166-21

Following discussion and a vote, the motion to approve this rule change to JP111 passed unanimously.

Tracking ID#167-21

This proposed rule change to JP138.3, related to the procedure for timing if a safety vest deploys, has been withdrawn.

**14. Coach Development Program Update**

Mr. Connell reported that there are many opportunities as well as challenges for those in this trade. He outlined the varying complexity of various nations versus the current U.S. environment. The proposed coaching development model presented will take Board directive to develop and require a basic curriculum containing specific requirements as well as a deadline to achieve full implementation. Ms. Gorretta moved, and Mr. Brown seconded the motion to proceed with the development of an equestrian coaching program considering input from existing NGB coaching programs with a time-specific plan for introduction by January 2025. Following discussion and vote, the motion passed unanimously.

**15. USOPC AAC Report**

Ms. Brock, USEF's AAC Representative to the USOPC, reported that she attended the USOPC AAC meeting held the same week as USEF's Mid-Year meeting and provided insight into the athlete discussions on sport. She shared a flyer outlining the Congressionally appointed Commission on the State of U.S Olympics & Paralympics that requested athlete feedback. Staff will work with Ali to pull an athlete list to circulate this flyer.

**16. International Disciplines Council Report**

Mr. Connell, liaison to the IDC, had no additional comments to the report provided. Mr. Mattingley noted that he would like a future report to include the activity of the EEF.

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

There was no discussion or questions on the Council report.

**18. Member Services Council Report**

Mr. Moroney, staff liaison to the Council, stated that the Council has not met since the Mid-Year Board meeting. There were no questions or discussion.

**19. CEO Report**

Mr. Moroney reported that the Show Pass reorganization transition and implementation for 2023 are underway and the 2023 California Hunter/Jumper competition license agreements have been issued with updated dates and reflect that organizers will be accountable for their submitted facility improvement plans. The Florida first trimester of 2023 Hunter/Jumper competition applications have been reviewed and the draft 2023 calendar established. Competition organizers will be notified and upon informing USEF of their acceptance of calendar dates, license agreements will be issued. The Equine Infectious Disease Panel work continues with subgroups developed to focus on specific topics, including a potential test of protocols and preventive best practices during both the Florida and California winter circuits in 2023. The Eventing Elite Program Task Force has completed its work and the Elite Program Plan has been finalized. It will be sent first to the Task Force, then to Eventing committees, and posted on the Eventing page on our website. The plan includes governance and staff structure as well as criteria changes related to horse/rider combinations included in the elite program. Mr. Moroney concluded by saying that he will provide updates on BIG initiatives and a proposal on staffing and compensation during Executive session.

**20. Old Business**

There was no old business.

**21. New Business**

There was no new business.

**22. Executive Session**

At 5:11 p.m. Mr. O’Mara requested that all staff, other than Mr. Moroney, Ms. Keating, and Ms. Bolton leave the meeting for an executive session of the Board. The Board covered the following Agenda items.

**22.1 General Counsel Report**

**22.1a Approval of Related Party Transaction**

**22.2 Staffing and Compensation**

**22.3 BIG Update**

**23. Adjourn**

The meeting adjourned at the end of Executive Session.

Signed and submitted:



Karen Adams, Recording Secretary



**UNITED STATES EQUESTRIAN FEDERATION, INC.  
BOARD OF DIRECTORS MEETING  
SEPTEMBER 26, 2022  
3:00 P.M. EDT**

**MINUTES**

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

**Board Members Absent:** Max Amaya and Joe Mattingley

**USEF Senior Team Present:** Bill Moroney, Kelly Bolton, Mike Delahanty, Terri Dolan, Sonja Keating, Vicki Lowell, 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 3:03 p.m. EDT. Following a call of the roll, Ms. Adams noted that a quorum was present.

**2. Adoption of the Revised Agenda**

Mr. O'Mara stated that agenda items 8.1 and 13.1 were added since the original agenda was posted. Mr. Kreitz moved, and Ms. Sloan seconded the motion to adopt the agenda as revised. There was no discussion and the motion carried unanimously.

