



**UNITED STATES EQUESTRIAN FEDERATION, INC.
BOARD OF DIRECTORS - 2024 ANNUAL MEETING
OMNI LOUISVILLE – LOUISVILLE, KENTUCKY**

**FIRST MEETING
SUNDAY, JANUARY 14, 2024
9:00 A.M. EST**

MINUTES

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

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

1. Roll Call and Determination of a Quorum

Mr. O’Mara called the meeting to order at 9:00 a.m. EST. Following the roll call, Ms. Adams noted that a quorum was present.

2. Adoption of the Agenda

Mr. O’Mara requested an amendment to move agenda item 14 to Executive session. Ms. Brock moved, and Ms. Brimmer seconded a motion to adopt the revised agenda. There was no discussion or further amendment and following a vote, the motion passed unanimously.

3. President’s Opening Remarks

Mr. O’Mara welcomed the Board to this annual meeting. He stated that we should be proud of the work we’ve done on the strategic plan and the results we have seen. This week is an opportunity for so many of our members to celebrate their accomplishments over the past year at the awards dinners.

4. Conflict of Interest Disclosure

Ms. Keating requested that the Directors declare conflicts concerning any item on the agenda at this time. Mr. O’Mara noted a conflict with the Presidential retention vote. No additional conflicts were declared.

5. Approval of Board Meeting Minutes – November 13, 2023

Ms. Kozlowski moved, and Ms. Gorretta seconded a motion to approve of the minutes from the November 13, 2023, Board of Directors Meeting. Following discussion and vote, the motion passed with Ms. Nicholson and Mr. Richter abstaining.

6. Ratify 2023 Ad Hoc Board actions

Ms. Gorretta moved, and Ms. Sloan seconded a motion to approve the ratification of all 2023 team selections. Following discussion and a vote, the motion passed unanimously.

7. Clear Harbor Asset Management Report

Mr. Aaron Kennon, CEO of Clear Harbor Asset Management, provided an overview of the investment portfolio as well as current and predicted economic and environmental factors.

8. 2023 Treasurer Report & Review of Financial Statements

Ms. Sloan reported that 2023 was strong on the operational side and in our investment portfolio.

Mr. Delahanty reported on the Statement of Activities and Statement of Financial Position ending November 30, 2023. He noted that we don't anticipate any material changes once the audit is completed. He highlighted the Q4 numbers and noted that the high horse registration trend continued throughout the year. The investment portfolio ended the year at \$21.6MM having recouped early losses.

9. Approval of the 2025 Budget Timeline

Ms. Knowlton moved, and Ms. Moore seconded a motion to approve the 2025 budget timeline. Mr. Delahanty noted that the timeline is the same as the timeline used for 2024, with the final 2025 budget to be submitted for Board approval on November 18th. Following discussion and a vote, the motion passed unanimously.

10. Approval of the 2024 Athlete Election Timeline

Ms. Sloan moved, and Ms. Johnson seconded the motion to approve the 2024 athlete election timeline. There was no discussion and the motion passed unanimously.

11. Consideration of Amended and Restated Bylaws

Ms. Nicholson moved, and Ms. Johnson seconded a motion to approve the Amended and Restated Bylaws as presented. Ms. Keating outlined the noteworthy changes coming from the USOPC and the AAC nomenclature. All members and committees, including the AAC, had an opportunity to review and comment on the proposed amendments, following a 30-day consultation period announced to the membership. After discussion and vote, the motion passed unanimously.

12. Consideration of Proposed Rule Changes

12.1 Extraordinary Rule Changes

Ms. Knowlton moved, and Mr. Weber seconded a motion to approve all eight extraordinary rule changes with the opportunity for discussion and to vote on each. The motion passed unanimously.

Tracking ID#087-23

After discussion and vote, the motion to approve this rule change to HJ126 outlining Children's Hunter points and limited entries passed unanimously.

Tracking ID#088-23

After discussion and vote, the motion to approve this rule change to EN105.4 regarding crewing details such as timing on race day to be added to the prize list passed unanimously.

Tracking ID#089-23

After discussion and vote, the motion to approve this rule change to EN110.2 regarding course finish line adjustment passed unanimously.

Tracking ID#092-23

After discussion and vote, the motion to approve this rule change to AR106.10 prohibiting the change of a horse's saliva passed unanimously.

Tracking ID#097-23, 099-23, 100-23, and 104-23

After discussion and vote, the motion to approve these four rule changes to VA102-126, VA105.1, VA126.7, and VA124 outlining horse welfare and safety updates in the Vaulting chapter passed unanimously.

12.2 FEI Rule Changes

Mr. Weber moved, and Ms. Moore seconded a motion to approve the five proposed FEI rule changes listed below. Following discussion and a vote, the motion passed unanimously.

<u>Tracking ID#</u>	<u>Rule Reference</u>	<u>Description</u>
098-23	VA114.1	Horse welfare in the team & pas de deux events
105-23	VA119.1	Vaulting movement update for Individual Compulsories
106-23	VA116.1	Vaulting movement update for Team Compulsories
107-23	VA126.1	Vaulting movement update for Scoring Penalties
108-23	VA117.1	Limit time that Squad can perform for horse welfare

13. Resolutions

13.1 Resolution 2024-01 – 2024 Board Ad Hoc for Team Selection

Mr. Brown moved, and Ms. Brimmer seconded a motion to approve Board Resolution 2024-01. Ms. Keating noted that this is the annual resolution to allow the USEF President to appoint a three-member Ad Hoc of the Board to approve team selection. After discussion, the motion passed unanimously.

13.2 Resolution 2024-02 – 2025 Florida Competition Calendar

Ms. Sloan moved, and Ms. Brock seconded a motion to approve Board Resolution 2024-02. Mr. Moroney stated that this resolution is very similar to those passed in 2021, 2022, and 2023, except that the application date has been adjusted to create greater efficiency with the process. Beginning with the 2026 competition year, we expect to move to the perpetual permission process absent any concerning changes in the competition environment. After discussion and vote, the motion passed unanimously.

13.3 Resolution 2024-03 - Resolution to Revoke Resolution 2022-04 banning Russian and Belarusian Athletes from Competing in U.S. National Competition, approved by the Board of Directors on March 7, 2022

Ms. Nicholson moved, and Mr. Brown seconded the motion to approve Board Resolution 2024-03. Ms. Keating noted that on March 7, 2022, the USEF board adopted this resolution to align with the USOPC, other NGBs, and the FEI to ban Russian and Belarusian athletes from competing in our national competitions. Following discussion and vote, the motion was unanimously disapproved.

14. Nominating Committee Report

Ms. Keating reported that the National Breeds & Disciplines Council confirmed through retention vote that Melissa Moore will serve a successive term as the Saddlebred representative on the Board for four years (2024-2028). The International Breeds and Disciplines Council confirmed a retention vote for Lisa Gorretta to serve a successive term of four years (2024-2028) in the Dressage seat on the Board and Will Faudree was elected to serve as the Eventing representative on the Board for a four-year term (2024-2028). The Active Athletes Committee confirmed the retention vote for Jacob Arnold to serve a successive term as an Athlete Director on the Board for four years (2024-2028) and Beezie Madden was elected to serve a four-year term (2024-2028) in the open athlete seat.

Further, Ms. Keating stated that the Nominating Committee communicated to the Board on November 8, 2023, that Tom Brennan is put forward as their nomination for the open Independent Director seat for a four-year term (2024-2028).

14.1 Election of Independent Director for 4-Year Term (2024-2028)

Ms. Keating stated that pursuant to the Bylaws, the Nominating Committee has placed into nomination Tom Brennan for the open seat of Independent Director for a term of four years, from January 2024 to January 2028. Ms. Keating opened the floor for additional nominations for Independent Director. Hearing none, Mr. Brennan was elected unanimously as an Independent Director for a four-year term.

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. Brown and Ms. Kozlowski for their service to the Board and presented each with a gift of appreciation.

