



**UNITED STATES EQUESTRIAN FEDERATION, INC.
BOARD OF DIRECTORS - 2021 ANNUAL MEETING**

**FIRST MEETING
SUNDAY, JANUARY 17, 2021
11:00 A.M. EST**

MINUTES

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

Council Chairs Present: Mary Knowlton, 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, Terri Dolan, Sonja Keating, Vicki Lowell, Lisa Owens, Justin Provost, Debbie Saliling and Stephen Schumacher

Others Present: Codie Mott, Director of Finance, and Ashley Ward, Parliamentarian

1. Roll Call and Determination of a Quorum

Mr. Kessler called the meeting to order at 11:00 a.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 Ms. Gorretta 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. Kessler welcomed the Board members and thanked them for their efforts throughout 2020. He congratulated all the winners presented with Pegasus and HOTY awards at last night's event. Mr. Kessler thanked Mr. O'Mara for presenting him with the Sallie B. Wheeler award, his first USEF award.

Mr. Kessler continued by stating that this has been an unprecedented period of change; not solely because of COVID-19. We not only got through it, we have become stronger because of it. Over the past four years, we have worked with a more streamlined Board and with greater input from our Council structure, all guided by our strategic plan. We have grown benefits and resources for our members, grown member numbers and types of membership, and increased communication to and sought feedback from our members. We have learned as an industry that we can survive even in a global pandemic, and that we can work together to adapt and continue to support and grow our sport. Mr.

Kessler concluded by saying he has truly been honored to serve as President and is proud of the work done to strengthen the organization during his leadership.

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 23, 2020

Ms. Sloan moved and Mr. Richter seconded approval of the minutes from the November 23, 2020 Board of Directors Meeting. There was no discussion and the motion passed with Ms. Goth and Mr. Spooner abstaining as they 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.

6.1 Ratify modifications granted by USEF CEO due to the COVID-19 pandemic

Mr. Mattingley moved and Ms. Goth seconded the motion to ratify all CEO rule modifications related to the COVID-19 pandemic as outlined in the Board-approved Resolution 2020-07. Following discussion, the motion passed unanimously.

7. 2020 Treasurer Report & Review of Financial Statements

Mr. O'Mara thanked the Finance department for its continued assistance throughout the year in adapting to the pandemic-related changes to the financials and day-to-day functions. Mr. O'Mara reported on the statements of financial position and activities for the 12 months ending November 30, 2020, noting that the Federation ended the year in a positive position. Liquidity was maintained and expenses well managed due to the diligent efforts of staff. Despite the extreme market volatility experienced in March, the investment portfolio rebounded throughout 2020 and remained steady thanks to the assistance of the Investment Policy Task Force and their diligence in monitoring our position and options.

Mr. O'Mara reviewed 2019/2020 equivalent year-to-date on actual versus budgeted. In 2020, the most important result was that as revenues decreased, expenses also decreased. Additionally, some of the surplus reported resulted from expenses that would have been paid out in 2020, specifically the Olympic Games, were deferred and will be paid in 2021, with some duplication for Games preparation. Finally, we are well-positioned to move into 2021 and will continue to be cautious and thoughtful about expenditures as we are now at the peak of the pandemic in the U.S. A clean version of the final budget will be circulated to the Board which includes the additional funding approved by the Board.

8. Report of the Nominating Committee

Mr. Brennan presented the 2020 report of the Nominating Committee. The National Breeds & Disciplines Council re-elected Ms. Fu Wylie to fill the Morgan Board seat for a four-year term. The Eligible Athletes re-elected Allison Brock to fill the open eligible athlete Board seat designated to the AAC representative for a second four-year term concurrently held with her seat on the USOPC Active Athlete Committee.

Mr. Brennan reported the Nominating Committee's recommendation of Judy Sloan for election to the Secretary/Treasurer seat and recommendation of Jon Kreitz for the election to the Independent Director seat. Mr. Ashley Ward served as Parliamentarian for the Board meeting and election.

Ms. Goth moved and Ms. Madden approved the motion to accept the report of the Nominating Committee. Following a vote, the motion passed unanimously with Ms. Sloan abstaining.

8.1 Election of Secretary/Treasurer

Mr. Ward stated that the Nominating Committee put forward Judy Sloan as its nomination for the Secretary/Treasurer seat to fill the vacated seat for a term of two years. Mr. Ward opened the floor for additional nominations for Secretary/Treasurer. Hearing none, nominations closed and Judy Sloan was elected unanimously to serve the remaining two-year term in the seat vacated by Mr. O'Mara. Ms. Sloan abstained from vote.

8.2 Election of Independent Director

Mr. Ward stated that the Nominating Committee put forward Jon Kreitz as its nomination for the Independent Director seat for a term of four years. Mr. Ward opened the floor for additional nominations for Independent Director. Hearing none, nominations closed and Jon Kreitz was elected unanimously as an Independent Director to serve a four-year term.

12. Old Business

There was no old business.

13. New Business

There was no new business.

14. Recognition of Outgoing Board members

Mr. Kessler thanked Mr. O'Mara for his time as Secretary/Treasurer and wished him well in his new role as President.

Mr. O'Mara thanked Mr. Kessler for his leadership during the past five years. A video tribute for Mr. Kessler was shown in thanks for Mr. Kessler's accomplishments over his term as President.

15. Adjourn.

There being no further business, Mr. Kessler adjourned the meeting at 11:45 a.m. EST. He stated that the second Board meeting would begin at 12:30 p.m.

Signed and submitted:



Karen Adams, Recording Secretary



**UNITED STATES EQUESTRIAN FEDERATION, INC.
BOARD OF DIRECTORS - 2021 ANNUAL MEETING**

**SECOND MEETING
SUNDAY, JANUARY 17, 2021
12:30 P.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, Valerie Kanavy, Carol Kozlowski, Jon Kreitz, Bezie Madden, Joe Mattingley, Diane Pitts, Philip Richter, Richard Spooner, and Judy Werner

Council Chairs Present: Mary Knowlton, 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, Terri Dolan, Sonja Keating, Vicki Lowell, Lisa Owens, Justin Provost, Debbie Saliling, and Stephen Schumacher

Others Present: Ashley Ward, Parliamentarian

1. Roll Call and Determination of a Quorum

Mr. O'Mara called the meeting to order at 12:30 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 stated that a revised agenda was circulated on January 13, 2021, removing agenda items 7 and 10.2. 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. President's Opening Remarks

Mr. O'Mara stated that he learned much during his time on the Board, especially through the leadership of Mr. Kessler. Mr. O'Mara reported he has been meeting with staff to learn more about the various departments to gain insight into our business. Mr. O'Mara urged members who wish to get involved in various committees to email their interest to committees@usef.org for consideration. He encouraged members to provide feedback regarding several areas – from rule changes and competition or licensed official evaluations, to feedback for the Competition Task Force. A dedicated web page has been created for members that allows direct access to feedback mechanisms through a link listed under the Compete tab on the USEF home page.

4. Welcome New Directors

Mr. O'Mara congratulated Ms. Sloan in her new position as Secretary/Treasurer and welcomed Mr. Kreitz as a new member of the Board in the Independent Director seat.

5. Code of Ethics and Conflict of Interest Policies

Ms. Keating stated that each director is responsible for reading and completing at least annually the Code of Ethics and Conflict of Interest disclosures, which can be completed in the member dashboard. Additionally, she reported that beginning in 2021, all exempt and non-exempt staff will also participate in the annual disclosures process.

Ms. Pitts moved and Ms. Sloan seconded the motion to approve the proposed revisions to the Code of Ethics and Conflict of Interest Policy effective immediately. Following discussion and a vote, the motion passed unanimously.

6. Conflict of Interest Disclosure

Ms. Keating requested that Directors declare conflicts concerning any item on the agenda at this time. No conflicts were declared.

7. Approval of Committee Population

7.1 Board & Administrative Committees

Ms. Sloan moved and Ms. Clark seconded the motion to approve the population of the Adaptive Sport, Awards, Breeders, Budget and Finance, Competition Management, Human and Equine Safety & Welfare, Legislative, and Veterinary Committees for a four-year term ending January 2025; the population of the Ethics and Governance Committees for a one-year term ending January 2022, and the Member Services Council population for a two-year term ending January 2022. The Chair will be elected at the first Council meeting. Following discussion and vote, the motion passed with Ms. Goth, Ms. Pitts, Ms. Madden, Ms. Fu Wylie, Ms. Werner, Mr. Brennan, Mr. Kreitz, and Ms. Brock abstaining as they are on these committee lists.

Ms. Harvey stated that she would like to see additional breed representation on the Competition Management Committee. Mr. O'Mara stated that there is no limit to the size of this committee, so please email any interested individuals. Ms. Sloan stated that in the next population cycle, it would be prudent to review members with a diversity view.

7.2 Olympic & Paralympic Sport Committees

Ms. Goth moved and Ms. Sloan seconded the motion to approve the population of the Sport Committees for Dressage, Eventing, Jumping and Para-Equestrian for a four-year term, 2021-2025. After discussion and a vote, the motion passed with Ms. Madden, Ms. Gorretta, Ms. Kozlowski, Ms. Pitts, and Ms. Brock abstaining as they are on these committee lists.

7.3 National Breed & Non-FEI Discipline Sport Committees

Ms. Gorretta moved and Ms. Pitts seconded the motion to approve the population of the American Saddlebred, Andalusian/Lusitano, Arabian, Carriage Pleasure Driving, Connemara, Friesian, Hackney, Morgan Horse, National Hunter, National Show Horse, Paso Fino, Roadster, Saddle Seat Equitation, Shetland Pony, Welsh, Western, and Western Dressage Committees for a two-year term, 2021-2023. Following discussion and a vote, the motion passed with Ms. Fu Wylie, Ms. Harvey, Mr. Brennan, Ms. Goth, Ms. Werner, and Ms. Kozlowski abstaining.

8. Consideration of FEI Rule Change Proposal

Mr. Pitts moved and Ms. Goth seconded the motion to approve the FEI rule change to the Vaulting Chapter. Mr. Connell stated that this rule change aligns USEF Vaulting rules with the new FEI rule to add a 2* Young Vaulting class. After discussion and a vote, the motion passed unanimously.

9. International Disciplines Council Report

Mr. Mattingley presented the IDC report outlining the highlights of 2020 and goals for 2021. 2021 will be focused on preparation for various Championships and Tokyo Olympic and Paralympic Games. He thanked the IDC members for their steadfast support throughout 2020 by serving on numerous Ad Hoc meetings to get business done. The Council will continue to review what Reining will look like as an international sport in the future. Last, the Council looks forward to planning for our next home Olympics in 2028 in Los Angeles. Two additional sport staff members are being considered to assist in both Gladstone and Lexington.

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

Ms. Goth moved and Ms. Harvey seconded the motion to ratify the actions of the Ad Hoc FEI Calendar Group as presented and required under Resolution 2020-08. After discussion and a vote, the motion passed by majority vote, with Ms. Clark, Ms. Sloan, and Ms. Brock abstaining as they participated on the Ad Hoc FEI Calendar Group listed on the report.