**3. President's Opening Remarks**

Mr. O'Mara stated that several national and international championships have occurred since our July Board meeting including World Championships for Dressage, Jumping, Para Dressage, Vaulting were held in Denmark as well as the Eventing and Driving World Championships in Italy. He congratulated Board members Chester Weber and Lauren Nicholson for their success at the Driving and Eventing World Championships. Closer to home the U.S. hosted the North American Young Rider Championships for Jumping and Dressage, Festival of Champions this year including the Para Dressage National Championship, Pony Finals, Junior Hunter Finals, Talent Search Finals, National Vaulting Championships, and breed Nationals for Western Dressage, Welsh Pony, and Paso Fino.

Mr. O'Mara stated that the horse community in Florida is setting up refuge for those in need because of the impending hurricane. The Caribbean Disaster Relief Fund is sending \$5,000 to Puerto Rico.

**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 – July 25, 2022**

Ms. Pitts moved, and Ms. Sloan seconded the motion to approve the minutes from the Board meeting held on July 25, 2022. Following discussion and a vote the minutes were approved.

**6. Presidential Modification Report**

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

**7. Ratify Ad Hoc Group actions**

Ms. Sloan moved, and Ms. Boone seconded the motion to ratify the actions of the Ad Hoc Selections and FEI Calendar Groups as presented and required under Board approved Resolutions 2020-02 and 2020-08. After discussion and vote, the motion passed with Ms. Pitts abstaining.

**8. Treasurer Report & Review of Q3 Financials**

Ms. Sloan reported that our excellent performance continues through the year with strong Q3 numbers. This helps offset the decline in our investment portfolio due to market changes. We are on track to meet or exceed our planned budget for the year.

Mr. Delahanty stated that deferred revenue is now reported monthly versus in the month of receipt. Pony Finals merchandise sales were the highest to date which assisted with our bottom line. USOPC funding and USETF contributions are offset slightly. Our variance to budget is less than 1% off, 10% favorability in the expense line. We continue to monitor inflated items but do not expect anything to drive a change in activity. Our cash flow and balance sheet remain strong year to date. We have sent \$125,000 to the FEI for the Ukrainian Relief Fund and Marketing will be doing a release on how the funds received has been used.

**8.1 Approval of Audit and Tax Preparation Firm**

Ms. Gorretta moved, and Ms. Pitts seconded the motion to approve Blue and Company LLP to conduct the 2022 audit, tax preparation, and ERISA 401k audit. Mr. Delahanty stated that the Audit Committee approved staff’s recommendation to utilize Blue and Company LLP, a local company specializing in work with no-profits bringing both cost savings and timeline expectations. Following discussion and a vote, the motion passed unanimously.

**9. Consideration of Extraordinary Rule Change Proposals**

Mr. Arnold moved, and Mr. Richter seconded the motion to put all the extraordinary rule changes on the floor for discussion. After discussion and a vote, the motion passed unanimously.

Tracking ID# 004-22

Following discussion and vote, this extraordinary rule change to GR1036 regarding the family portion of the Amateur rule passed, with Ms. Knowlton, Ms. Johnson, and Ms. Gorretta against.

Tracking ID# 013-22

After discussion and a vote, this extraordinary rule change to VA105.1 regarding the maximum use of a Vaulting horse passed unanimously.

Tracking ID# 016-22

Following discussion and vote, this extraordinary rule change to RD105.4 regarding the protocol for officials to remove an exhibitor deemed unsafe passed unanimously.

Tracking ID# 017-22

After discussion and a vote, this extraordinary rule change to GR202.1 regarding Show Pass carried unanimously. A member communication and FAQs are planned following receipt of concerns from organizers.

**10. Approval of Board Resolution 2022-05 to create Endurance Zone Committees**

Ms. Sloan moved, and Ms. Werner seconded the motion to approve Resolution 2022-05 to create Endurance Zone Committees. Following discussion and a vote, the motion carried unanimously.