At 10:37 a.m. Mr. O'Mara requested that the audience and all staff leave the meeting for a closed session of the Board.

18. Executive Session

Mr. O'Mara left the Board room at 10:38 due to his conflict of interest with item 18.1.

18.1 Retention vote for President for Successive 4-Year Term (2025-2029)

Ms. Johnson moved, and Ms. Wylie seconded a motion to retain Tom O'Mara as USEF President for a successive four-year term from January 2025 through January 2029. Following discussion about what USEF has achieved under Tom's leadership as well as what a remarkable ambassador he is for USEF, the motion passed unanimously.

Mr. O'Mara rejoined the Executive Session at 11:01 a.m.

18.2 USOPC Board Assessment

Ms. Keating reported on the Board assessment provided by the USOPC.

18.3 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 11:45 a.m. EST. Further, he noted that the second Board meeting would begin at 12:00 p.m. with the seating of new Directors.

Signed and submitted by Karen Adams



Recording Secretary

**Attachments: Resolution 2024-01
Resolution 2024-02**

**RESOLUTION OF THE BOARD
TO APPOINT AN AD HOC SELECTION GROUP
(2024-01)**

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

NOW THEREFORE, it is

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

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 2024 Annual Meeting on the 14th day of January, 2024, at which a quorum was present and voted, and that such resolution is duly recorded in the minutes.

Recording Secretary:



Karen Adams

**RESOLUTION OF THE BOARD
TO MODIFY GR315 FOR PURPOSES OF
REVIEWING FIRST TRIMESTER 2025 COMPETITIONS IN FLORIDA
(2024-02)**

WHEREAS, the Board of Directors of the United States Equestrian Federation, Inc. (the “Federation Board”) previously empowered its Chief Executive Officer to contemporaneously review all Mileage Exemption Requests for Hunter, Jumper, and Hunter/Jumper Licensed Competitions in Florida occurring within the first trimester of the 2022, 2023, and 2024 competition years, i.e. December 1, 2021 – March 31, 2022; December 1, 2022 – March 31, 2023; December 1, 2023 – March 31, 2024, 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, 2023, and 2024 competition calendars, the Federation Board wishes to empower its Chief Executive Officer to contemporaneously review all Mileage Exemption Requests for Hunter, Jumper, and Hunter/Jumper Licensed Competitions in Florida occurring within the first trimester of the 2025 competition year, i.e. December 1, 2024 – March 31, 2025, 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, 2024 through March 31, 2025, 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, 2024 through March 31, 2025, 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 April 15, 2024** ~~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, 2024, 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 April 15, 2024**, 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, 2024** ~~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 2025 competition year and approves the following modifications to GR315, specifically for the purpose of considering said Mileage Exemption Requests:

1. **GR315.3.b:** If the Priority Date Holder(s) does not agree to the exemption request, then the Applicant shall submit the Mileage Exemption Request Form to the Federation. The Applicant shall submit the Mileage Exemption Request Form, fully completed, to the Federation by no later than April 15, 2024. The fully completed Mileage Exemption Request Form must be accompanied with the non-refundable application fee. A mileage exemption request will not be accepted unless the Mileage Exemption Request Form is fully completed and the application fee is paid in full. Within 21 days of acceptance of a properly submitted request and application fee, the Federation will notify the Applicant and the Priority Date Holder(s) that the request is being processed. The notification will include a copy of the submitted Mileage Exemption Request Form and a Mileage Exemption Response Form for the Priority Date Holder(s) to complete. The Priority Date Holder(s) has 10 calendar days from the date of the Notification letter to submit to the Federation, with a copy to the Applicant, a fully completed

Mileage Exemption Response Form. The Priority Date Holder(s) must provide written comments explaining the basis for their objection to the mileage exemption request, based on the criteria listed in paragraph 2 above.

2. **GR315.3.c:** In the case of mileage exemption renewal requests where an agreement has been reached with the affected competition(s), the following applies: By no later than September 1, 2024, after receipt of a completed Mileage Exemption Response Form and the terms and conditions of an agreement by no later than April 15, 2024, 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, 2024.

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 2024 Annual Meeting duly called and held in person on the 14th day of January, 2024, 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 - 2024 ANNUAL MEETING
OMNI LOUISVILLE - LOUISVILLE, KY**

**SECOND MEETING
SUNDAY, JANUARY 14, 2024
12:00 P.M. EST**

MINUTES

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

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

1. Roll Call and Determination of a Quorum

Mr. O'Mara called the meeting to order at 12:15 p.m. EST. Following the roll call, Ms. Adams noted that a quorum was present.

2. Adoption of the Agenda

Ms. Gorretta moved, and Ms. Pitts seconded the motion to adopt the agenda. There was no discussion and following a vote, the motion passed unanimously.

3. Welcome New Directors

Mr. O'Mara welcomed previous board members Tom Brennan, elected during the first meeting as Independent Director and Beezie Madden elected as an athlete representative. Additionally, he welcomed the new Director Will Faudree, elected as the IDC Eventing representative.

Ms. Keating stated that in Executive Session at the end of the first board meeting, Mr. O'Mara was unanimously voted to serve a successive term as Federation President for a four-year term beginning January 2025 and ending January 2029.

4. Annual Conflict of Interest Submission

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

5. Election of three 2024 Executive Committee Members and Announcement of 2024 Executive Committee

As communicated in a written report provided to the Board in advance of the meeting, Mr. O'Mara selected Ms. Gorretta to serve as the International Disciplines Council Member for 2024, Ms. Johnson to serve as the National Breeds & Disciplines Council member, and Mr. Kreitz to serve as the Independent Director member on the 2024 Executive Committee and provided his reasoning in selecting these individuals. Following the IDC Chair election on Friday in which Ms. Gorretta was elected, Mr. O'Mara stated that he amends his nomination for the International Disciplines Council seat to Mr. Amaya.

Ms. Keating noted that the Athlete Directors would be elected by the Athlete Directors immediately following this meeting. All seven Athlete Directors were present and voted unanimously in favor of Ms. Brimmer (Para Equestrian), Ms. Nicholson (Eventing), and Mr. Arnold (Driving) serving as the Athlete Representatives on the 2024 Executive Committee.

5.1 International Disciplines Council Member

Ms. Keating reported that pursuant to the Bylaws, Mr. O'Mara placed into nomination Mr. Amaya to serve a one-year term as the IDC Director representative on the Executive Committee. She opened the floor for additional nominations. Hearing no additional nominations, the floor was closed. Following a vote, Mr. Amaya was elected, with 19 in favor, one against, and Mr. Amaya abstaining from the vote.

5.2 National Breeds & Disciplines Council Member

Ms. Keating reported that pursuant to the Bylaws, Mr. O'Mara placed into nomination Ms. Johnson to serve a one-year term as the NBDC Director representative on the Executive Committee. She opened the floor for additional nominations. Hearing no additional nominations, the floor was closed. Following a vote, Ms. Johnson was elected, with 19 in favor, one against, and Ms. Johnson abstaining from the vote.

5.3 Independent Director

Ms. Keating reported that pursuant to the Bylaws, Mr. O'Mara has placed into nomination Mr. Kreitz to serve a one-year term in the Independent Director seat on the Executive Committee. She opened the floor for additional nominations. Hearing no additional nominations, the floor was closed. Following a vote, Mr. Kreitz was elected, with 19 in favor, one against, and Mr. Kreitz abstaining from the vote.

6. Approval of Committee Population and Ratification of Council Population

Ms. Knowlton moved, and Ms. Sloan seconded approval of the population of seven committees and ratification of the International Disciplines and National Breeds and Disciplines Councils as presented. After discussion, the motion to approve the population of the seven committees and both Sport Councils passed with Ms. Pitts, Ms. Werner, Ms. Brock, Mr. Brennan, Mr. Faudree, Ms. Gorretta, Ms. Johnson, Ms. Knowlton, Ms. Brimmer, Ms. Madden, Mr. Arnold, Mr. Mattingley, Mr. Richter, Ms. Fu Wylie, and Ms. Moore abstaining from voting on the committees they were appointed to as they are listed as members of a committee and/or Council.