9.2 Approval of the Driving Calendar Policies and Procedures

Mr. Mattingley moved and Ms. Sloan seconded the motion to approve the Driving Calendar Policies and Procedures. After discussion and a vote, the motion passed unanimously.

9.3 Approval of the 2021 Eventing Team Challenge host sites

Ms. Goth moved and Ms. Pitts seconded the motion to approve the host sites for the 2021 Eventing Team Challenge. Following discussion and a vote, the motion passed unanimously.

10. National Breeds and Disciplines Council Report

Ms. Knowlton reported that the programs that fall under the National umbrella are included in the report with historical participation numbers. She added that the 2020 Hunter Breeding Championship participation was 101, slightly down due to COVID. Ms. Knowlton thanked the staff and volunteers for the strong work that was done to amend qualifying criteria and procedures throughout 2020 remaining nimble in providing support and restructure where and when needed.

11. Member Services Council Report

Ms. Campf was unavailable due to a travel conflict. Mr. Moroney reported that throughout 2020 the Council regularly followed up with the various departments that fall under this Council to ensure budget efficiencies.

12. USET Foundation Report

Mr. Richter reported that 2020 was such a challenge for fundraising due to uncertainty, but the best thing to come out of the year was an increased collaboration with US Equestrian. The Foundation applied for a PPP loan and reduced staff while finishing the year at \$28.9MM, and presented a \$2.4MM grant payment to USEF. USEF Foundation's Executive Director Ms. Jenkins and Mr. Moroney continue to meet monthly to increase communication and collaboration between the organizations with assistance from Ms. Lowell and her staff related to Marketing. The 'Take Me to Tokyo' campaign brought in a strong start in 2020, but as the pandemic began, the Foundation pivoted to amend its campaign strategy

to better reach current and potential donors. A golf outing, Tee Off to Tokyo, will be held in February to raise funds for the Olympic Games and all monies raised at that event will go directly into the fund earmarked for the 2021 USEF grant targeted at \$4MM. The USEF Foundation takes its duty of providing high performance funding to the Federation very seriously and has provided almost \$50MM to the Federation since the partnership began.

13. CEO Report

Mr. Moroney reported that the CEO report to the Board contains a summary provided by the senior team leaders that highlights each department's 2020 activities and provides 2021 major goals and objectives.

Mr. Moroney stated that reports from the American Horse Council, the Humane Society of the United States, and the 2021 Board meeting schedule are included in the Board materials. Mr. Moroney noted that he estimates that a February Board meeting may be needed to address Bylaw amendments and urgent business ahead of the scheduled March 8, 2021 meeting.

Mr. Moroney thanked the Board for its allocation of surplus funds to the staff to recognize their efforts during this challenging year.

An amended PAST Act was proposed which many parties, including USEF, feel undermines the original intent. USEF is engaged alongside the American Horse Council, AAEP, and many other organizations in vigorous opposition to this proposed legislation.

The Mileage Exemption Process has received a significant amount of feedback which the Competition Task Force will prioritize, review and make recommendations for any amendments to current rules to the Board.

A new census will be performed again this year by the American Horse Council, which will be a valuable tool for USEF and our Affiliate organizations.

14. Marketing Report

Ms. Lowell thanked the Board for its support of Kivvit, the PR and communications consulting firm USEF has engaged and whose role expanded in 2020 from its initial consultation around Safe Sport communication initiatives. Much work has been done to develop and enhance a pro-active crisis communication strategy. A potential risk assessment was completed and scenarios were addressed to develop and draft prepared statements applicable to many situations, which can be amended as the environment changes.

14.1 Diversity, Equity, and Inclusion Program Funding

Ms. Lowell outlined the DEI program and its three-to-five year rollout plan which was developed by the Task Force and internal and external thought leader groups. Ms. Lowell requested that the USEF Board approve funding in the amount of \$50,000 to initiate the DEI Opportunity Fund which will support the Community Riding Center Grants Program scheduled to launch in 2022. Ms. Goth moved and Ms. Clark seconded the motion to approve allocation of \$50,000 for the USEF DEI program in the 2022 operating budget. After discussion and vote, the motion passed with Ms. Harvey and Ms. Gorretta abstaining.

15. Old Business

There was no old business.

16. New Business

There was no new business.

17. Executive Session

At 2:15 p.m. Mr. O’Mara requested that all attendees, Council Chairs, and all staff with the exception of Mr. Moroney, Ms. Keating and Mr. Connell, leave the meeting for an Executive session of the Board.

18. Adjourn

At the conclusion of Executive Session, the meeting was adjourned at 5:22 p.m. EST.

Signed and submitted:

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

Karen Adams, Recording Secretary



**UNITED STATES EQUESTRIAN FEDERATION, INC.
BOARD OF DIRECTORS MEETING
MARCH 8, 2021
3:00 P.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, Valerie Kanavy, Carol Kozlowski, Jon Kreitz, Beezie Madden, Diane Pitts, Philip Richter, Richard Spooner, and Judy Werner

Board Members Absent: Joe Mattingley

Council Chairs Present: Mary Knowlton, National Breeds & Disciplines Council Chair

USEF Senior Team Present: Bill Moroney, Kelly Bolton, Will Connell, Terri Dolan, Sonja Keating, Vicki Lowell, Lisa Owens, Justin Provost, and Debbie Saliling

1. Roll Call and Determination of a Quorum

Mr. O'Mara called the meeting to order at 3:00 p.m. 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. Sloan seconded the motion to adopt the agenda. There was no discussion and the motion to adopt the agenda carried unanimously.

3. President's Opening Remarks

Mr. O'Mara opened by stating the successes of the Nations Cup Jumping Team & Dressage competitors in Wellington as well as noting the upcoming Nations Cup Dressage and CPEDI events. He reported that the Virginia Tech Helmet Lab research project is underway. Virginia Tech is targeting a November 2022 launch of its website featuring the Equestrian STAR helmet standards and ratings.

4. Conflict of Interest Declaration

Ms. Keating requested that Directors declare conflicts with any item on the agenda. Mr. O'Mara noted a conflict with agenda item 16.3 in Executive session.

5. Approval of Board Meeting Minutes – January 17, 2021

5.1 First Board Meeting – January 17, 2021

Ms. Gorretta moved and Ms. Goth seconded the motion to approve the minutes from the first Board Meeting on January 17, 2021. Following discussion, the motion passed with Mr. Kreitz abstaining as he was not a Board member at the first meeting.

5.2 Second Board Meeting – January 17, 2021

Ms. Pitts moved and Ms. Sloan seconded the motion to approve the minutes from the second Board Meeting on January 17, 2021. Ms. Pitts requested that she be listed as abstaining from vote for agenda item 7.2. 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.

6.1 Ratify modifications granted by USEF CEO due to the COVID-19 pandemic

Ms. Pitts moved and Ms. Goth seconded the motion to ratify all CEO rule modifications related to the COVID-19 pandemic as outlined in Board-approved Resolution 2020-07. Following discussion, the motion passed unanimously.

7. **Treasurer Report**

Ms. Sloan reported that 2021 has shown a strong start given the ongoing pandemic. We are operating at 79% of competitions with 76% of horses compared to last year.

Ms. Sloan stated that the first quarter financials will be reviewed at an upcoming Special meeting of the Board later this month.

7.1 Approval of the 2022 Budget Timeline

Ms. Madden moved and Mr. Spooner seconded approval of the budget timeline for 2022. Following discussion, the motion passed unanimously.

8. **Consideration of Rule Change Proposals**

Ms. Goth moved and Ms. Sloan seconded the motion to put all five extraordinary rule changes on the floor for discussion. The motion passed unanimously.

8.1 Extraordinary Rule Changes

Tracking ID# 102-20

Following thorough discussion and vote the extraordinary rule change to GR315 outlining the mileage exemption process passed, with Ms. Gorretta against and Ms. Harvey abstaining. Ms. Keating and Mr. Moroney provided some background and detail on this process, noting the Board participated in an informational session to review and ask questions on this proposal. Ms. Pitts requested that the staff keep the Board informed as to mileage exemption decision disputes.

Tracking ID# 103-20

After discussion and vote the extraordinary rule change to GR821 referencing Opportunity classes passed unanimously.

Tracking ID# 119-20

Following discussion and a vote the extraordinary rule change to AR113 in reference to Order of Go passed unanimously.

Tracking ID# 109-20

After discussion and vote the extraordinary rule change to EV113 in reference to accidents involving competitors passed unanimously.

Tracking ID# 127-20

After discussion and vote the extraordinary rule change to EV140 referencing frangible fences passed unanimously. This also implements FEI requirements.

8.2 FEI Rule Changes

Tracking ID# 101-20

Following discussion and vote the FEI rule change to EV App. 3 outlining minimum eligibility requirements passed unanimously.

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

Mr. Richter moved and Mr. Arnold 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. Werner, Ms. Gorretta, Ms. Kanavy, Ms. Fu Wylie, Ms. Goth and Mr. Spooner abstaining as they participated on these Ad Hoc FEI Calendar Group meetings.

10. International Disciplines Council Report

Mr. Mattingley was unavailable for a verbal report. Mr. Connell updated the Board on the Olympic Games in Tokyo noting the challenges surrounding COVID-19 procedures and horse transport.

Mr. Connell stated that many new opportunities have been created for the Driving and Endurance disciplines by their respective sport committees.

11. National Breeds & Non FEI-Disciplines Council Report

Ms. Knowlton had nothing additional to add to the written report provided. There were no questions or comments from the Board.

12. Member Services Council Report

Ms. Campf was not available for a verbal report. There were no questions or comments to the written report.

12.1 Approval of amendment to Licensed Officials Policies & Procedures to require DEI training

Ms. Sloan moved and Ms. Kozlowski seconded approval of the added requirement for Licensed Officials and Applicant DEI training into the Policies and Procedures. The memo outlines the implementation and strategy for the DEI training through webinar or in the learning management system prior to renewal of licensure or prior to initial application submission beginning with the 2023 competition year. After discussion, the motion passed unanimously.

13. CEO Report

Mr. Moroney submitted a written report to the Board and asked Dr. Schumacher to update the Board on the EHV-1 situation in Florida. Dr. Schumacher stated that he is in regular contact with the FEI and the State Veterinarian. USEF hosted a webinar for competition management and veterinarians last week. A second webinar for members is scheduled for 5:00 p.m. today.

14. Old Business

There was no old business.

15. New Business

There was no new business.

16. Executive Session

At 4:19 p.m. Mr. O'Mara requested that Council Chairs and staff, other than Mr. Moroney, Ms. Keating, and Ms. Lowell, leave the meeting at this time for an executive session of the Board.

The Board covered the following Agenda items:

16.1 Board Assessment and Foundations of Governance Training

16.2 General Counsel Report

16.3 Related Party Transaction & Delegation to Audit Committee to approve certain transactions

17. Adjourn

At the conclusion of the Executive Session the meeting adjourned at 4:50 p.m. EST.