**11. Consideration of Horse Retirement Exception Request**

Ms. Kozlowski moved, and Ms. Fu Wylie seconded the motion to approve The Horse retirement exception request for 'Gleaming Road'. Following discussion and a vote, the motion failed unanimously.

**12. Approval of Policy Amendments**

Mr. Kreitz moved, and Ms. Goth seconded the motion to put all three of the policy amendments on the floor for discussion and approval. Following a vote, the motion carried unanimously. Ms. Keating stated that revisions in each of these policies was made to be in compliance with the USOPC 2023 best practices guidelines. The Whistleblower and Anti-Retaliation Policy will be effective immediately and the Code of Conduct and Conflict of Interest & Gifts and Entertainment Policy will go into effect with the 2023 competition year.

**12.1 Code of Conduct**

After discussion and a vote, the motion passed unanimously.

**12.2 Conflict of Interest and Gifts & Entertainment Policy**

Following discussion and vote, the motion carried unanimously.

**12.3 Whistleblower and Anti-Retaliation Policy**

After discussion and a vote, the motion passed unanimously.

**13. International Disciplines Council Report**

Mr. Connell was not available for a verbal report but notified staff that he had nothing additional to add to the written report provided.

**13.1 Approval of the 2023 U.S. FEI Dressage and Para Dressage Calendars**

Ms. Gorretta moved, and Ms. Goth seconded approval of the U.S. FEI Dressage and Para Dressage Calendars for 2023. Ms. Brett stated that Del Mar has withdrawn its three 2023 bids due to water runoff and ongoing construction. After discussion and vote, the motion passed unanimously.

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

Ms. Dolan, National Council liaison, stated that we have seen growth in participation in all programs and Championships this year. She had nothing additional to add to the written report submitted.

**15. Member Services Council Report**

Mr. Moroney, staff liaison to this Council, noted that there is nothing to add to the written report. He noted that the Member Services budget monitors trends around our base dues that then fund the sport programs. There were no comments or questions from the Board.



**15.1 Approval of Licensed Officials Policies and Procedures Amendments**

Mr. Kreitz moved, and Ms. Goth seconded the motion to approve the amendments to the Licensed Officials Policies and Procedures. Mr. Moroney stated that in Section 1, point 4 the following language has been added to allow some flexibility: *The Federation’s Chief Executive Officer (CEO), or their designee, may, from time to time, provide an exemption to these Policies and Procedures, in their sole discretion, when appropriate. Any decision of the CEO regarding whether to grant an exemption shall be final and cannot be appealed.* Following discussion and vote, the motion passed, with Ms. Gorretta abstaining.

**15.2 Approval of Licensed Officials FEI Licensing Information Document Amendments**

Mr. Kreitz moved, and Ms. Sloan seconded the motion to approve amendments to the Licensed Officials FEI Licensing Information Document. Mr. Moroney stated that in Section 1, point 5 the following language has been added to allow some flexibility: *The Federation’s Chief Executive Officer (CEO), or their designee, may, from time to time, provide an exemption to these Policies and Procedures, in their sole discretion, when appropriate. Any decision of the CEO regarding whether to grant an exemption shall be final and cannot be appealed.* After discussion and a vote, the motion carried with Ms. Gorretta abstaining.

**16. CEO Report**

Mr. Moroney stated that his report outlines updates on relationships with the USOPC and the FEI, governance, USEF online forms, updates to the USEF and FEI events fee schedule, sport staffing and travel, the 2023 first trimester Florida calendar, medical personnel rules and difficulties, helmet safety and athlete protection/Safe Sport, and staff education and development.

**17. Old Business**

There was no old business.

**18. New Business**

There was no new business.

**19. Executive Session**

At 4:22 p.m. Mr. O’Mara requested that Council Chairs and staff, other than Mr. Moroney and Ms. Keating, leave the meeting for an executive session of the Board.

The Board covered the following Agenda items:

**19.1 General Counsel Report**

**19.2 Strategic Plan Progress Report**

**20. Adjourn**

At the conclusion of the Executive Session the meeting adjourned at 5:09 p.m. EDT.