6.1 Audit Committee

The population of the Audit Committee for a one-year term ending in January 2025 will include Judy Werner, Ali Brock, Joe Mattingley, Ellie Brimmer, and Diane Pitts.

6.2 Ethics Committee

The population of the Ethics Committee for a one-year term ending January 2025 will include Lisa Blackstone as Chair, Debbie Bass, Judy Werner, and two AAC-appointed athletes Ali Brock and Joe Mattingley.

6.3 Governance Committee

The population of the Governance Committee for a two-year term ending January 2026 includes Tom Brennan as Chair, Lisa Gorretta, Deborah Johnson, Diane Pitts, and two AAC-appointed athletes Jacob Arnold and Shannon Lilley.

6.4 Hearing Committee

The population of the Hearing Committee for a two-year term ending January 2026 will be composed of Lisa Blackstone and Judy Werner to serve as Co-Chairs, Debbie Bass, Katherine Cooper, Duane Esser, Janine Malone, Tim Roesink, Danielle Torano, and four AAC-appointed athletes Jacob Arnold, Ellie Brimmer, Ali Brock, and Robin Brueckmann.

6.5 Human and Equine Safety & Welfare Committee

The population of the Human and Equine Safety & Welfare Committee for a two-year term ending January 2026 includes Mark Hart as Chair, Kent Allen, Martha Misheff, Jennifer Gates Nassar, Duncan Peters, Cynthia Screnci, and Caroline Weeden.

6.6 Investment Committee

The population of the Investment Committee for a two-year term ending January 2026 will be composed of Judy Sloan as Chair, Rich Booth, Clay Green, Jon Kreitz, and Philip Richter.

6.7 Licensed Officials Committee

The population of the Licensed Officials Committee for a three-year term ending January 2027 will include Connie Tramm Hunt, Cindy Butler, Mary Choate, Duane Esser, Clay Green, Kelley Holly, Melissa Moore, Holly Orlando, Mike Osinski, Valerie Pride, and Jan Welch. Clay Green will serve as Chair.

6.8 International Disciplines Council and National Breeds & Disciplines Council

The population of the International Council for a two-year term ending January 2026 includes: Lisa Gorretta as Chair; Sport Committee representatives Pierre St. Jacques, Jennifer Matheson, Joe Mattingley, Will Faudree, Mike Tomlinson, Max Amaya, and Linda Bibbler; FEI Affiliate representatives James Fairclough, Jan Stevens, Katherine Ray, Lou Leslie, Charlotte Skinner Robson, and Cynthia Screnci; and AAC appointed athletes Ali Brock, Katie Whaley, Holly Corcoran, Sharon White, Kate Shoemaker, Beezie Madden, and Kristian Roberts.

The population of the National Breeds and Disciplines Council for a two-year term ending January 2026 are Britt McCormick as Chair, Council appointees Deborah Johnson, Nancy Harvey, Duane Esser, Ling Fu Wylie, C. Tony Lee, Mattie Luedeker, Melissa Moore, Allen Bosworth, Sandra Carrier, Mary Knowlton, Kristen Bumpus, and National Advisory Group elected members Karen Homer Brown, Cindy Butler, and Maureen Quackenbush.

7. USET Foundation Report

Mr. Richter, USET Foundation Treasurer, reported that the Foundation was proud to have provided a \$3.1MM grant in 2023 with an expected \$4MM grant in the 2024 Olympic year to the Federation. He

stated that the relationship between the organizations for the past 20 years has never been stronger and communications better than ever. He highlighted that a new donor engagement director was hired and a pipeline for new donors was created.

8. USOPC AAC Report

Ms. Brock reported that the first meeting of 2024 is next week. The USOPC is gearing up for Paris with a strong focus on LA2028. She noted that due to low athlete vote participation, we should discuss an incentive plan. Last, USEF needs to identify the replacement AAC representative and alternate as her term ends this year.

9. Council Reports

9.1 International Disciplines Council Report

Ms. Griffin reported that there was nothing new to add to this report.

9.1a Approval of Consent Calendar for Sport Requests

Mr. Mattingley moved, and Ms. Sloan seconded the motion to approve the sport request consent calendar including approval of the 2024 U.S. FEI Jumping Calendar Policies and Procedures amendments, and the 2024 Olympic Games Dressage Selection Procedures. After discussion and a vote, the motion passed unanimously.

9.2 National Breeds & Disciplines Council Report

Ms. Dolan reported that there are no new items to add to the written report provided.

9.3 Member Services Council Report

Mr. Moroney thanked the Council for their commitment throughout the past year.

10. Approval of Modifications to the USEF Equine Drugs & Medications Penalty Guidelines

Ms. Knowlton moved, and Ms. Werner seconded a motion to approve the modifications to the USEF Equine Drugs and Medications Penalty Guidelines. Mr. Moroney stated that by adding violations of the 12-hour rule, the Hearing Committee has guidelines for appropriate penalties. After discussion and vote, the motion passed unanimously.

11. Approval of Gender Inclusion Policy

Ms. Brimmer moved, and Ms. Sloan seconded the motion to approve the Gender Inclusion Policy. Ms. Lowell stated that following a comment period for feedback from committees, councils, and affiliates this policy was drafted for consideration by the Board. The purpose of this policy is to provide direction for instances when someone wishes to participate in a gender restricted class, based on their gender identity. The board requested that this policy be presented to additional constituencies to ensure the interests of non-binary individuals have been considered.

Ms. Knowlton moved, and Ms. Johnson seconded the motion to refer this policy's approval to the February Board meeting. Following discussion and vote, the motion passed unanimously.

12. Old Business

There was no old business.

13. New Business

There was no new business.

14. Executive Session

At 1:08 p.m. Mr. O’Mara requested that all attendees, Council Chairs, and all staff except Mr. Moroney and Ms. Keating leave the meeting for an Executive session of the Board.

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

14.1 General Counsel Report

Ms. Keating provided a litigation update for the Board.

14.2 CEO and Strategic Plan Progress Report

Senior Staff was invited to the Executive session for the Strategic Plan Progress Report and Mr. Moroney reviewed the Strategic Plan progress report with the Board of Directors and Senior Staff.

15. Adjourn

At the conclusion of the Executive Session, the meeting adjourned at 3:00 p.m. EST.

Signed and submitted by Karen Adams



Recording Secretary



**UNITED STATES EQUESTRIAN FEDERATION, INC.
BOARD OF DIRECTORS MEETING
FEBRUARY 12, 2024
3:00 P.M. EST**

MINUTES

Board Members Present: Tom O'Mara, Judy Werner, Judy Sloan, Max Amaya, Tom Brennan, Ellie Brimmer, Allison Brock, Will Faudree, Ling Fu Wylie, Lisa Gorretta, Deborah Johnson, Mary Knowlton, Beezie Madden, Joe Mattingley, Melissa Moore, Diane Pitts, and Philip Richter

Board Members Absent: Jacob Arnold, Jon Kreitz, Lauren Nicholson, and Chester Weber

USEF Senior Team Present: Bill Moroney, Kelly Bolton, Mike Delahanty, Hallye Griffin, Sonja Keating, Vicki Lowell, David O'Connor, 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. EST. Following a call of the roll, Ms. Adams noted that a quorum was present.

2. Adoption of the Agenda

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

3. President's Opening Remarks

Mr. O'Mara stated that a lot of planning is in progress for all the events coming up this year. Positive feedback has been received on the Annual meeting. The workshops, general session, and awards dinners recordings were released last week to the membership. Mr. O'Mara stated that he has been traveling a lot in the last month and will provide a quarterly report to the Board on his activities and feedback. Last, Mr. O'Mara noted that the CEO report and the Presidential Modification Report were included in the materials.