Signed and submitted:



Karen Adams
Recording Secretary



**UNITED STATES EQUESTRIAN FEDERATION, INC.
SPECIAL BOARD OF DIRECTORS MEETING
MARCH 29, 2021
3:00 P.M. EDT**

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, Valerie Kanavy, Carol Kozlowski, Jon Kreitz, Beezie Madden, Joe Mattingley, Diane Pitts, Philip Richter, Richard Spooner, and Judy Werner

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

USEF Senior Team Present: Bill Moroney, Kelly Bolton, Will Connell, 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. Mangan noted that a quorum was present.

2. Adoption of the Agenda

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

3. President's Opening Remarks

Mr. O'Mara thanked the Board for joining this special call to review the financials. It was noted that a Special Board meeting will be noticed for April 19th to review Eventing calendaring items.

4. Conflict of Interest Declaration

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

5. Review of Q1 Financials

Ms. Sloan reported on the statement of activities and statement of financial position ending February 28, 2021. She thanked Ms. Mott and her team for their hard work in preparing these statements and to Bill and the senior team for managing their department budgets so well.

Ms. Sloan noted that we have a strong investment account with present value of \$11.5MM, even after taking out \$1MM in 2020 to put toward the building note. Ms. Sloan highlighted Q1 actual revenues and expenses against the budget noting areas against year-end projection based on the COVID environment and with an increase in competition. At the end of Q1, we have a surplus of actuals against budget totaling approximately \$343K after backing out revenue collected in Q1 that will not be expensed against until later in the year. Based

on receipt of these front-loaded payments (mostly attributable to for services such as membership and horse registrations), it is feasible that if operations are maintained at or above their current levels, this surplus amount could be replicated each quarter..

Mr. O'Mara stated that as business is picking up, we are in a position to consider an increase in staffing commensurate with business demand to ensure member service is maintained..

USEF traditionally has a larger cash balance in the first quarter, but the higher than usual cash on hand in Q1 2021 is primarily due to Olympic pre-pays which carried forward, and the receipt of membership and registration fees collected up-front, but booked as revenue throughout the year.

Ms. Sloan reported that the phasing of the budget throughout the course of the year is a focus this year. Modeling or graphing can be created as needed.

We still await forgiveness of the 2020 PPP loan for which our bankers advise the full amount should be forgiven. It was noted that a second round of PPP loans is available and there was discussion about the need to continue to forecast financials for the year to determine any additional funding needs.

6. COVID Action Plan Status

Mr. Moroney reported that the Federation continues to work with Dr. Mark Hart in monitoring the status of the pandemic across all states. Despite the slight surges occurring in a few of the states and based on the increasing percentages of vaccinations administered, USEF is cautiously optimistic that a restricted capacity of spectators can be allowed at outdoor competitions by mid-May. All participants and spectators will still be required to adhere to the COVID Action Plan including its mainstays of mask wearing, social distancing and frequent hand sanitization.

7. Adjourn

There being no further business, the meeting adjourned at 3:47 p.m. EDT.

Signed and submitted:



Karen Adams
Recording Secretary



**UNITED STATES EQUESTRIAN FEDERATION, INC.
SPECIAL BOARD OF DIRECTORS MEETING
APRIL 19, 2021
3:00 P.M. EDT**

MINUTES

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

Board Members Absent: Tom Brennan and Richard Spooner

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

USEF Senior Team Present: Bill Moroney, Kelly Bolton, Will Connell, 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 3:01 p.m. EDT. Following a call of the roll, Ms. Adams noted that a quorum was present.

2. Adoption of the Agenda

Mr. Mattingley moved and Mr. Kreitz seconded the motion to adopt the agenda. There was no discussion and the motion to adopt the agenda carried unanimously.

3. Conflict of Interest Declaration

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

4. Approval of Eventing Calendar Process and Proposed Rule Changes

Ms. Pitts moved and Ms. Goth seconded the motion to put all three agenda items (4.1, 4.2 and 4.3) on the floor for discussion and approval. Ms. Autry outlined the longtime need to review the Eventing calendar for the overall health of the sport in an effort to better manage and balance the calendar by distributing the best opportunities in each geographic region at the best time of the year. She noted that agenda items 4.1 and 4.2 are amendments to the policies and procedures and 4.3 is an extraordinary rule change to Chapter 3 enacting those policy and procedure amendments upon approval. Following discussion and vote, the motion to approve all three agenda items numbered 4.1, 4.2 and 4.3 passed unanimously.

- 4.1 Eventing Calendar Policies and Procedures for CCI3*-S, CCI2*-L, CCI2*-S, and CCI* levels
- 4.2 Eventing Calendar Policies and Procedures for CCI4*-L, CCI4*-S, CCI3*-L, and Advanced levels
- 4.3 GR3 Extraordinary Rule Change Proposal needed to facilitate the Eventing Calendar Process

5. Approval of Resolution regarding Hunter and Jumper Mileage Exemptions for the 1st Trimester of the 2022 Competition Year in Florida

Ms. Gorretta moved and Ms. Sloan seconded the motion to approve Board Resolution 2021-03 that empowers the USEF CEO 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 and approve certain requirements outlined in GR315.3b, GR315.3c, GR315.3, and GR315.8 as outlined in the certified Resolution attached to these minutes. Following discussion and a vote the motion passed unanimously.

6. Adjourn

There being no further business, the meeting adjourned at 3:18 p.m. EDT.

Signed and submitted:



Karen Adams
Recording Secretary

Attachment: Certified Resolution 2021-03

**RESOLUTION OF THE BOARD
TO AMEND GR315 FOR PURPOSES OF
REVIEWING FIRST TRIMESTER 2022 COMPETITIONS IN FLORIDA
(2021-03)**

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 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 approve certain required portions of General Rule 315.

WHEREAS, due to the concentration of horses in Florida during the first several months 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, 2021 through March 31, 2022, 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, 2021 through March 31, 2022, certain portions of GR315 must be amended, 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, 2021** ~~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, 2021, 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, 2021**, 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, 2021** ~~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, 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 2022 competition year and approves the following amendments 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 June 1, 2021. 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, 2021, after receipt of a completed Mileage Exemption Response Form and the terms and conditions of an agreement by no later than June 1, 2021, 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, 2021.

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 Special Meeting duly called and held via videoconference on the 19th day of April, 2021, at which a quorum was present and voted, and that such resolution is duly recorded in the minutes.

Recording Secretary:

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

Karen Adams



**UNITED STATES EQUESTRIAN FEDERATION, INC.
BOARD OF DIRECTORS MEETING
MAY 10, 2021
3:00 P.M. EDT**

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, Jon Kreitz, Carol Kozlowski, Beezie Madden, Joe Mattingley, Diane Pitts, Richard Spooner, and Judy Werner

Board Members Absent: Valerie Kanavy, and Philip Richter

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

USEF Senior Team Present: Bill Moroney, Kelly Bolton, Will Connell, Terri Dolan, 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. EST. 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 the motion to adopt the amended agenda as circulated. There was no discussion and the motion to adopt the amended agenda carried unanimously.

3. President's Opening Remarks

Mr. O'Mara opened by thanking the Board members for their participation on all these Board meetings. All have seen that the Action Plan has been updated to reflect face coverings. Task Force work continues with both the Amateur and Competition Task Forces. Mr. O'Mara stated that he was at the IEA, Arabian Regional Championship and has heard many comments and suggestions. We received a thank you from the President of Virginia Tech on the donation for their research study. Many team selections going on at this time.

4. Conflict of Interest Declaration

Ms. Keating requested that Directors declare conflicts with any item on the agenda. No declarations were made by any Director.

5. Approval of Board Meeting Minutes – March 8, 2021; March 29, 2021; and April 19, 2021

Ms. Fu Wylie moved and Ms. Spooner seconded the motion to approve the minutes from the regular Board meeting on March 8, 2021, and the special board meetings on March 29, 2021 and April 19, 2021. Following

discussion and a vote the minutes were approved with Tom Brennan, Richard Spooner and Joe Mattingley abstaining.

6. Presidential Modification Report

A summary of Presidential Modifications granted since the March Board Meeting was presented to Directors for informational purposes. There are more modifications than usual due to changes in the competition environment, but all were granted to support and strengthen our sport in various disciplines and regions.

7. Treasurer Report

Ms. Sloan reported that since she reported in February the financials continue to be strong. We have decided not to apply for the second PPP loan, but we will continue to review future opportunities. Further, we continue to wait on forgiveness of the first PPP loan from the SBA which remains on our balance sheet.

7.1 Approval of Investment Policy Task Force Recommendation on Account Management

Mr. Gorretta moved and Ms. Goth seconded the motion to approve the Investment Policy Task Force recommendation on Account Management to select Clear Harbor Asset Management. During the transition period of the Treasurer position both agreed to look at other financial management firms due to the recent challenging environment. Following discussion of the Investment Policy Task Force an RFP was issued to five management companies and following proposals received reviewed and recommended Clear Harbor as a better fit for our organization based on assessment of attributes. Following discussion and a vote the motion passed unanimously.

8. Consideration of Rule Change Proposals

8.1 Extraordinary Rule Changes

Ms. Pitts moved and Ms. Goth seconded the motion to put both extraordinary rule changes on the floor for discussion. The motion passed unanimously.

Tracking ID# 108-20 and 110-20

After discussion and vote the extraordinary rule change to EV150 and EV153 referencing Compulsory retirement passed unanimously.

8.2 FEI Rule Change

Tracking ID# 107-20

Ms. Sloan moved and Ms. Pitts seconded the motion to approve the FEI rule change to EV112 referencing Course Designer action for Dangerous Riding passed unanimously.

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

Mr. Mattingley moved and Ms. Goth seconded the motion to ratify the actions of the Ad Hoc FEI Calendar Groups as presented and required under Board approved Resolution 2020-08. After discussion and vote the motion passed with Ms. Pitts, Ms. Harvey, Mr. Spooner, Ms. Madden, Mr. Kreitz, Ms. Gorretta, Mr. Richter, Mr. Arnold, Ms. Goth, Ms. Sloan, Ms. Kanavy, Ms. Werner, and Ms. Kozlowski abstaining as they participated on these Ad Hoc FEI Calendar Group meetings.

10. International Disciplines Council Report

Mr. Mattingley reported that we are working towards the Olympic Games, FEI Championships for Driving, Endurance, and Vaulting. Mr. Connell provided a report on the current competition environment in Europe and planning for the Tokyo Olympic Games. Mr. Mattingley noted that several detailed Endurance proposals will be

presented at the Mid-year Board meeting on how to move the sport forward which can be used for other sports in the future.

10.1 Approval for the USEF President to appoint an Ad Hoc of the Board to approve the replacement World Cup Qualifier and Special Competition status

Mr. Mattingley moved and Mr. Arnold seconded approval of the appointment of an Ad Hoc of the Board to approve the replacement World Cup Qualifier and Special Competition status. After discussion and vote the motion passed unanimously.