Signed and submitted:



Karen Adams  
Recording Secretary

**Attachment: Resolution 2022-05**

**RESOLUTION OF THE BOARD  
TO CREATE ENDURANCE ZONE COMMITTEES  
(2022-05)**

WHEREAS, on June 28, 2021, the United States Equestrian Federation, Inc. ("Federation") Board of Directors ("Board") approved an Endurance Proposal whose goal was to create a five-part plan to rebuild the sport of Endurance within the Federation's structure from the grassroots to international representation at the highest level of the sport ("Five Part Plan");

WHEREAS, one part of the Five Part Plan was the establishment of eight new national Endurance Zones along with eight Endurance Zone Committees to conduct the business of said Zones including the organization of annual Zone Qualification Championships;

WHEREAS, the Federation wishes to create eight Endurance Zone committees pursuant to Bylaw 501, Section 6, governed by a corresponding committee charter. The eight Endurance Zone committees shall be created through this Resolution of the Board;

WHEREAS, the eight Endurance Zone committees will be governed by the corresponding Endurance Zone committee Charter;

WHEREAS, the Endurance Zone Committee Charter may be revised from time to time, as approved unanimously by the three Federation Officers.

THEREFORE, IT IS HEREBY RESOLVED, that effective immediately and until further action by the Federation's Board of Directors the above mentioned committees shall be created and comply with the corresponding committee charter adopted on this 26 day of September, 2022.

**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 September 26, 2022, 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 ENDURANCE ZONE COMMITTEES CHARTER**

### **I. INTRODUCTION**

This Endurance Zone Committees Charter was adopted by the United States Equestrian Federation's (the "Federation") Board of Directors (the "Board"), a not-for-profit corporation established under the laws of New York, through a Resolution of the Board dated September 26, 2022.

### **II. PURPOSE & RESPONSIBILITIES**

There shall be eight Endurance Zone Committees, each representing one of the eight National Endurance Zones, as defined by EN119. Each of the Endurance Zone Committees shall (1) provide input at the grassroots and Zone level to the Federation's Endurance Sport Committee, (2) engage with competition management and organizers in the relevant Zone to facilitate the growth and development of the sport of Endurance, (3) organize an annual Zone Qualification Championship, (4) cooperate in implementation of the 5-Step Program as it is adapted, and (5) assist with any other issues that may arise.

### **III. COMMITTEE MEMBERSHIP**

Each Endurance Zone Committee shall be composed of three (3) to seven (7) Senior Active Members, who are ratified by the Board.

Committee Chairperson: The Federation President shall appoint a Chairperson.

Committee Members:

The Committee shall be comprised of Senior Active Members of the Federation appointed by the Federation President. In making appointments, the President shall strive to appoint from within the relevant Zone and to appoint at least one current or former Young Rider.

Vacancies and Removal: Federation Bylaw 504 described what constitutes a vacancy and how committee members may be removed from a committee. Further, failure to timely complete annual Conflict of Interest Disclosures and relevant USEF Safe Sport requirements constitutes cause for removal.

#### **IV. MEETINGS & QUORUM**

Each Endurance Zone Committee will meet at least 6 times per year to adequately fulfill all the obligations and duties outlined in this charter. All committee members are expected to attend each meeting.

Meeting agendas will be prepared for every meeting and provided to Endurance Zone Committee members in advance of the scheduled meeting, along with the appropriate materials needed to make informed decisions. Each Endurance Zone Committee shall act only on the affirmative vote of a majority of its members at a meeting or by unanimous consent. Minutes for all meetings will be drafted by the staff liaison, reviewed by the Committee chairperson, and approved by the Committee members at the following meeting.

The greater of three or one-third of the members of each Endurance Zone Committee shall constitute a quorum.

#### **V. ATTENDANCE REQUIREMENT**

Committee members who attend less than 50% of the meetings of the Committee in any calendar year may be removed from the committee and replaced by a Senior Active Member subject to the appointment or the election procedures that were used in the initial seating of the position, as required in Bylaw 501, Section 4. See Bylaw 504 for the Removal Process from Committees.