4. Conflict of Interest Declaration

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

5. Approval of Annual Meeting Board Minutes

5.1 First Board Meeting – January 14, 2024

Ms. Pitts moved, and Ms. Gorretta seconded the motion to approve the minutes from the first Board meeting at the USEF Annual Meeting held on January 14, 2024. Following discussion and a vote the minutes were approved, with Mr. Brennan, Mr. Faudree, and Ms. Madden abstaining as they were not yet members at this meeting.

5.2 Second Board Meeting – January 14, 2024

Ms. Sloan moved, and Ms. Pitts seconded the motion to approve the minutes from the second Board meeting at the USEF Annual Meeting held on January 14, 2024. After discussion and vote the minutes were approved unanimously.

6. Treasurer Report and Review of Financials

Ms. Sloan reported that the first two months of the fiscal year look positive. She assured the Board that we will take a close look month by month in the early start of the year as we lead up to summer and fall event expenditures mainly including the Olympic and Paralympic Games in Paris.

Mr. Delahanty reported on the first month of the 2024 fiscal year. The strong revenue trend from horse services and fees continues with membership on target with an estimate of increased membership dues in the first quarter. The impact of our portfolio was exceptionally good in December 2023 with a plan to be budget neutral in 2024.

Mr. O'Mara noted that the USET Foundation has agreed to provide the Federation with \$4MM in 2024. Their gala fundraiser last month was the most successful ever.

7. Consideration of Sport Requests

7.1 Approval of 2024 Dressage Working Groups

Ms. Sloan moved, and Ms. Gorretta seconded approval of the population of the 2024 Dressage Licensed Officials, Rules, Calendar, and Selections Working Groups. Following discussion and vote, the motion passed unanimously.

7.2 Approval of 2024 Eventing Pathway Working Group

Ms. Knowlton moved, and Ms. Gorretta seconded approval of the population of the 2024 Eventing Pathway Working Group. Ms. Pitts noted that she is going to recommend further review of the process for the appointment of Working Groups under the current Decision-Making Matrix. After discussion and a vote, the motion passed unanimously.

7.3 Ratification of 2024 NAYC Dressage Qualifying Period Extension

Ms. Brimmer moved, and Ms. Gorretta seconded approval of the Dressage qualifying period extension for the 2024 North American Youth Championships. Ms. Griffin noted that the extension is 1 week to allow for twelve qualifying opportunities across the country. Following discussion and a vote, the motion passed unanimously.

7.4 Approval of 2024 Olympic Games Jumping Selection Procedures

Ms. Brock moved, and Ms. Pitts seconded approval of the Jumping selection procedures for the 2024 Olympic Games. After discussion and vote, the motion passed unanimously.

8. Old Business

Mr. Mattingley highlighted the changes to the Endurance plan with an update to the approach Mr. Moroney noted in his CEO report. He is supportive of the new focus on the high-performance aspect of the disciplines which was confirmed by the Endurance Sport Committee at their last meeting. The 5-Part plan will remain on hold until the sport is ready to move forward with it.

9. New Business

There was no new business.

10. Executive Session

At 3:38 p.m. Mr. O'Mara requested that staff, except Mr. Moroney, Ms. Keating, Mr. O'Connor, and Ms. Griffin leave the meeting for an Executive session of the Board.

The following items were discussed in the Executive Session.

10.1 General Counsel Report

Ms. Keating provided a litigation report and a report on recent allegations of horse abuse.

Ms. Pitts declared a conflict, as an FEI Tribunal member, and left the call prior to the discussion on allegations of horse abuse at 3:55 p.m.

Following discussion of this topic, Ms. Pitts returned to the call at 4:25 p.m.

11. Adjourn

At the conclusion of the Executive Session the meeting adjourned at 4:39 p.m. EST.

Signed and submitted:



Karen Adams
Recording Secretary



**UNITED STATES EQUESTRIAN FEDERATION, INC.
BOARD OF DIRECTORS MEETING
APRIL 15, 2024
3:00 P.M. EDT**

MINUTES

Board Members Present: Tom O'Mara, Judy Sloan, Max Amaya, Jacob Arnold, Allison Brock, Will Faudree, Ling Fu Wylie, Lisa Gorretta, Deborah Johnson, Jon Kreitz, Beezie Madden, Melissa Moore, Diane Pitts, Philip Richter, and Chester Weber

Board Members Absent: Tom Brennan, Ellie Brimmer, Mary Knowlton, Joe Mattingley, Lauren Nicholson, and Judy Werner

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

1. Roll Call and Determination of a Quorum

Mr. O'Mara called the meeting to order at 3:01 p.m. EDT. Following a call of the roll, Ms. Adams noted that a quorum was present.

2. Adoption of the Agenda

Ms. Gorretta moved, and Ms. Fu Wylie seconded the motion to adopt the agenda. There was no discussion and the motion passed unanimously.

3. President's Opening Remarks

Mr. O'Mara stated that competition is picking up with a lot of planning for spring and summer competitions including the Olympic and Paralympic Games in Paris.

Mr. O'Mara noted that a report was included in the materials outlining his travel and event attendance for the first quarter of 2024. Subsequent quarterly reports will be provided as the year progresses.

Last, Mr. O'Mara noted that the Presidential Modification report as well as the three Council reports were included in the materials as informational but do not require Board approval.

4. Conflict of Interest Declaration

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

5. Approval of Board Meeting Minutes – February 12, 2024

Ms. Sloan moved, and Mr. Faudree seconded the motion to approve the minutes from the February 12, 2024, Board meeting. Following discussion and a vote the motion passed with Mr. Arnold, Mr. Kreitz, and Mr. Weber abstaining as they were not present at this meeting.

6. Treasurer Report and Review of Financials

Ms. Sloan reported on the operating performance through the first quarter of 2024. Despite slower revenue earlier in the quarter, February was looking stronger and the Federation remains ahead of plan on the bottom line. Our investment portfolio has performed well on the market and reminded the Board that we do not count on these funds to offset our annual budget.

Mr. Delahanty reported that our current revenue of \$8.2MM is slightly short of plan and we expect this to balance out by the end of March. \$1.3MM net is favorable to plan based on the benefit of portfolio revenue with markets to date. Because of the continued strong performance, the balance sheet also remains strong. He highlighted the prepaid items on the balance sheet which reflect expenses paid since last year for the Olympic Games.

7. Consideration of Sport Requests

7.1 Approval of amendments to the U.S. FEI Endurance Calendar Policies and Procedures

Ms. Pitts moved, and Mr. Kreitz seconded approval of the U.S. FEI Endurance Calendar policies and procedures amendments. Mr. Moroney stated that following the January Endurance meeting, the group decided not to focus on national events but rather to focus on FEI events, which is what is reflected in this document. After discussion and vote, the motion passed unanimously.

7.2 Approval of the 2025 U.S. FEI Jumping Calendar of CSI5* Events

Ms. Gorretta moved, and Mr. Kreitz seconded approval of the 2025 U.S. FEI Jumping calendar of CSI5* events. Following discussion and vote, the motion passed unanimously.

7.3 Approval of the 2025 USEF Junior Hunter National Championship Specifications

Ms. Sloan moved, and Mr. Faudree seconded approval of the specifications for the 2025 Junior Hunter National Championship. Following a vote, the motion passed unanimously.

7.4 Approval of the 2025 USEF Pony Medal Final Specifications

Ms. Gorretta moved, and Mr. Kreitz seconded approval of the specifications for the 2025 Pony Medal Final. Following a vote, the motion passed unanimously.

7.5 Approval of the 2025 USEF Hunter Seat Medal Final Specifications

Ms. Pitts moved, and Mr. Arnold seconded approval of the specifications for the 2025 Hunter Seat Medal Final. Following a vote, the motion passed unanimously.

8. CEO Report

Mr. Moroney provided additional details on his written report highlighting the Equine abuse rule, travel, staffing, monthly data reporting, USEF Gender Inclusion Policy, BIG initiative updates, competition matters, the USDA import/export issues, and USEF National Championship judges.