10.2 Approval of U.S. Dressage Olympic Games Observation Event as a Special Competition

Mr. Mattingley moved and Ms. Pitts seconded approval of the U.S. Dressage Olympic Games Observation Event as a Special Competition. Mr. Connell noted that due to the cancellation of several European competition opportunities we felt it would be safer to prepare in the U.S. The Short List will be invited to participate at this event at Palm Beach International Equestrian Center in Wellington. After discussion and vote the motion passed unanimously.

11. National Breeds & Non FEI-Disciplines Council Report

Ms. Knowlton was not available for a verbal report to the Board. There were no questions or comments on the written report provided.

12. Member Services Council Report

Ms. Campf stated that she had nothing additional to add to the written report provided. There were no questions or comments on this report.

13. CEO Report

Mr. Moroney reported that the Competition Task Force has been meeting regularly and submitted some rule changes which the Officers certified as extraordinary. Mr. Moroney stated that two new individuals have been hired in our Finance department: Mike Delahanty as CFO, and Todd McCoy as Controller. An information session will be scheduled for the Board with the new CFO.

14. Ratify Licensed Officials Committee Appointments

Mr. Pitts moved and Ms. Goth seconded the motion to ratify the appointment of Clay Green, Michelle Henry, Mary Choate and Holly Orlando to the Licensed Officials Committee. After discussion and a vote the motion passed unanimously.

15. Old Business

There was no new business.

16. New Business

Mr. Mattingley requested that an in-person Board meeting be scheduled later this year for strategic planning purposes, and discussion of programs and processes.

17. Executive Session

At 4:09 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:

17.1 General Counsel Report

17.2 Competition Environment Update

18. Adjourn

At the conclusion of the Executive Session the meeting adjourned at 4:30 p.m. EDT.

Signed and submitted:

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

Karen Adams
Recording Secretary



**UNITED STATES EQUESTRIAN FEDERATION, INC.
MID-YEAR BOARD OF DIRECTORS MEETING
JUNE 28-29, 2021**

MINUTES

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

Board Members Absent: Jane Clark and Richard Spooner

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

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

Others Present: Dr. Scott Stanley and Alina Brazzil

1. Roll Call and Determination of a Quorum

Mr. O'Mara called the Mid-Year meeting to order at 11:00 a.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 requested that the Board be flexible in shifting some of the items from Day 2 in the event there is additional time today. Mr. Brennan 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 reported he was pleased with the great work by staff, volunteers, and Board members in managing the complexities of the pandemic over the past year. Further, he noted that the competition environment is looking up with increasing entries and a growing number of competitions. Last, we look forward to the Tokyo Olympic Games competitions which are just 25 days away.

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 – May 10, 2021

Ms. Goth moved, and Ms. Fu Wylie seconded the motion to approve the minutes from the May 10, 2021, Board meeting. Ms. Kozlowski noted that she was late joining but was in attendance. There were no further corrections and the motion passed with the amended attendance record, and with Ms. Kanavy and Mr. Richter 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.

6.1 Ratify CEO modification related to COVID-19 (Resolution 2020-07)

Ms. Goth moved, and Ms. Gorretta seconded the motion to ratify all CEO rule modifications related to COVID-19 as outlined in the Board approved Resolution 2020-07. Following discussion and a vote, the motion passed unanimously.

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

Ms. Pitts moved, and Ms. Sloan seconded the motion to ratify the actions of the Ad Hoc FEI Calendar Groups as presented and required under Board approved Resolution 2020-08. After discussion and vote the motion passed with Ms. Goth, Ms. Harvey, Mr. Arnold, Mr. Richter, Ms. Sloan, and Mr. Spooner abstaining as they participated on these Ad Hoc meetings to approve FEI Calendars and amendments.

8. Treasurer Report

Ms. Sloan presented the board with the Statement of Financial position ending May 31, 2021, and noted that the financials ending April 30, 2021, were also posted for Board reference. She highlighted current assets, current liabilities, and net assets noting that we continue to trend positively year to date. Last, Ms. Sloan reported that the PPP loan has been forgiven.

8.1 Approval of Amended Investment Policy Statement

Ms. Pitts moved, and Ms. Goth seconded the motion to approve the USEF Investment Policy as amended. Following discussion and a vote the motion passed, with Ms. Sloan, Mr. Richter and Mr. Kreitz abstaining as they serve on the Investment Policy Task Force. It was noted that with the ongoing work of this group, a Resolution will be brought forward to the next meeting to approve the creation of an Investment Policy Committee and Charter.

8.2 Approval of Amended Resolution to Authorize and Execute Actions Related to Investment Portfolio and Bank Accounts

Ms. Pitts moved, and Ms. Gorretta seconded the motion to approve Resolution 2021-04 which authorizes the USEF CEO and Treasurer to execute actions related to the Investment Portfolio and Bank accounts. Ms. Keating stated this is an update based on the Board-approved change in investment asset management from Fifth Third to Clear Harbor. Following discussion and a vote the motion passed, with Ms. Sloan abstained.

9. CEO Report

Mr. Moroney reported that he is very encouraged by the financials to date. Based on these numbers we may be able to look at adding back in programs and events and will increase staffing as needed to support these new activities. Calendar management continues to be a big focus including weekly meetings of the Competition Task Force which he will report on next. Last, he noted that staff have

returned to the office two days a week to provide a smooth re-entry after working remotely for over a year.

9.1 Competition Task Force Report

Mr. Moroney reported on the work of the Competition Task Force noting that eight rule changes were proposed by this group based on discussions to date. Next steps include a concentration on ensuring we provide accessibility and on the value propositions we provide as well as continuing to monitor the calendar process.

9.2 Approval to Create a Coach Development Program

Ms. Gorretta moved, and Ms. Brock seconded the motion to approve the creation of a Coach Development Program for presentation once developed. Mr. Moroney proposed that a program be developed to provide our Coaches with the areas of education needed to succeed in our environment. USEF staff will work with our Affiliates to complement any programs already in place. Following discussion and vote the motion passed unanimously.

9.3 Amateur Task Force Report

Mr. Moroney reported on the work of the Amateur Task Force in reviewing the Amateur rule in our current environment. The diversely appointed Task Force began work in March following up on the work started by the Ad Hoc of the National Breeds & Disciplines Council. Ideas generated by this group will be socialized to outside groups for comment. Ms. Werner, Chair of this Task Force, stated that the best information came from the four focus groups held for Amateurs and Professionals. Once refined, the Task Force will submit a rule change proposal.

10. UK Lab Report

Dr. Stanley reported that the Lab computer system has been enhanced working towards an on-site testing app for better communication and sample tracking from showgrounds to the Lab. Further, he noted that hair testing will be offered soon. The Racing Education Testing Consortium certified the Lab last year allowing Racing horse testing to begin with the Kentucky Thoroughbred Racing Association. Additionally, the Jockey Club approached the Lab on pre-sales testing which may involve some of our testing vets around the country. Pre-purchase testing, B sample testing, and pharmaceutical testing options are available for clients currently. We await a response regarding the credentialing renewal as an FEI Lab. Last, the UK Lab is moving to a new facility in February 2022 to allow expansion as well as new research capabilities.

11. National Breeds & Disciplines Council Report

Ms. Knowlton reported that the National Breeds and Disciplines enter their busiest time of the year with several Championships taking place.

12. International Disciplines Council Report

Mr. Mattingley thanked staff for being proactive related to all the challenges surrounding Tokyo. Further, the Reining discipline is working through their status with the FEI through NRHA to be reported once finalized through a two-year transition. Last, the pending EHV-1 outbreak will be monitored and acted upon as needed.

12.1 Approval of the Eventing Mandatory Outing at Great Meadow as a Special Competition

Ms. Pitts moved, and Mr. Kreitz seconded the motion to approve Special Competition status for the Eventing Mandatory Outing at Great Meadow. Ms. Keating stated that the entries are limited to the U.S. short list and a couple Canadian riders. USEF will manage the mandatory

event in conjunction with the LLC listed on the application. Following discussion and a vote the motion passed unanimously.

13. Member Services Council Report

Ms. Campf thanked the Council members for their diversity and productive conversation.

14. Approval of Endurance Proposal

Mr. Moroney introduced Ms. Kanavy to report on a proposal for the Endurance discipline. Ms. Kanavy reported on the program goals for development, promotion and facilitation and highlighted this five-part plan. Further, it will create opportunities for all from grassroots to elite riders in eight national zones in the Senior and Young Rider divisions. The pathway plan includes a Zone Qualification Championship, a Biennial Zone Team Challenge, leading up to a USEF National Endurance Championship. The goal is to move forward with this planning and keep the discussion about building an Affiliate going pending the successful launch of the program. Following discussion and a vote, the motion passed unanimously.

Ms. Goth moved, and Ms. Harvey seconded the motion to approve the Endurance proposal. Following presentation and discussion the motion passed unanimously.

The recently produced "I Am Equestrian" diversity, equity and inclusion video was played for the Board.

The Board recessed for lunch at 1:25 p.m. and reconvened at 1:55 p.m. continuing the agenda.

15. Consideration of Bylaw Amendments

Ms. Sloan moved, and Ms. Goth seconded the motion to approve the Amended and Restated Bylaws. Ms. Keating outlined the purpose of each amendment listed below. She noted that all members were notified of these changes and allowed the opportunity to respond. The governance structure of both the USOPC and NGBs were approved last fall and all NGBS must be certified every four years via an audit. Our audit has begun. To comply with the new best practices and to streamline the audit process, several bylaw amendments are being put forward. The main changes include athlete representation, mileage exemption process change requirements, attendance requirements and removal, and the definition of an Independent Director. Following thorough discussion and a vote the motion to approve the Amended and Restated Bylaws passed unanimously.

16. Approval of the 2021 Athlete Election Timeline

Ms. Gorretta moved, and Ms. Pitts seconded approval of the 2021 timeline for athlete elections. Ms. Keating noted that elections for the AAC and the Board will take place this fall for seating in January. After discussion and vote the motion passed unanimously.

17. Consideration of Policy Revisions

Mr. Mattingley moved, and Ms. Goth seconded the motion to approve agenda items 17.1, 17.2, 17.3 and 17.4.

17.1 Conflict of Interest Policy

Ms. Keating reported on the amendments to this policy noting changes to the scope of who must comply, now adding in individuals who provide a substantial service to USEF, and receipt of a gift. After discussion and vote the motion to approve the revised Conflict of Interest Policy passed unanimously.

17.2 Whistleblower Policy

Ms. Keating outlined the changes to the Whistleblower policy noting broader language to cover other individuals who may report violations and ensures their protection upon doing so. Following discussion and a vote the motion to approve the revised Whistleblower Policy passed unanimously.

17.3 Code of Conduct

Ms. Keating outlined the changes to the Whistleblower policy stating inclusion of increased individuals: those providing a substantial service to USEF; support personnel; members; Board; and staff. Following discussion and a vote the motion to approve the Code of Conduct revisions passed unanimously.