#### **VI. TERM LENGTH**

The appointed Committee members shall serve an initial term ending January 2024, at which time each Endurance Zone Committee will be repopulated for two-year terms thereafter.



**UNITED STATES EQUESTRIAN FEDERATION, INC.  
BOARD OF DIRECTORS MEETING  
NOVEMBER 21, 2022  
3:00 P.M. EST**

**MINUTES**

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

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

**Others Present:** Amber Braun, Alina Brazzil, Ambria Hall, and Leslie Mangan

**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. Amaya seconded the motion to adopt the agenda. There was no discussion and the motion carried unanimously.

**3. President's Opening Remarks**

Mr. O'Mara stated that he and the senior team are preparing to join our affiliates at their conventions that occur over the next several weeks. He stated that the FEI General Assembly took place in South Africa last week with good conversation and much work done. He noted that he looks forward to the new USEF Annual meeting two-day seminar format January 12 and 13 and board meetings on January 14.

**4. Conflict of Interest Declaration**

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

**5. Approval of Board Meeting Minutes – September 26, 2022**

Ms. Sloan moved, and Mr. Kreitz seconded the motion to approve the minutes from the Board meeting held on September 26, 2022. Following discussion and a vote the minutes were approved with Mr. Amaya and Mr. Mattingley abstaining.

## **6. Presidential Modification Report**

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

## **7. Ratify Ad Hoc Selections and FEI Calendar Group actions**

Ms. Fu Wylie moved, and Mr. Amaya seconded the motion to ratify the actions of the Ad Hoc Selections and FEI Calendar Groups as presented and required under Board approved Resolutions 2017-07 and 2020-08. After discussion and vote, the motion passed unanimously.

## **8. Approval of the 2023 Proposed Budget and Budget Appendix**

Mr. Kreitz moved, and Mr. Richter seconded approval of the 2023 budget and budget appendix. Following thorough discussion and vote, the motion passed unanimously. Ms. Sloan noted that she is pleased to present a balanced budget for 2023 and noted that we estimate budgeting at 1.25% above 2022. Mr. Delahanty stated that ten months of actuals and two months of representative budget are presented for review with estimation of coming in on budget ending 2022. Further, he noted that some line items are currently understated as we estimate additional expenses to come in and we are not carrying forward any surplus as we have in prior years.

Mr. Delahanty stated that following a meeting of each Council approving their individual budgets, rolling into the complete proposed budget for 2023. Further, Mr. Delahanty reviewed the financial position noting that for comparison the numbers are made up of 10 months of actual and 2 months of budget. He reviewed the revenue and expense sides noting that the budget presented is a most-likely scenario with assumptions of 1.25% growth projected for 2023 included in the budget. Additionally, a large factor to note is that the USOPC funding increases year over year, the Foundation grant decreases 14% year over year for revenue budget of \$33,333,596.00. A new revenue stream of USEFNetwork partner has been added.

On the expense side, the largest line item is staff wages and benefits. Mr. Delahanty noted that a 6% staff increase was approved by the Board but that no additional increases are being presented. The benefit costs increased substantially; Ms. Bolton negotiated down to a 26% year over year increase. Insurance renewal costs are an estimate as we continue to await final costs. Legal costs continue to increase due to Safe Sport and while in past years we have carried over funds, we have now reached the threshold where insurance will cover these expenses. For 2023, Executive and Legal expenses have been separated out and reported separately. Mr. Delahanty noted that we have hired new auditors which brings a slight savings. IT costs include a telecom changeover savings and laptop expense in lieu of depreciation. Compliance increases are due to growing staff and travel expenses. Regulations continues to hold steady year over year. The equine clean sport budget increases with additional testing in 2023 balancing out to planned numbers and negotiated testing fees past 2024 when our current agreement expires. On the National disciplines side, we know expenses will still come in later this year and a savings due to no Saddle Seat World Cup being held in 2023. The International disciplines budget includes just over \$1MM for the Pan American Games in Chile, less year over year than the World Championships in 2022. Additionally, the 2022 Endurance World Championships was rebid and now will be held in 2023, which has not been included in the budget. The FEI stated that the organizing committee will cover a larger position of athlete expenses so we don't expect a significant cost will need to be requested.