Mr. Moroney stated that we are in the early phases of drafting the Strategic Plan for the next five years: 2025-2029. A small group has been meeting to flesh out the direction and will subdivide into smaller groups to socialize parts of it with our constituents.

In addition, Mr. Yoder has been assisting USEF with providing resources for the Amish community which also allows trainers to assist their riders.

Last, a sample Fan Guide was attached to the CEO report which shows a promotional resource now available to us based on our partnership with Equiratings.

There was discussion on membership increase of 3.5% in 2023 continuing with 5% to date into 2024. The rule passed last year requiring all foreign competitors to be members in order to compete in the U.S. contributed as well as Lite competition participation increases.

9. Old Business

There was no old business.

10. New Business

There was no new business.

11. Executive Session

At 3:34 p.m. Mr. O'Mara requested that all staff leave the call except Mr. Moroney and Ms. Keating for an Executive session of the Board.

The following items were discussed during the Executive session.

11.1 General Counsel Report

Ms. Keating provided an operations report and a litigation update to the Board.

12. Adjourn

At the conclusion of the Executive Session the meeting adjourned at 4:00 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 17-18, 2024**

MINUTES

Board Members Present: Tom O’Mara, Judy Werner, Judy Sloan, Max Amaya, Jacob Arnold, Ellie Brimmer, Allison Brock, Will Faudree, Ling Fu Wylie, Lisa Gorretta, Deborah Johnson, Jon Kreitz, Beezie Madden, Joe Mattingley, Melissa Moore, Diane Pitts, and Philip Richter

Board Members Absent: Tom Brennan, Britt McCormick, Lauren Nicholson, and Chester Weber

USEF Senior Team Present: Bill Moroney, Mike Delahanty, Terri Dolan, Hallye Griffin, Sonja Keating, Vicki Lowell, David O’Connor, Justin Provost, and Stephen Schumacher

1. Roll Call and Determination of a Quorum

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

2. Adoption of the Agenda

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

3. President’s Opening Remarks

Mr. O’Mara welcomed Board members and thanked them for traveling to Lexington for this important meeting. He expressed his appreciation for the excellent work being done by staff and volunteers on the new strategic plan.

He noted that the Board would be engaging in a workshop session on the draft plan with the goal of obtaining feedback on goals and strategies to help refine the plan as we work towards a final version for consideration by the Board in September.

Mr. O’Mara noted that our competition season for all breeds & disciplines is in full swing. He expressed excitement over the upcoming national and international championships/finals and recognized the USET Foundation’s tireless efforts in supporting our participation in the Olympic and Paralympic Games.

He also reported that the American Horse Council National Issues Forum was held in Washington, DC last week where there was much discussion on the proposed horse abuse rule. In addition, Dr. Katie Flynn received the Hickey award for her work on biosecurity.

Last, Mr. O'Mara noted that the following informational reports were included in the materials: Presidential Modification Report, 2024 2nd quarter President travel report, International Disciplines Council (IDC) Report, National Breeds and Disciplines Council (NBDC) Report, and the Member Services Council (MSC) Report.

4. Conflict of Interest Declaration

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

5. Approval of Board Meeting Minutes – April 15, 2024

Ms. Pitts moved, and Ms. Gorretta seconded the motion to approve the minutes from the April 15, 2024, Board meeting. After a vote, the motion passed with Ms. Brimmer, Mr. Mattingley and Ms. Werner abstaining as they were not present at this meeting.

6. Audit Committee Report

Ms. Pitts, Chair of the Audit Committee, presented the Audit report to the Board. The Committee met and discussed the management letter, audited financials, and Audit Report with Blue and Company, and had the opportunity to meet privately with the Audit firm.

6.1 Approval of 2023 Audit Report and 2023 SAS 114 Letter

Mr. Kreitz moved, and Mr. Amaya seconded the motion to approve the Audit Report and SAS 114 Letter for the period beginning on December 1, 2022, and ending on November 30, 2023. Once approved by the Board, these items will be finalized by Blue and Company and posted to our website.

Mr. Delahanty highlighted the change in accounting related to new line items on leases, now appearing in the liability section of the balance sheet. Year-over-year, the results are very similar to last year's audit. There is a change in net assets of \$600k related entirely to the performance of the investment portfolio. In the SAS114 letter, a note was included on fixed assets and the beginning balance of net assets, with no change in this or prior year's financials. A final note was on USET Foundation grant receivables budgeted in 2023 and received in 2024.

6.2 Approval of 2023 Form 990 Tax Return (12/1/22-11/30/23)

Ms. Sloan moved, and Mr. Kreitz seconded the motion to approve the 2023 Form 990 Tax Return with an amendment proposed by the Audit Committee. Mr. Delahanty clarified that the document includes similar notes to previous years with no changes other than the numbers themselves. Ms. Pitts noted that additional language will be added under Section 1 noting the Ted Stevens Sports Act. Following discussion and a vote, the motion including the amendment passed unanimously.

6.3 Approval for Blue & Company to perform the 2024 Audit and Tax Return

Ms. Pitts stated that the Audit Committee recommends that Blue & Co is reappointed for two years, 2024 and 2025. Ms. Gorretta moved, and Ms. Sloan seconded the motion to approve the appointment of Blue & Company to perform the 2024 and 2025 Audit and 990 Tax Return. Following discussion and a vote, the motion passed unanimously.

7. Treasurer Report & Review of Year-to-Date Financials

Ms. Sloan reported that we are five months into this fiscal year and remain on budget. Categories that fell behind early have now caught up to budgeted numbers. She also noted that the market has been favorable to our investment portfolio.

Mr. Delahanty presented the financials through April 2024 stating that we are now consistent with our monthly expectations. Competition dues/fees and drug testing revenue is up to date with projections, and we anticipate them coming in at or above plan level as we continue through the year. Additionally, we anticipate the USET Foundation's grant contribution will be aligned with the June financials. Expenses across the board have remained favorable to budget. He noted that we are closely monitoring the Olympic and Paralympic Games expenses, with several prepaid categories. On the balance sheet, the prepaid number is higher than in prior years during this period mainly due to the Olympic and Paralympic Games.

Ms. Keating stated that we have contracted with a new drug testing lab, with a cap on favorably-negotiated testing fees, and this contract is in place through 2025 with the option to renew.

8. Presentation by candidate for Retention Vote and Opening of Polls

Ms. Keating stated that in 2022 the Board approved a mechanism whether to retain an Officer or Independent Director if the Board member chooses to stand for retention. Jon Kreitz, Independent Director, is eligible to seek a retention vote and has chosen to do so for a successive four-year term beginning in January 2025. Mr. Kreitz was provided with the opportunity to speak about his qualifications and desire to serve another term.

Ms. Keating explained that each Board member will receive a unique link by email to cast a vote for this 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. The candidate is eligible to cast a ballot for his 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, June 18, 2024. After the votes are tallied, the Board will be informed of the results.

After tallying results from the election, Mr. Kreitz was voted to be retained for a successive term beginning January 2025.

9. AAC Report

Ali Brock, USEF's representative on the USOPC Athletes Commission, shared the April meeting summary. The commission's top priority is the upcoming Olympic Games. Following the Commission's report, the AAC (Team USA Athletes Commission) seeks to be independent from the USOPC which will likely result in an amendment to the Ted Stevens Act. Currently the AAC operates under a Memorandum of Understanding with the USOPC. The U.S.'s AAC and USOPC have both increased communications and organization. Last, Ms. Brock stated that she will work with our athletes to increase recruiting options for U.S. athletes as her term ends.

10. CEO Report

Mr. Moroney highlighted the following topics for the Board: Championships, social license, the unethical treatment of a horse rule change, staffing, growth data, Business Innovation project updates, competition calendaring, the Judging Task Force, and strategic planning.

Additionally, he thanked the staff and volunteers for their collaborative work on the unethical treatment of horses proposed rule change, which was both a lengthy and worthwhile endeavor.