17.4 Minor Athlete Abuse Prevention Policies (MAAP)

Ms. Keating outlined the changes to the MAAP policies noting changes two years out from initial publication by the U.S. Center for Safe Sport and will be consistent among all NGBs. Following discussion and a vote the motion to approve the revisions to the MAAP policies passed unanimously.

18. Consideration of Rule Change Proposals

18.1 Extraordinary Rule Changes

Mr. Richter moved, and Ms. Sloan seconded the motion to put all eight of the extraordinary rule changes on the floor for discussion. There was no comment and the motion passed unanimously.

Tracking ID# 196-20

After discussion, including review of the errata sheet, the motion to approve the extraordinary rule change to GR302.6 regarding assignment or lease of an organizer's licensed dates passed unanimously.

Tracking ID# 197-20

After discussion, the motion to approve the extraordinary rule change to GR834.2 regarding baseline minimum standard requirements for lighting and footing passed, with Ms. Harvey abstaining.

Tracking ID# 198-20

Mr. Mattingley moved, and Ms. Goth seconded the motion to amend the rule to have these facilities available one hour before and one hour after sunrise/sunset through the competition. After discussion, the motion to approve the extraordinary rule change to GR1216.4 regarding baseline minimum standard requirements for food and potable water passed unanimously.

Tracking ID# 199-20

After discussion, the motion to approve the extraordinary rule change to GR1202.1 ensuring a qualified competition manager or qualified assistant manager is present whenever classes are underway passed, with Ms. Harvey against, and Mr. Brennan abstaining.

Tracking ID# 200-20

After discussion, the motion to approve the extraordinary rule change to GR1210.12 restricting the collection of mandatory participation fees except for USEF, and its Recognized Affiliates passed unanimously.

Tracking ID# 201-20

After discussion, the motion to approve the extraordinary rule change to GR1217.3 to reflect the current version of the Horse Protection Act and removing the reference to poling passed unanimously.

Tracking ID# 203-20

After discussion, the motion to approve the extraordinary rule change to GR1210.12 which removes the prize list corrections review requirement passed unanimously.

Tracking ID# 204-20

After discussion, the motion to approve the extraordinary rule change to GR829.1 allowing USEF the discretion to impose or adjust fines for exceeding the number of hours a competition may operate each day passed unanimously.

18.2 Standard Rule Changes

Mr. Brennan requested that Tracking 096-20 be pulled from the Consent Disapprove Calendar to the Voting Calendar.

18.2a Consent Approve Calendar

Ms. Pitts moved, and Ms. Goth seconded the motion to approve the Consent to Approve Calendar. There was no comment and the motion passed unanimously.

18.2b Consent Disapprove Calendar

Ms. Goth moved, and Ms. Sloan seconded the motion to approve the Consent to Disapprove Calendar, absent Tracking 096-20. There was no comment and the motion passed unanimously.

18.2c Voting Calendar

Ms. Gorretta moved, and Ms. Goth seconded the motion put all rules on the Voting calendar on the floor for discussion and approval with the addition of 096-20. There was no comment and the motion passed unanimously.

Tracking ID# 023-20

Following discussion regarding the Council comments and a vote the motion to approve the rule change to GR1 replacing the specific name of Recognized Affiliates with the generic term, i.e., Recognized Affiliate for Dressage, failed unanimously. It was noted that should an Affiliate name change, it could be done through a rule clarification.

Tracking ID# 009-20

Mr. Mattingley moved, and Ms. Sloan seconded the motion to refer this rule change to the August Board meeting with a final version being agreed upon by the Licensed Officials and Jumping Sport Committees and to include Council comments. Following discussion and a vote the motion to refer the rule change to GR1005.10 regarding Certified Schooling Supervisors passed unanimously.

Tracking ID# 165-20

The rule now outlines instances where a Certified Schooling Supervisor (CSS) is required to officiate, define the duties of the CSS in the Hunter schooling area, adds requirements for a featured class, and adds a breed amendment as requested by the National Council. Following discussion and a vote the motion to approve the rule change to HU Appendix A passed unanimously.

Tracking ID# 163-20 and 148-20

It was noted that not all horses are registered with a breed or sport registry and this rule provides a way for owners to register their horses by recording them with USEF. Following discussion and a vote the motion to approve the rule change to HU133 and JP116 regarding age verification for horses in sections that restrict classes by age failed unanimously.

Tracking 096-20

Mr. Brennan noted that the National Council recommended the following change to the first sentence in point a in which they would approve this rule change: "To be eligible to participate **and/or compete** as an ~~rider~~ **exhibitor**, owner, lessee, agent, coach, or trainer . . ." Following discussion and a vote the motion to approve the rule change to WD102.8 with the National Council amendment passed unanimously.

19. Old Business

There was no old business.

20. New Business

There was no new business.

The Board moved into an Executive Session of the Board at 3:50 p.m. on July 28, 2021, with Mr. Moroney, Ms. Keating, and Mr. Provost remaining on the call.

22. Legal and Litigation Update

Ms. Keating updated the Board on the status of the Legal department as well as current and threatened litigation.

The Board concluded discussion and recessed at 4:21 p.m.

The Board reconvened in closed session at 11:01 a.m. on July 29, 2021 with all Board members present. During Executive Session, the Board discussed the following topics.

21. Approval of Recommendation to draft an Unsanctioned Events Rule

Following three hours of discussion, Ms. Gorretta moved and Mr. Kreitz seconded the motion to direct staff to review the points raised during Executive Session discussion regarding an unsanctioned event rule and come back with a proposed plan in September. The motion passed unanimously.

23. Strategic Plan Review and Approval.

Mr. Richter moved, and Ms. Goth seconded the motion to adopt the 2021-2025 Strategic Plan as presented. The motion passed unanimously.

24. Strategic Plan Initiatives Presentations

24.1 Information Technology Presentation

24.2 Future of Membership Strategy and Plan

24.3 USEF Network: Strategic Evolution

24.4 Marketing the USEF Campaign

25. Board Assessment Review

26. Adjourn

At the conclusion of the Executive Session on June 29, 2021, the meeting adjourned at 4:13 p.m.

Signed and submitted:

A handwritten signature in black ink that reads "Karen Adams". The signature is written in a cursive, flowing style.

Karen Adams
Recording Secretary

**AMENDED RESOLUTION OF THE BOARD
FOR AUTHORIZATION TO EXECUTE ACTIONS RELATED TO INVESTMENT PORTFOLIO
AND BANKING ACCOUNTS
(2021-04)**

WHEREAS, on January 10, 2016, the United States Equestrian Federation (the "Federation") Board of Directors ("Board") approved a Resolution for Authorization to Execute Actions related to USEF Investment Portfolio and Banking Accounts (the "Resolution");

WHEREAS, the Board empowered the Federation Treasurer and Federation Chief Executive Officer, William J. Moroney, to execute the investment wishes of the Federation and all banking relationships;

WHEREAS, the Resolution is specific as to the investment portfolio with Fifth Third Bank;

WHEREAS, on May 10, 2021 the Board approved the recommendation of the Investment Policy Task Force to change the management of the current account from Fifth Third to Clear Harbor Asset Management; and

WHEREAS, the Board wishes to empower the Federation Treasurer and Federation Chief Executive Officer, William J. Moroney, to execute the investment wishes of the Federation with Clear Harbor Asset Management.

NOW THEREFORE, it is

RESOLVED, that the Board authorizes the Federation Treasurer and Federation Chief Executive Officer, William J. Moroney, to take all actions necessary to carrying out the provisions of the agreement with Clear Harbor Asset Management for trust, agency, or custodial services including, but not limited to, transferring, selling, and assigning stock and transmitting instructions to Clear Harbor Asset Management regarding the investment and/or distribution of funds, and

RESOLVED, that the Federation Chief Executive Officer, William J. Moroney, is authorized to take all actions necessary to carry out the provisions of the master agreement with PNC Bank NA, and Chase Bank for all banking relationships including, but not limited to, signatory authority on all banking accounts, credit card accounts, and short-term investment accounts.

CERTIFICATION

I HEREBY CERTIFY that the foregoing is a true and correct copy of an amended resolution presented to and adopted by the Federation's Board of Directors at the Mid-Year Meeting of the Board duly called and held via videoconference on the 28th day of June 2021 at which a quorum was present and voted, and that such resolution is duly recorded in the minutes.

Recording Secretary:



Karen C. Adams

2021-04



**UNITED STATES EQUESTRIAN FEDERATION, INC.
BOARD OF DIRECTORS MEETING
AUGUST 30, 2021
3:00 P.M. EDT**

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, and Judy Werner

Board Members Absent: Valerie Kanavy and Richard Spooner

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

USEF Senior Team Present: Bill Moroney, Kelly Bolton, Mike Delahanty, Terri Dolan, 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. Adams noted that a quorum was present.

2. Adoption of the Agenda

Ms. Goth moved, and Mr. Richter seconded the motion to adopt the amended agenda as circulated. There was no discussion and the motion to adopt the amended agenda carried unanimously.

3. President’s Opening Remarks

Mr. O’Mara opened by stating that a Sport report was provided by Mr. Connell from Tokyo. July and August have been busy for all our sports and numbers are trending strongly despite the Delta variant. The Vaulting junior and senior teams earned medals in Europe and we had a gold medal in the Para Driving Championships. NAYC and Pony Finals overlapped and were well attended events. The Dressage Festival of Champions took place last week with a special visit from our Silver medal winning Dressage team. The Saddlebred World Show took place last week in Louisville; CHIO Aachen later this month, and a new Eventing CCI5* will take place in October. The Youth Nations Cup Jumping will be sending both a Junior and Young Rider team. Finally, Roxanne Trunnell earned a gold medal in the Para Dressage Freestyle after earning a team bronze with her team members in Tokyo over the weekend.

The Community Outreach Program, which is part of the DEI initiative, has launched and many community outreach organizations are applying for this designation to receive support and benefits offered by USEF.

The two new 2021 Task Forces continue their work. The Competition Task Force has been meeting weekly and has done a tremendous amount of work; Phase II of the rules will be presented to the Board for their consideration later on the agenda. The Amateur Task Force work is ongoing and this group will present some initiatives at the Annual Meeting.

4. Conflict of Interest Declaration

Ms. Keating requested that Directors declare conflicts with any item on the agenda. No declarations were made by any Director.

5. Approval of Mid-Year Board Meeting Minutes – June 28-29, 2021

Ms. Pitts requested that the action for rule change 198-20 be added. Ms. Sloan moved, and Ms. Harvey seconded the motion to approve the minutes from the Mid-Year Board meeting held June 28-29, 2021 with the amended approval action as requested. Following discussion and a vote the minutes, as amended, were approved unanimously.