Covering the investment portfolio, Interest rate swap for derivative contracts is budgeted in a neutral position as we can't accurately project year end.

Not included in the base budget for 2023 are the continued Endurance consultant of \$50k to cover planning through mid-2023, equine and human safety and welfare at \$100k, and \$100k to build out a Coach Development program including expansion of the Para pilot program. The Endurance World Championship proposal is not contemplated in this number, but rather will come forward once all details have been provided.

## **9. Licensed Officials Document Amendments**

### **9.1 Approval of Licensed Officials Policies and Procedures Amendments**

Mr. Kreitz moved, and Ms. Sloan seconded the motion to approve the amendments to the Licensed Officials Policies and Procedures with the errata sheet included as Appendix A. Ms. Brazzil stated that the bulk of the National amendments were done in September with this most recent version now including Eventing and Vaulting amendments. Ms. Brazzil stated that the majority of our affiliates do not have a requirement for annual membership, but rather for maintenance only required by USDF. Further, any Affiliate can request that an amendment include this requirement. Following discussion and vote, the motion passed unanimously.

### **9.2 Approval of Licensed Officials FEI Licensing Information Document Amendments**

Mr. Kreitz moved, and Ms. Sloan seconded the motion to approve amendments to the Licensed Officials FEI Licensing Information Document. Ms. Brazzil stated these procedures outline the requirements for officials who wish to officiate FEI competitions and now include amendments for the Eventing and Vaulting disciplines. After discussion and a vote, the motion carried unanimously.

## **10. Approval of Special Competition Request – 2023 FEI Jumping, Dressage and Vaulting World Cup Finals**

Ms. Pitts moved, and Mr. Kreitz seconded the motion to approve the Special Competition request for the 2023 FEI World Cup Finals for Jumping, Dressage, and Vaulting. Mr. Connell stated that this event is supported and recommends this approval. After discussion and a vote, the motion passed, with Ms. Gorretta abstaining.

## **11. Approval of 2023-2025 National Breed & Non-FEI Discipline Committee Population**

Ms. Gorretta moved, and Ms. Kozlowski seconded the motion to approve the Affiliate and USEF population of the National Breed and Non-FEI Discipline sport committees for a two-year term. The USEF AAC will meet on December 12<sup>th</sup> to approve the athlete members of each committee. Following discussion and a vote the motion passed with Ms. Johnson, Ms. Fu Wylie, and Ms. Werner abstaining.

## **12. Approval of Amendments to the USEF Safe Sport Policy**

Ms. Pitts moved, and Mr. Weber seconded the motion to approve the amended USEF Safe Sport Policy. Ms. Keating outlined the proposed amendments are a result of feedback on best practices following NGB Safe Sport audits. Following Board approval, the amended policy will take immediate effect. Further, Ms. Keating stated that we will amend as mandated the USEF policy with any changes due to the changing environment to safeguard our athletes. Following discussion and vote, the motion passed unanimously.

## **13. Ratify Eventing Administrative Working Group**

Ms. Pitts moved, and Ms. Gorretta seconded the motion to ratify the appointment of the Eventing Administrative Working Group less the athletes. The AAC will approve the athlete appointments. Ms. Braun stated that this group will absorb the duties of three previous working groups resulting in an overall transition process coming out of the Eventing Elite Program Task Force's work. After discussion and a vote, the motion passed with Ms. Knowlton and Mr. Brown abstaining.

## **14. Old Business**

There was no old business.

## **15. New Business**

Ms. Goth stated that she would like the Board to look at the rules that outline the safety protocols for all USEF licensed competitions. Mr. O'Connor noted that he is working with our Human and Equine Safety and Welfare Committee to follow up on this issue and that it will be a topic of conversation at the USEF Annual Meeting.

**16. Adjourn**

There being no further business, the meeting adjourned at 4:21 p.m. EST.

Signed and submitted:

A handwritten signature in cursive script that reads "Karen Adams".

Karen Adams  
Recording Secretary