Mr. Moroney outlined the increasing requests we are receiving through Presidential Modifications for the use of goggles on competition horses. Additional information is being requested during the review process, including videos of the horses performing while wearing goggles, and more discussion will

occur on this topic going into Annual Meeting. He noted there is a rule on the Voting Calendar today regarding the use of goggles.

At 2:05 p.m. the Board took a 10-minute break and resumed the meeting at 2:15 p.m.

11. Consideration of Rule Change Proposals

11.1 FEI Rule Change Consent to Approve Calendar

Ms. Sloan moved, and Mr. Kreitz seconded the motion to approve the FEI Rule Change Consent to Approve calendar, thereby approving all nine proposed FEI rule changes contained within it. Following a vote the motion passed unanimously.

<u>Tracking #</u>	<u>Rule #</u>	<u>Description (to align/be in compliance with FEI rules)</u>
224-23	DC930.3	Offering assistance
226-23	DR117.4	Freestyle test
229-23	DR120.4	Spur rules
232-23	DR121.3	Nosebands
230-23	DR121.4	Bits
227-23	DR123.3	Scoring & classification in Children's classes
228-23	DR123.3	Children's classes
231-23	DR310.6	Visually impaired riders
242-23	VA107.1	Draw rein equipment

11.2 Extraordinary Rule Change Consent to Approve Calendar

Ms. Moore moved, and Mr. Faudree seconded the motion to approve the Extraordinary Rule Change Consent to Approve Calendar, thereby approving all eight extraordinary rule changes contained within it. After a vote, the motion passed unanimously.

<u>Tracking #</u>	<u>Rule #</u>	<u>Description</u>
109-23	GR838	Horse welfare/abuse (linked to tracking ID#982-23)
238-23	CP224.4	Unharnessing of a horse
112-23	DC944.1.6	Removes time requirements of controlled warmups
239-23	DR App. 8	CDI5*/CDIO5* updates
110-23	EQ111.6	Maclay class specifications
240-23	EV120	Penalties surrounding discrepancy in dress
241-23	PF107.1	Confepaso Mundial international competition age groups
111-23	RD114.8	Amateur bike championship specifications

11.3 Standard Rule Changes

11.3a Standard Consent to Approve Calendar

Mr. O'Mara noted the following updates to this calendar: the proponent of tracking number 081-23 withdrew this proposed rule change; tracking number 066-23 was requested to move to the Voting calendar; and clarified that in regard to tracking number 062-23, the rule provided for board approval includes the changes requested by the IDC and the MSC.

Ms. Brimmer moved, and Ms. Sloan seconded the motion to approve the Consent to Approve Calendar, thereby approving all the standard rule changes contained within it,

absent 081-23 which was withdrawn, and 066-23 which was moved to the Voting calendar. Following a vote, the motion passed to approve this amended Calendar passed unanimously.

11.3b Standard Consent to Disapprove Calendar

Ms. Fu Wylie moved, and Ms. Pitts seconded the motion to approve the Consent to Disapprove Calendar, thereby disapproving all 11 rule changes contained within it. Following a vote, the motion passed unanimously.

<u>Tracking #</u>	<u>Rule #</u>	<u>Description</u>
064-23	GR142.1	Definition of Amateur
057-23	GR307.1	Competition classification
058-23	GR307.2	Horse of the Year Awards
056-23	GR314.1	Eradicating the mileage rule
083-23	GR872	Horse temperature checks
062-23	GR1304.8	Judge appointment arrangements by Steward
070-23	DR123.2	Paper or electronic onsite scoreboard
069-23	DR126.1	TD inspection requirements
055-23	DR135.3	Pony measurement officials
178-23	EV104.8	Define technical elimination
071-23	HU101	Preparation of ponies shown by juniors

11.3c Voting Calendar

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

Tracking ID# 066-23

After thorough discussion, it was decided that additional time and information are needed to present a final draft of this rule change to GR127.3 which allows mules to compete in hunter and hunter and jumper seat equitation classes. After a vote, the motion to refer this rule change to the September Board meeting passed unanimously.

Tracking ID# 074-23

This rule change has an accompanying errata sheet with the MSC amended proposal to one hour from detection. Dr. Flynn clarified that this rule concerns horses that are outside of competition hours, not for those horses in competition. Following thorough discussion and vote, the motion to approve the rule change to GR873.1 on the reporting of febrile horses to competition management or competition veterinarian was referred to the September Board meeting passed unanimously.

Tracking ID# 060-23

Ms. Gorretta stated that this rule has some points with merit which the IDC will discuss. Following discussion and vote, the motion to approve the rule change to DR119.3 regarding Amateur status in Dressage was unanimously denied.

Tracking ID# 194-23

This rule change is linked to tracking ID# 078-23. Ms. Pitts stated that the IDC and Eventing committee prefers to keep any video evidence within the purview of the

Ground Jury ensuring it can be authenticated and that it accurately reflects what occurred. Following thorough discussion and vote, the motion to approve the rule change to EV115.5 be amended adding in the use of unaltered unofficial video used by the Ground Jury and TD to make field of play decisions on the cross-country course was unanimously approved as amended.

*. . . consideration by the Ground Jury and Technical Delegate for a **cross-country** field of play decision.*

Tracking ID# 174-23

Mr. Moroney noted that the MSC disapproved this proposal as this process is currently handled through a Presidential Modification request. Following lengthy discussion and vote, the motion to approve the rule change to NS101.1 regarding coaching utilizing an electronic communication device was unanimously disapproved.

Tracking ID# 154-23

Mr. Moroney stated that we have recently seen several Presidential Modification requests for horses to wear UV goggles in competition. Further, the use of goggles in Jumping competition passed on the Consent Approve calendar. Following discussion and vote, the motion to approve the rule change to WD122.4 regarding permitting the use of goggles in warm-up arena but prohibiting use in the competition arena was disapproved unanimously.

At 3:11 p.m., all staff attendees, except Mr. Moroney and Ms. Keating, left the room for a closed session of the Board.

12. General Counsel Report

Ms. Keating provided a report to the Board.

The Board concluded discussion and recessed at 4:22 p.m. on June 17, 2024.

The Board reconvened at 8:00 a.m. on June 18, 2024, with all Board members that were attendance on June 17, 2024.

13. Strategic Plan Progress Report and Presentation of 2025-2028 Strategic Plan

Mr. Moroney reported on the progress of the current strategic plan. Mr. Moroney stated that a small task force appointed by the President has been developing the 2025-2028 strategic plan and presented a preliminary look at its progress. The final plan will be presented to the Board at the 2025 Annual meeting for approval.

14. Old Business

There was no old business.

15. New Business

There was no new business.

16. Adjourn

At the conclusion of the Executive Session, the meeting adjourned at 11:39 a.m.

Signed and submitted:

A handwritten signature in cursive script that reads "Karen Adams". The signature is written in black ink and is positioned above the printed name.

Karen Adams
Recording Secretary



**UNITED STATES EQUESTRIAN FEDERATION, INC.
BOARD OF DIRECTORS MEETING
SEPTEMBER 16, 2024
3:00 P.M. EDT**

MINUTES

Board Members Present: Tom O'Mara, Judy Sloan, Max Amaya, Jacob Arnold, Tom Brennan, Ellie Brimmer, Allison Brock, Will Faudree, Ling Fu Wylie, Lisa Gorretta, Deborah Johnson, Jon Kreitz, Beezie Madden, Joe Mattingley, Britt McCormick, Philip Richter, and Chester Weber

Board Members Absent: Melissa Moore, Lauren Nicholson, and Diane Pitts, and Judy Werner

USEF Senior Team Present: Bill Moroney, Mike Delahanty, Terri Dolan, Hallye Griffin, Karen Homer Brown, Sonja Keating, Vicki Lowell, David O'Connor, 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 Agenda

Ms. Gorretta moved, and Ms. Sloan seconded a motion to adopt the agenda. There being no discussion, the motion passed unanimously.