6. Presidential Modification Report

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

7. Treasurer Report

7.1 Review of June Financials

Ms. Sloan reported on the strong performance to date as we are exceeding the budget in many areas. She noted that the PPP loan has been fully forgiven and now is reflected in the financials as other income of \$1.9MM. We continue to perform well in our revenues with our budgeting at 85% of pre-COVID numbers including member dues and fees, horse registrations, and competition dues and fees. On the expense side Marketing is under budget, and the Olympic Games expenses are now landing in the IDC budget. Last, Ms. Sloan thanked the USET Foundation for their sixth grant payment of \$1MM received today.

8. Consideration of Extraordinary Rule Change Proposals

Mr. Mattingley moved, and Ms. Kozlowski seconded the motion to put all the extraordinary rule change proposals on the floor for discussion. The motion passed unanimously.

Tracking IDs #209-21, 001-21, 002-21, 003-21, and 004-21

Mr. Moroney noted that both an informational session was held Friday and a PowerPoint presentation was circulated regarding these changes. These rules are part of Phase II of the Competition Task Force’s work. All of these rule changes will go into effect for the 2023 competition year in order to properly license competitions for the calendar year. The goal is to simplify the sport for both exhibitors and organizers. Phase III rule changes will serve the diversity of need across the country and further review of prize money will continue.

After discussion and vote the extraordinary rule changes proposed by the Competition Task Force listed below passed unanimously.

209-20	GR311.2, GR312.6
004-21	GR1131.5b, HJ109, HJ110, HJ111, HJ116
003-21	GR1131.5, GR1131.10, GR1131.11
002-21	HJ, TOC/Index, HJ104.4, HJ109, HJ110, HJ111, HJ112.2, HJ113.2, HJ114, HJ116, HJ123.5b
001-21	HU118.3, HU127.3

9. Ratify Ad Hoc Group actions related to 2021 FEI calendar changes (Resolution 2020-08)

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

10. International Disciplines Council Report

Mr. Mattingley reported that the IDC will continue to review various programs to ensure quality on the competition field. Many events and Championships are coming up and teams have been selected. USOPC relationship building will be a focus post-Tokyo. He thanked the contributions from the USET Foundation for the continued success of our FEI disciplines. The future of Reining is to be determined, as well as the long-term structure of Driving, and the rewrite of Endurance sport rules.

11. National Breeds & Non-FEI Disciplines Council Report

Ms. Knowlton thanked the staff for their hard work on the numerous summer Championships. She had nothing additional to add to her written report.

12. Member Services Council Report

Ms. Campf reported that lively conversation took place surrounding the extraordinary rule change proposals as well as revenue discussion. She noted that she had nothing additional to add to her written report.

13. CEO Report

Mr. Moroney reported that Competition numbers continue to be strong. Further, we are on track for our announcement regarding the 2022 first trimester competitions in Florida, which will be accompanied by a member communication.

14. Old Business

There was no old business.

15. New Business

There was no new business.

16. Executive Session

At 4:05 p.m. Mr. O'Mara requested that Council Chairs and staff, other than Mr. Moroney, Ms. Keating, and Ms. Lowell leave the meeting for an executive session of the Board.

The Board covered the following Agenda items:

16.1 USEF Network Update

16.2 General Counsel Report

16.3 USEF Data and Fantasy Sports Update

16.4 Sport Integrity Regulations Update

16.5 Consideration of Surplus Allocation

Ms. Pitts moved and Mr. Krietz seconded a motion to pay off the \$1.6MM owed on the bank loan for the new Kentucky headquarters. Following discussion, the motion passed unanimously. Further, the Board supported the movement of \$4MM in other funds to the Clear Harbor account and agreed a motion was not necessary to move these funds.

17. Adjourn

At the conclusion of the Executive Session the meeting adjourned at 6:13 p.m. EDT.

Signed and submitted:

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

Karen Adams
Recording Secretary



**UNITED STATES EQUESTRIAN FEDERATION, INC.
BOARD OF DIRECTORS MEETING
SEPTEMBER 27, 2021
3:00 P.M. EDT**

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, Valerie Kanavy, Carol Kozlowski, Jon Kreitz, Beezie Madden, Joe Mattingley, Diane Pitts, and Judy Werner

Board Members Absent: Philip Richter and Richard Spooner

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

USEF Senior Team Present: Bill Moroney, Kelly Bolton, Will Connell, Mike Delahanty, Terri Dolan, Sonja Keating, 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

Ms. Goth moved, and Ms. Gorretta seconded the motion to adopt the revised agenda as circulated. Mr. O'Mara noted that agenda items 8, 8.1, 8.2 and 8.3 have been removed for review at a Special Meeting of the Board in October. There was no discussion and the motion to adopt the revised agenda carried unanimously.

3. President's Opening Remarks

Mr. O'Mara welcomed the Board. He congratulated Valerie Kanavy on the Endurance Young Rider team success, Aachen successes for the Jumping, Dressage and Eventing teams, and Jacob Arnold for his World Driving Championship performance. Mr. O'Mara stated that Championship season is upon us with many events in September and October for numerous breeds and disciplines.

4. Conflict of Interest Declaration

Ms. Keating requested that Directors declare conflicts with any item on the agenda. No declarations were made by any Director.

5. Approval of Mid-Year Board Meeting Minutes – August 30, 2021

Ms. Sloan moved, and Mr. Kreitz seconded the motion to approve the minutes from the Board meeting held on August 30, 2021. Following discussion and a vote the minutes were approved with Ms. Kanavy abstaining.

6. Presidential Modification Report

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

7. Treasurer Report

Ms. Sloan reported on the July and August 2021 stating that in many areas we continue to exceed 2019 actuals and 2021 budget. These final four months will be challenged as we put activity against the revenue and cash balances. The Board approved excess cash decrease of \$1.6MM to pay down the building loan and \$4MM to Clear Harbor.

7.1 Review of Quarterly Financials

Ms. Sloan stated that as of August we continue to perform strongly against the budget set at 85% of years prior to COVID environment.

8. Approval of the 2021-2022 Audit Committee

Mr. Kreitz moved, and Ms. Sloan seconded the motion to approve the seating of Tom Brennan, Ali Brock, Judy Werner as Chair, Lisa Gorretta, and Elisabeth Goth for a one-year term. Following discussion the motion passed with Mr. Brennan, Ms. Brock, Ms. Werner, Ms. Gorretta, and Ms. Goth abstaining.

9. Consideration of Referred Rule Change Proposal

Ms. Sloan moved, and Ms. Brock seconded the motion to approve draft 2 of the referred rule change proposal to GR1005.10. After discussion and a vote, the motion passed unanimously.

10. Approval of Resolution 2021-05 to Create an Investment Committee and Adopt Charter

Mr. Mattingley moved, and Ms. Goth seconded the motion to approve Resolution 2021-05 to create an Investment Committee and adopt its Charter. Ms. Keating stated that the Governance Committee reviewed and recommends the creation of this committee and the proposed Charter. Following discussion and vote the motion passed unanimously.

11. Ratify Ad Hoc Group actions related to 2021 FEI calendar changes (Resolution 2020-08)

Ms. Pitts moved, and Ms. Kanavy seconded the motion to ratify the actions of the Ad Hoc FEI Calendar Groups as presented and required under Board approved Resolution 2020-08. After discussion and vote the motion passed with Ms. Gorretta, Ms. Kozlowski, Ms. Brock, Ms. Clark, Mr. Kreitz, and Mr. Spooner abstaining as they participated on one of these Ad Hoc FEI Calendar Group meetings.

12. International Disciplines Council Report

Mr. Mattingley reported that the Council continues to focus on finalizing the 2022 budget and growing relationships with the FEI and USOPC. Mr. Connell reported that our U.S. driver, Tracy Bowman, won the Individual Gold medal in the Para Driving World Championships.

13. National Breeds & Non-FEI Disciplines Council Report

Ms. Knowlton had no additions to the written report provided.

13.1 Approval of the 2022 Hunter Seat Medal Final Specifications

Ms. Brennan moved, and Ms. Pitts seconded the motion to approve the 2022 Hunter Seat Medal Final Specifications. Ms. Knowlton stated that USHJA Equitation Task Force feels strongly that this is a test of riding, not of following numbers and is a fairer way of testing these children. The NBDC accepted the USHJA Task Force's recommendation. The USEF National Hunter Committee disagreed and feels the

jumps should be numbered. Discussion ensued about whether the jumps should be numbered, and the discretion currently provided to do so.

Ms. Gorretta moved, and Ms. Harvey seconded an amendment to the motion to include the addition of the following language to Course Requirements, point 6a: the fences may be numbered at the discretion of the Official. Following a vote, the motion to amend passed unanimously, and the amended motion passed unanimously.

14. Member Services Council Report

Ms. Campf was not available for a verbal report. Mr. Moroney noted that there is nothing to add to the written report as presented.

14.1 Approval of amendments to the 2022 Licensed Officials Policies and Procedures

Ms. Kreitz moved, and Ms. Sloan seconded the motion to approve the Licensed Officials Policies and Procedures for 2022. Mr. Moroney noted that four sections **12.2.1C.2, 12.2.2.C.2, 12.2.3C.2 and 12.2.4C.4** as follows:

2. Judges must officiate at three *two* Federation licensed competitions every three years. *No more than one Hunter/Jumping Seat Equitation officiating experience may occur at an IHSA, NCEA, or ANRC Federation Education Partner competition, providing that the organization has a current Education Partner Agreement with the USEF, and its Championship/final is USEF licensed met the applicable Federation requirements and is listed as such on the Federation website. Judges are responsible for submitting officiating credit as required by the Federation.*

Mr. Kreitz moved to approve the Policies and Procedures as amended. Mr. Brennan seconded the motion. After discussion and vote the motion passed unanimously.

15. CEO Report

Mr. Moroney reported that the UK Lab received accreditation from the Racing Medication and Testing Consortium which joins eight others to cover 92% of all racing. The Competition Task Force has proposed additional extraordinary rule changes which have been certified by the Officers and are now available for comment. The first trimester of 2022 in Florida was conducted and we are now looking at working on the California competition environment. The Workforce Recovery has completed and due to a surplus staff will be allocated a COVID relief bonus to thank them for their hard work during the pandemic.

16. Old Business

There was no old business.

17. New Business

There was no new business.

18. Executive Session

At 4:19 p.m. Mr. O'Mara requested that Council Chairs and staff, other than Mr. Moroney, Ms. Keating, and Ms. Lowell leave the meeting for an executive session of the Board.

The Board covered the following Agenda items:

18.1 FEI Sport and Naming Update

18.2 Approval of FEI Calendars

18.2a Approval of 2022 U.S. FEI Calendars for Dressage, Driving, Endurance, Eventing, Para Dressage, Reining, and Vaulting and 2023 U.S. FEI Calendar for Jumping

Ms. Pitts moved, and Ms. Brock seconded a motion to approve the calendars as presented. Following discussion, the motion passed unanimously.

18.2b Approval of modifications to the 2021 and 2022 U.S. FEI Jumping Calendars

Mr. Mattingley moved, and Mr. Jacobs seconded a motion to approve the calendar as presented. Following discussion, the motion passed unanimously.