3. President's Opening Remarks

Mr. O'Mara stated that the past three months have been very busy with the Olympic and Paralympic Games now behind us as well as several international championships for Driving, Endurance and Vaulting and national championships for several of our breeds and disciplines. He mentioned he visited the Festival of Champions to see the various Dressage national championships and congratulated Ellie Brimmer, the Para Dressage national champion. Further, the US Equestrian Open Series announcement has gone out which has been received with enthusiasm. The U.S. served as host nation at CHIO Aachen. Lastly, the National Breeds & Disciplines Department leadership will be turning over as Terri Dolan retires and Karen Homer Brown takes over the reins.

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 Mid-Year Board Meeting Minutes – June 17-18, 2024

Ms. Sloan moved, and Mr. Faudree seconded a motion to approve the minutes from the Mid-Year Board meeting held June 17-18, 2024. Following discussion and a vote, the motion passed unanimously.

6. Treasurer Report

Treasurer Judy Sloan reported that we continue to keep our eye on the expense and revenue line items noting that we are tracking slightly ahead of budget. She noted that the investment portfolio continues to grow steadily.

CFO Mike Delahanty stated that for the first eight months of 2024, revenue of \$24.3MM is 1.5% ahead of plan and represents 3.4% growth over the prior year. We see expense savings in the international disciplines line, which is expected to catch up with planned levels in September as Paris expenses come in. The total operating expenses of \$22.9MM are favorable to the plan by 3.7%. Strong financial markets continue to add to the bottom line, with \$2.5MM in investment gains driving an overall surplus to date of \$3.9MM.

7. Consideration of Rule Change Proposals

7.1 Referred Rule Changes

Ms. Sloan moved, and Mr. Faudree second the motion to approve the two referred rule changes from the Mid-year Board meeting.

Tracking 066-23

Mr. Moroney noted that following the June meeting, the USHJA was enlisted to work through the issues identified and put forward the current draft for approval. Following discussion and vote, the motion to approve the referred rule change to GR127.3 regarding competing mules in Hunter and Hunter Jumper seat equitation failed with seven for and nine against.

Tracking 074-23

Mr. Moroney outlined the clarifying language added as requested by the Board and approved by the Councils. After discussion and vote, the motion to approve this referred rule change to GR873.1 outlining the reporting of febrile horses to competition management, or the competition veterinarian passed unanimously.

7.2 Approval of AMHA Request to Rescind two approved rule changes (Tracking 222-23 & 223-23)

Mr. O'Mara stated that American Morgan Horse Association has requested that the USEF Board rescind two rule changes as these were submitted accidentally and did not go through their Affiliate review and approval system. These rules include Classic Pleasure toe length in MO103.4 and MO162.2 and the use of snaffle bits or hackamores on junior horses in MO132 that were approved on the Standard Rule Change Consent to Approve Calendar at the Mid-year Board meeting.

Ms. Johnson moved, and Ms. Gorretta seconded the motion to amend the motion taken at the 2024 Mid-Year meeting to approve the Consent to Approve Calendar, thereby approving all the standard rule changes contained within it, absent 081-23 which was withdrawn, and 066-23 which was moved to the Voting calendar. Following a vote, the motion passed with Mr. Brennan, Mr. McCormick, and Mr. Weber abstaining and they were not present at the June meeting.

Ms. Brimmer moved, and Ms. Fu Wylie seconded the motion to approve the Consent to Approve Calendar, absent 081-23, 066-23, 222-23, and 223-23. After a vote, the motion passed with Mr. Brennan, Mr. McCormick, and Mr. Weber abstaining.

Ms. Gorretta moved, and Mr. Faudree seconded a motion to approve Tracking numbers 222-23 and 223-23. Following a vote, the motion to approve failed unanimously.

8. Consideration of Sport Requests

8.1 Approval of the amended 2025 USEF Junior Hunter National Championship Specifications

Ms. Faudree moved, and Ms. Madden seconded approval of the specifications for the 2025 USEF Junior Hunter National Championship. After discussion and vote, the motion passed unanimously.

8.2 Approval of the amended 2025 USEF/NCEA Junior Hunter Seat Medal Final Specifications

Ms. Fu Wylie moved, and Ms. Brimmer seconded approval of the specifications for the 2025 USEF/NCEA Junior Hunter Seat Medal Final. Following discussion and a vote, the motion passed unanimously.

8.3 Approval of the 2025 & 2026 FEI Sport Calendars

Ms. Chesson clarified that the Jumping competitions in red text are those that are being proposed. Ms. Roberts stated that the two Dressage competitions in red were approved by the Dressage Sport committee last week and the competitions in red and yellow on the 2026 Para Equestrian calendar are pending Para Equestrian Sport Committee approval later this week.

Ms. Gorretta moved, and Ms. Sloan seconded approval of the 2025 and 2026 FEI sport calendars for Dressage, Driving, Endurance, Eventing, Jumping, Vaulting, and the Para Equestrian calendars pending approval by the Para Equestrian Sport Committee. Following discussion and vote, the motion passed unanimously.

8.4 Approval of the 2025-2026 USEF/NAYC National Dressage Qualifying Calendar

Mr. Kreitz moved, and Ms. Gorretta seconded approval of the 2025-2026 Qualifying Calendar for the North American Youth Championships for Dressage. After discussion and vote, the motion passed unanimously.

9. Approval of Revisions to USEF Recognized Affiliate Criteria

Mr. Richter moved, and Ms. Sloan seconded the motion to approve the revised criteria for USEF Recognized Affiliates. Mr. O'Mara noted that six amendments to the current criteria are proposed with the specific reasoning included in the memo. Following discussion and a vote, the motion passed unanimously.

10. Licensed Officials Requests

10.1 Approval of the 2025 Licensed Officials Policies and Procedures

Mr. Kreitz moved, and Ms. Fu Wylie seconded the motion to approve the 2025 Policies and Procedures for Licensed Officials. After discussion and vote the motion passed unanimously.

10.2 Approval of the amended FEI Licensing Information Document

Ms. Sloan moved, and Ms. Gorretta seconded the motion to approve the amended FEI Licensing Information Document. Following discussion and a vote, the motion passed unanimously.

11. CEO Report

Mr. Moroney stated that we've seen an uptick in the changes in migration patterns likely driven by several reasons including density, creation of series, competitor needs and buying patterns which affects the calendar over time. We have developed tools to determine the best calendar utilizing mileage and variable rating and level offerings to best meet competitors' needs which are able to be adjusted annually.

12. Presentation and Adoption of the 2025-2028 USEF Strategic Plan

Mr. Moroney noted that we removed all the look-back information to make it more concise and with a looking forward tone. Once approved, this plan will be posted online to share with our members, with the Foundation to share with their Board, and the USOPC. We start with our mission, vision and the four guiding principles to ensure everything in the plan stays within this focus. We included our priorities to show how we allocate our resources and value investing in our sport. The five goals and strategies we seek to achieve are listed as well as the impact of these achievements: 1) strengthening operational excellence; 2) sustain the framework of organized sport; 3) focus on competitive excellence, sport pathways and athlete resources; 4) invest in BIG initiatives, new products and benefits; and 5) leverage the diverse stories of horses and humans. Finally, we finish with how we will deliver on the plan with the expected impacts allowing for review and amendment as we move into and through the next four years.

Ms. Sloan moved, and Mr. Faudree seconded the motion to approve the 2025-2029 Strategic Plan. Following thorough discussion, the motion passed unanimously.

Mr. O'Mara thanked the Board members who worked on this plan over the past several months, including the engagement and collaboration of the full Board at the in-person Mid-Year Board meeting in Kentucky.

13. Old Business

There was no old business.

14. New Business

Mr. Faudree requested that we begin to discuss a re-write of the code of conduct for U.S. athletes as our sport is increasingly scrutinized.

Ms. Sloan requested that protective boots for Dressage horses be discussed. Ms. Griffin noted that an early October Games review will be conducted for each sport and ensured that this topic will be included. An FEI Dressage stakeholder group meeting is scheduled and following this the NFs will be invited to participate in the second level of conversation.

15. Executive Session

At 4:22 p.m. Mr. O'Mara requested that staff leave the call, except Mr. Moroney and Ms. Keating, for an Executive session of the Board.

The following items were discussed during the Executive session.

15.1 General Counsel Report

Ms. Keating provided a report on the most recent U.S. Center for SafeSport audit, and a litigation report regarding pending lawsuits and threatened litigation.

16. Adjourn

At the conclusion of the Executive Session the meeting adjourned at 5:15 p.m. EDT.

Signed and submitted:



Karen Adams
Recording Secretary



**UNITED STATES EQUESTRIAN FEDERATION, INC.
BOARD OF DIRECTORS MEETING
NOVEMBER 18, 2024
3:00 P.M. EST**

MINUTES

Board Members Present: Tom O'Mara, Judy Werner, Judy Sloan, Max Amaya, Jacob Arnold, Tom Brennan, Ellie Brimmer, Will Faudree, Ling Fu Wylie, Lisa Gorretta, Deborah Johnson, Jon Kreitz, Beezie Madden, Britt McCormick, Melissa Moore, Lauren Nicholson, Diane Pitts, Philip Richter, and Chester Weber

Board Members Absent: Allison Brock and Joe Mattingley

USEF Senior Team Present: Bill Moroney, Mike Delahanty, Hallye Griffin, Karen Homer Brown, Sonja Keating, Vicki Lowell, 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. EST. Following a call of the roll, Ms. Adams noted that a quorum was present.

2. Adoption of the Agenda

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

3. President's Opening Remarks

Mr. O'Mara reported that he does a lot of travel throughout the year to meetings, competitions, Championships, conventions, and assemblies, he was pleased to hear so much positive discussion about the Federation and appreciation for our staff and board work. Mr. O'Mara stated his pride for USEF and equestrian sport for the positive energy we have created internationally in the work that we do on social license to operate, horse welfare, and budgeting/financials.

4. Conflict of Interest Declaration

Ms. Keating requested that Directors declare conflicts with any item on the agenda. Mr. O'Mara stated that he will recuse himself from the budget discussion on agenda item 7 as it includes compensation for the President. No other conflicts were declared.

5. Approval of Board Meeting Minutes – September 16, 2024

Mr. Kreitz moved, and Ms. Sloan seconded the motion to approve the minutes of the Board meeting on September 16, 2024. Following discussion and a vote the motion passed with Ms. Moore, Ms. Nicholson, Ms. Pitts, and Ms. Werner abstaining as they were not present at this meeting.

6. Treasurer Report and Review of Financials

Ms. Sloan stated that our financials remain strong and on track for 2024. Mr. Delahanty reported that for 2024 we are

forecasting to come in on plan with operating expenses, coming in ahead \$2.6MM based due to favorable investment activity.

7. Approval of the 2025 Proposed Budget and Budget Appendix

Mr. O'Mara left the meeting for discussion and vote of agenda item 7.

Ms. Pitts moved, and Mr. Richter seconded approval of the 2025 budget and budget appendix. Following thorough discussion and vote, the motion passed unanimously.

Mr. Delahanty stated that all three Councils approved their individual budgets and the Budget & Finance Committee reviewed and recommended approval of the complete budget. We are presenting a net balance budget of \$36,420,802.00 with the Member Services Council budget offsetting deficits in the two sport council budgets. Mr. Delahanty detailed the line items in the revenue side noting that we are \$2MM lower in 2025 based on lower funding from the USET Foundation and the USOPC as this is not a major games year and a non-product year for Ariat. Mr. Delahanty stated that we have not had any fee increases in 13 years and have included some fee increases in 2025 in licensed officials, competitions and horse services. On the expense side, he reviewed each line item under direct program and operating expenses in each area. Lastly, he noted that we budget neutral on both the investments and derivative contracts and have projected \$600k on interest and dividend income.

Speaking on the Budget Appendix, Mr. Delahanty noted the carryover of previously approved allocations located outside of the budget for the development of the USEF EZ Entry system, Equi-Ratings data analytics project, and \$3MM from reserves to start up the US Equestrian Open Series.

Following the conclusion of discussion and vote on this topic, Mr. O'Mara rejoined the meeting.

8. Consideration of Sport Requests

8.1 Approval of the 2025 U.S. Dressage Festival of Champions Qualifying Requirements

Ms. Brimmer moved, and Ms. Werner seconded approval of the qualifying requirements for the 2025 U.S. Dressage Festival of Champions including the Para Dressage National Championship Grand Prix, and USEF Dressage National Championships including Grand Prix, Intermediare I, Brentina Cup, Developing Horse, Young Horse, Young Rider, Junior, Pony Rider and Children. After discussion and vote, the motion passed unanimously.

8.2 Approval of the 2025 NAYC Dressage Selection Procedures

Ms. Gorretta moved, and Mr. Kreitz seconded approval of the Dressage selection procedures for the 2025 North American Youth Championships including procedures for Children, Juniors, Young Riders and U25. After discussion and vote, the motion passed unanimously.

8.3 Approval of the 2025 FEI World Breeding Championships for Young Horses in Dressage Selection Procedures

Ms. Sloan moved, and Mr. Kreitz seconded approval of the selection procedures for the 2025 FEI World Breeding Championships for Young Horses in Dressage – 5-, 6-, and 7-year-olds. After discussion and vote, the motion passed unanimously.

8.4 Approval of the 2025 FEI World Vaulting Championships for Juniors and Young Vaulters Selection Procedures

Ms. Gorretta moved, and Ms. Pitts seconded approval of the selection procedures for the 2025 FEI World Vaulting Championships for Juniors and Young Vaulters. After discussion and a vote, the motion passed unanimously.

9. Consideration of United States Dressage Federation to serve as the USEF Recognized Affiliate for Para Dressage

Ms. Gorretta moved, and Mr. Kreitz seconded approval for the United States Dressage Federation to serve as the USEF Recognized Affiliate for Para Dressage. Ms. Keating clarified that representation on the Council and the Board is specific to discipline and not to any Affiliate. Following thorough discussion and vote, the motion passed, with Ms. Brimmer abstaining.

10. Approval of Election Procedures for Independent Directors and Officers to the Board of Directors

Ms. Brimmer moved, and Mr. Kreitz seconded approval of the election procedures for Independent Directors and Officers to the USEF Board of Directors. Following discussion and vote, the motion passed unanimously.

11. CEO Report

Mr. Moroney highlighted the Horse Protection Act and ongoing inspections by APHIS. Since 1970 APHIS has had the authority to visit competitions and exhibitions to inspect horses for soring, specifically in applying certain substances or utilizing specific equipment in order to make a horse perform with an exaggerated gait. APHIS has imposed a new requirement for competition organizers to report their event a minimum of 30 days in advance of it operating, with further reporting on any changes in management a minimum of 15 days prior to the start of the competition. Additionally, organizers must notify APHIS within 5 days of the conclusion of the competition of any incidents that may be violations of the HPA. USEF has informed our organizers that we will provide the relevant information to APHIS on their behalf for USEF licensed competitions.

Mr. Moroney included in his report the office holiday closures and noted that staff will be utilizing unused paid time off so be patient as staff enjoys the holidays and their time off.

12. Old Business

There was no old business.

13. New Business

There was no new business.

14. Executive Session

At 4:08 p.m. Mr. O'Mara requested that staff, other than Mr. Moroney and Ms. Keating, leave the call for an Executive session of the Board. The following item was discussed in Executive session.

14.1 General Counsel Report

Ms. Keating provided a report pending and threatened litigation.

15. Adjourn

At the conclusion of the Executive Session the meeting adjourned at 4:20 p.m. EST.

Signed and submitted:



Karen Adams
Recording Secretary