18.2c Approval of the 2023-2027 Eventing Calendar

Ms. Gorretta moved, and Ms. Sloan seconded a motion to approve the calendar as presented. Following discussion, the motion passed unanimously.

18.3 General Counsel Report

19. Adjourn

At the conclusion of the Executive Session the meeting adjourned at 6:13 p.m. EDT.

Signed and submitted:

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

Karen Adams
Recording Secretary

**RESOLUTION OF THE BOARD TO
CREATE INVESTMENT COMMITTEE
(2021-05)**

WHEREAS, the United States Equestrian Federation, Inc., (the "Federation") wishes to create an Investment Committee, which shall initially be populated with individuals serving on the existing Investment Task Force; and

WHEREAS, the Investment Committee will be governed by corresponding Charter, which may be revised from time to time, as approved unanimously by the three Federation Officers.

NOW THEREFORE, it is

RESOLVED, that effective immediately and until further action by the Federation's Board of Directors, the Investment Committee shall be created and governed by the accompanying Charter, which may be revised from time to time, as approved unanimously by the three Federation Officers. The Investment Committee shall initially be populated with individuals serving on the existing Investment Task Force.

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 regular meeting duly called and held via Zoom on the 27th day of September 2021 at which a quorum was present and voted, and that such resolution is duly recorded in the minutes.

Recording Secretary:



Karen C. Adams



UNITED STATES EQUESTRIAN FEDERATION INVESTMENT COMMITTEE CHARTER

I. INTRODUCTION

This Investment Committee Charter was adopted by the United States Equestrian Federation's (the "Federation") Board of Directors ("Board"), a not-for-profit corporation established under the laws of New York, through a Resolution of the Board dated XX 2021.

II. PURPOSE & RESPONSIBILITIES

The Investment Committee (the "Committee") shall be responsible for implementing and assuring adherence to the Federation's Investment Strategy Policy and reporting to the Board annually on investment results. The responsibilities of the Committee shall include: (1) determining the Federation's investment time horizon and establishing investment objectives, policies, and guidelines addressing tolerance for risk and illiquidity, spending policy and strategic asset allocation; (2) monitoring asset allocation per guidelines established; (3) monitoring the Investment Manager's performance quarterly to evaluate performance relative to commonly accepted performance benchmarks; (4) meeting with the Investment Manager to review and evaluate performance to assure adherence to policy guidelines and investment performance objectives; (5) and recommending the selection of one or more Investment Managers to the Board for approval.

III. COMMITTEE MEMBERSHIP

The Committee shall consist of between three (3) and five (5) Senior Active Members of the Federation, including the Federation Treasurer, who are ratified by the Board of Directors.

Committee Chairperson: The President shall appoint a Chairperson.

Committee Members:

The rest of the Committee shall be comprised of Senior Active Members of the Federation appointed by the Federation President.

At least 33.3% of the Committee shall be comprised of Actively Engaged Athlete Representatives appointed by the Athletes' Advisory Committee (See Bylaw 401).

Vacancies and Removal: Federation Bylaw 504 describes 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

The Committee will meet as necessary 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 the Committee members in advance of the scheduled meeting, along with the appropriate materials needed to make informed decisions. The 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 the Committee shall constitute a quorum.

V. ATTENDANCE REQUIREMENT

Committee members who attend less than 50% of the meetings 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 existing Committee member shall serve an initial term ending in January 2023. Beginning in 2023, the term for this Committee is one year, commencing immediately following Annual Meeting.



Recording Secretary



**UNITED STATES EQUESTRIAN FEDERATION, INC.
SPECIAL BOARD OF DIRECTORS MEETING
OCTOBER 11, 2021
5:00 P.M. EDT**

MINUTES

Board Members Present: Tom O'Mara, Elisabeth Goth, Judy Sloan, Jacob Arnold, Tom Brennan, Allison Brock, Lisa Gorretta, Nancy Harvey, Valerie Kanavy, Jon Kreitz, Beezie Madden, Diane Pitts, Philip Richter, and Judy Werner

Board Members Absent: Jane Clark, Ling Fu Wylie, Carol Kozlowski, Joe Mattingley, and Richard Spooner

USEF Senior Team Present: Bill Moroney, Mike Delahanty, and Sonja Keating

Others Present: Sal Carmona, Crowe, LLP; Kelly Frank, Crowe, LLP; Kim Scifres, Crowe, LLP

1. Roll Call and Determination of a Quorum

Tom O'Mara called the meeting to order at 5:00 p.m. EDT. Following a call of the roll, Leslie Mangan noted that a quorum was present.

2. Adoption of the Agenda

Jon Kreitz moved, and Judy Sloan seconded the motion to adopt the agenda. There was no discussion and the motion to adopt the agenda carried unanimously.

3. Conflict of Interest Declaration

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

4. Audit Committee Report

Committee chair, Judy Werner, presented the Audit Committee report to the Board. There were no questions asked.

4.1 Approval to accept the 2020 Audit Report and 2020 SAS 114 Letter

Beezie Madden moved, and Nancy Harvey seconded acceptance of the 2020 Audit Report and 2020 SAS 114 Letter. Following discussion and vote the motion passed unanimously.

4.2 Approval of 2019 Form 990 Tax Return (12/01/19-11/30/20)

Judy Sloan moved, and Nancy Harvey seconded approval of the 2019 Form 990 Tax Return. A question was raised regarding Part VI, Section A. Governing Body and Management, and specifically how questions 7.b. and 8.b. were answered. Discussion ensued regarding whether the Athlete's Advisory Committee's direct appointments to the USEF Board necessitates the answer to 7.b. being changed from

'no' to 'yes.' Likewise, a question was raised regarding whether the answer to 8.b. needed to be changed to 'yes' due to the fact that Ad Hoc's of the Board are authorized to act on behalf of the governing body. Crowe, LLP representative Kim Scifres agreed to meet with Bill Moroney, Sonja Keating, and Mike Delahanty immediately after the Board meeting to further review these areas and determine whether the Form 990 warranted amendment.

After discussion, the Board voted unanimously to approve the 2019 Form 990 with the stipulation that Part VI, questions 7 and 8 be thoroughly reviewed and their answers amended, if necessary.

Crowe, LLP representatives Sal Carmona, Kelly Frank, and Kim Scifres were excused and left the meeting.

5. Approval for Crowe LLP to conduct the 2021 Year End Audit

Judy Sloan moved, and Jon Kreitz seconded the motion to approve the 2021 Year End Audit be conducted by Crowe LLP. The Board members discussed concerns about the delay in finalizing the financials and tax return this year and concluded that due to the effects of COVID-19 on USEF staff, Crowe staff, and the inability to meet in person to perform the services, the delay is justified. Following discussion and Mike Delahanty's report that the auditing timeline and calendar will be updated in 2022 to ensure that audited financials be completed by mid-March and the Form 990 tax return completed in early April to allow it to be filed by the April 15 deadline, the Board voted unanimously to approve Crowe, LLP to perform the 2021 year end audit with the stipulation that they be bound by the auditing timeline and calendar presented by USEF and agree to perform the audit onsite.

6. Adjourn

There being no further business, the meeting adjourned at 5:31 p.m. EDT.

Signed and submitted:



Leslie Mangan



**UNITED STATES EQUESTRIAN FEDERATION, INC.
BOARD OF DIRECTORS MEETING
NOVEMBER 22, 2021
3:00 P.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, Jon Kreitz, Beezie Madden, Joe Mattingley, Diane Pitts, Philip Richter, Richard Spooner, and Judy Werner

Board Members Absent: Valerie Kanavy and Carol Kozlowski

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

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 3:06 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 Ms. Goth seconded the motion to adopt the agenda. There was no discussion and the motion to adopt the agenda carried unanimously.

3. President's Opening Remarks

Mr. O'Mara reported that many finals, championships, and annual meetings have begun, and we look forward to the new season. Mr. O'Mara noted that he attended the FEI General Assembly last week and highlighted some of the main points on financials, committee updates, and the exciting presentation of the Against All Odds award to U.S. Para Dressage rider Bea De Lavalette. He highlighted the rules coming forward from the Amateur and Competition Task Forces to finish out their year's work. Last, Mr. O'Mara thanked the Board for their input, advice, and thoughtful review throughout the year.

4. Conflict of Interest Declaration

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

5. Approval of Board Meeting Minutes

5.1 September 27, 2021

Ms. Fu Wylie moved, and Mr. Richter seconded the motion to approve the minutes from the Board meeting held on September 27, 2021. Ms. Pitts requested a couple edits to add missing words under points 7 and 9. Following discussion and a vote the minutes were approved with the edits noted with Mr. Richter and Mr. Spooner abstaining as they were not present.

5.2 October 11, 2021

Mr. Kreitz moved, and Ms. Goth seconded the motion to approve the minutes from the Special Board meeting on October 11, 2021. Following discussion and vote the motion passed with Ms. Clark, Ms. Fu Wylie, Ms. Kozlowski, Mr. Mattingley, and Mr. Spooner abstaining as they were not present.

6. Presidential Modification Report

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

7. Treasurer Report

7.1 Review of September Financials

Ms. Sloan reported that the Federation remains in a strong financial position. As of September 30th, the Federation has continued to exceed 2019 actuals in many areas, and we have already met our 2021 budget projections with just two months of reporting left in the year. From a revenue standpoint we continue to perform well against budget and prior year in the main performance areas: member dues and fees, horse registrations, and competition dues and fees. From an expense standpoint, legal fees attributable to Safe Sport are running lower than budget, likely due to a delay in billing for services already performed. As a result, there will be a pull forward to 2022. Additionally, almost all costs related to Tokyo are in, and overall expenses are 12.6% favorable to budget due primarily to reduced travel and increased efficiencies in delivering on services.

Ms. Sloan reminded the Board that it authorized two large cash transfers that are reflected in the September financials: a \$1.6MM pay-down on our building loan obligation; and \$4MM deposited into the Clear Harbor investment account.

7.2 Investment Portfolio Performance Report

Mr. Delahanty reported that following the transition to Clear Harbor from Fifth Third earlier this year we have seen a year-to-date return at 14.5% under both asset managers. Ms. Sloan stated that the Investment Task Force will work with Clear Harbor on the benchmark that would most reflect how our assets are allocated to so we can continue to track external market. Further, she has asked Clear Harbor CEO to speak to the Board about our portfolio performance and 2022 market trends.

8. Approval of the 2022 Budget and 2022 Budget Appendix

Mr. Delahanty highlighted and discussed the budget and budget appendix for 2022. On the revenue side, the \$3MM surplus from 2021 will be allocated to fund specific items in the 2022 budget. We have included a small increase in member and competition projections since participation has been returning to pre-pandemic levels. Aggressive stretch goals have been included for sponsorship. On the expense side, Safe Sport under Legal shows the \$1.3MM pulled from 2021 to 2022 due to delayed expenditure. Due to the in-person annual meeting, a large year-over-year increase is shown moving from the virtual environment. In addition, a large increase in Sport is due to the World Equestrian Games being held in Europe at two separate venues which will add to the event cost. Further, within the Executive budget there are three additional items: the Endurance Resource investment of \$85k; the Coach Development program for \$400k; and the BIG initiatives investment for \$250k.

Mr. Kreitz moved, and Ms. Gorretta seconded the motion to approve the 2022 Budget and Budget Appendix. Following thorough discussion and vote the motion passed unanimously. Should staff need to go outside the approved budget in amounts exceeding \$100k, the Board would be consulted. Should an amount need to be redistributed within the budget areas, that amount will be tracked internally with a footnote in the budget.

9. USOPC NGB Audit Implementation Guide and Audit Report

Ms. Keating reported that the USOPC NGB Audit has concluded, and we have received very good results. These results are considered open documents and will be published to the public and reported to Congress. Additionally, the administrative audit for the USCSS will be conducted later this year. The onsite Safe Sport audit was conducted two weeks ago at the US Dressage Finals in Lexington, and we are awaiting the results.

10. Approval of Bylaw Amendments

Ms. Sloan moved, and Mr. Kreitz seconded the motion to approve the proposed Bylaw amendments listed below. Ms. Keating stated that the amendments came about as a result of the USOPC Audit which were reviewed and subsequently put forward by the Governance Committee. After discussion and vote, the motion passed unanimously.

Bylaw 201	Eligibility
Bylaw 311	Council Term Limits
Bylaw 346	Compensation of Directors and Officers
Bylaw 432	Athletes' Advisory Committee
Bylaw 501	Term Limits
Bylaw 703	NGB Compliance Complaints
Bylaw 704	Opportunity to Participate Complaints

11. Approval of the amended Conflict of Interest Policy

Ms. Pitts moved, and Ms. Gorretta seconded the motion to approve the amendments to the Conflict of Interest Policy. Ms. Keating stated that the Governance Committee recommends the changes recommended by the USOPC Audit and their standards. After discussion, the motion passed unanimously.

12. Approval of amended Whistleblower and Anti-Retaliation Policy

Ms. Clark moved, and Mr. Kreitz seconded the motion to approve the changes recommended also as a result of the USOPC Audit to include more specificity about retaliation. Following a review of the changes put forward by the Governance Committee, the motion passed unanimously.

13. Consideration of Proposed Rule Changes

13.1 Extraordinary Rule Change Proposals

Ms. Sloan moved, Ms. Pitts seconded approval to put all the extraordinary rule changes on the floor for approval and individual discussion. There was no dissent and the motion passed unanimously.

Tracking ID #006-21

Following discussion, the motion to approve this extraordinary rule change to EV108 regarding prohibition of placement poles for jumps at national horse trials passed unanimously.

Tracking ID #027-21

Following discussion, the motion to approve this extraordinary rule change to GR133.5 removing riding without stirrups from dressage seat equitation tests passed unanimously.

Tracking ID #037-21

After discussion, the motion to approve this extraordinary rule change to EV153.4 outlining compulsory retirement at training level and above competitions passed unanimously.

Tracking ID #030-21

Following discussion, the motion to approve this extraordinary rule change to AR221 regarding adding lameness to the list of penalties/disqualification for Arabian Ranch horse classes to protect the welfare of horses passed unanimously.

Tracking ID # 007-21

After discussion, the motion to approve this extraordinary rule change to GR702.1 adding the Code of Conduct into the Violations rule passed unanimously. Mr. Moroney confirmed that Safe Sport compliance is included in the Code of Conduct.

Tracking ID #210-20

Following discussion, the motion to approve this extraordinary rule change to GR849 regarding expanding the scope of reporting an accident or injury at a competition to include non-competitors passed unanimously.

Tracking ID #018-21

The Competition Task Force proposed this extraordinary rule change to GR307.2 regarding the Hunter competition structure with proposed changes included in a separate errata sheet to amend the chart in 312.6 to remove miscellaneous Hunter sections to include only rated sections and classes. Mr. Brennan moved to accept the amended version of this proposed rule change by adding the requirement to pay a minimum of \$500 in prize money for Green Hunter 3'0" and 3'3" in addition to the amendments proposed in the errata sheet. Ms. Harvey seconded this motion. After discussion, the motion passed unanimously.

Tracking ID #020-21

The Competition Task Force proposed this rule change to GR1009.4 which aligns all the existing judging requirements within the new competition structure. The amended PRC included in the Board packet errata sheet included amendments to GR1010.2d, GR1010.3b, HU116.1 and HU116.2 to add Low Pony Hunter to the list of exceptions. Further, an amendment was made on the floor to strike GR1011.3b regarding use of a Special Judge card in the Hunter Division. Additionally, Section 2a and 2b in HU116 will be separated as listed below. Mr. Brennan moved, and Mr. Kreitz seconded approval of the amended rule change with additional amendments to GR1011.3a and HU116.2, and striking GR1011.3b and HU116.3 as this part of the rule is no longer applicable. Following discussion and vote, the motion passed unanimously.

HU116 Judges

2. In Premier rated sections *the following applies*.

- a. A minimum of two **Registered** judges must officiate. They may officiate independently or together. If judging independently, no more than 60% of the classes in the section may be officiated by the same judge. (Exception: High Performance Working Hunter, Performance Hunter 3'6", Performance Hunter 3'3" and Pony Hunter sections held on one day).
- b. **Exception: Judges of either Registered or Recorded status may officiate the following sections alone or independently: Children's Hunter, Children's Pony Hunter, Adult Amateur Hunter, Low Children's Hunter, Low Adult Amateur Hunter, Small Hunter, Thoroughbred**

Hunter, Ladies Side Saddle, Hunter and Pony Hunter Breeding, and any USHJA Hunter section.

GR1011 Special Judge

3. Restrictions:

- a. Special cards are not issued for the **Hunter**, Dressage, or Eventing divisions.
- b. ~~Recorded hunter judges~~

Tracking ID #021-21

The Competition Task Force proposed this rule change to GR1131.9. The amendments to this rule change are included in a separate errata sheet: adding in Low Children's Hunter and USHJA Hunter sections to the list of National and Zone Hunter division awards, removing point b in its entirety, and shortening USHJA's timeline to notify USEF of point scale changes for Championships, Finals, and Classes from 120 days to 60 days. The additional amendment includes the removal of language in 1131.11c: *USHJA shall determine the ~~National and~~ Zone HOTY points to be awarded for its USHJA Hunter Championships, Finals and Classes.* Mr. Brennan moved, and Mr. Spooner seconded the motion to approve the amendments included in the Board packet and the additional amendment to GR1131.11c. Following discussion and vote, the motion passed unanimously.

Tracking ID #022-21

The Competition Task Force proposed this extraordinary rule change to HJ109.7 with additional amendments in the Board packet in an errata sheet now including the following rules: HJ109.7.b-c, HJ110.7.b-c, HJ111.7.c-d, HJ112.4.c-d, HJ113.4, c-d, HJ110.7, HJ111.7a, HJ112.4a, HJ113.4a, HJ116, HJ112.2, HJ113.1, HJ112.1, HJ112.3, and HJ113.2. Much discussion took place surrounding the language that a competition had to pay out 80% of the prize money offered at the competition in HJ110.7. Due to concern from organizers, the Task Force agreed to remove this section from the rule change. Additionally, Standalone Hunter Breeding competitions will be excepted from the Hunter Section offering requirements listed in HJ112.1 and HJ113.1. Language has been added to the rule to allow the Federation to permit additional competitions for organizers in remote areas to encourage sport growth. Following discussion, the motion to approve this PRC as presented as amended passed unanimously.

Tracking ID #019-21

The Competition Task Force proposed this extraordinary rule change to HU100.2. Most of this proposal is housekeeping to correct rule references that are now out of sync, adding Low Children's Hunter and USHJA Hunter sections, and amending HU143.10 to include a reference to the new options for jogging procedures listed in HU118.3. A rule clarification will be created to add a HU118.3 reference to all other HU chapter rules where jogging for soundness is required. Following discussion and vote the motion to approve the amended rule change passed unanimously.

Tracking ID #023-21

The Amateur Task Force put forward this extraordinary rule change to GR1306.1 that will allow amateurs to accept remuneration for performing specifically outlined barn duties without affecting an individual's amateur status. The amount of a non-monetary gift value was increased to \$1k. Mr. Brennan requested that point L under GR1306.3 be unstricken to clarify that assisting with setting schooling fences without remuneration is allowed without affecting amateur status. Ms. Harvey moved, and Ms. Fu Wylie seconded the amended motion to approve this rule change with the amendment to include 1306.3.I. Following discussion, the motion passed unanimously.

Tracking ID #026-21

The Amateur Task Force put forward this extraordinary rule change to GR1306.2. The proposed change calls for allowing amateurs to accept remuneration for acting as a social media influencer or brand ambassador. Additionally, the proposal includes moving the following three definitions from Chapter 1 to the top of rule GR1306: *For the purposes of this rule the following definitions apply: Social Media influencer, Social Media Brand Ambassador, and Sponsored Rider.* Section 2, Remuneration, under g-j should be moved to the Professional section for Sponsored Riders as this is not permitted for Amateurs. Ms. Harvey moved, and Mr. Kreitz seconded the motion to approve this amended rule change as outlined above by shifting Section 2 g-j to the Professional section. After discussion the motion to approve the amended rule change passed unanimously.

Tracking ID #025-21

The Amateur Task Force put forward this extraordinary rule change to GR1306.6. This rule includes the exception for individuals aged 18 to 25 who have engaged in professional activities a one-time ability to apply for amateur status after a three-month waiting period. After discussion and a vote, the motion passed unanimously.

Tracking ID #024-21

The Amateur Task Force put forward this extraordinary rule change to GR1306.2. An errata sheet was included with the rule change to add in updates to GR1306.2.b.4-.5 and GR1306.3c that allow amateurs in certain breeds and disciplines and subject to specific criteria and limitations, the ability to provide riding instruction in a non-competition environment to beginner/introductory level riders. There was an amendment made on the floor to remove Hackney, Roadster, and Friesian from the other breeds and disciplines listed in the rule. These breeds can be added into the rule later through submission of an extraordinary rule change. Mr. Brennan moved, and Ms. Harvey seconded the motion to approve the amendment to the proposed rule change. Following discussion and vote, the motion passed unanimously.

13.2 FEI Rule Change

Tracking ID #073-21

Ms. Gorretta moved, and Mr. Kreitz seconded the motion to approve this FEI rule change to align with FEI rules on substitutions. Following discussion and vote the motion to approve this FEI rule change to VA108.3-.4 passed unanimously.

14. Ratify Ad Hoc Group actions related to 2021 FEI calendar changes (Resolution 2020-08)

Ms. Goth moved, and Mr. Kreitz seconded the motion to ratify the actions of the Ad Hoc FEI Calendar Groups as presented and required under Board approved Resolution 2020-08. After discussion and vote, the motion passed with Ms. Goth, Ms. Pitts, Mr. Spooner, Ms. Harvey, Mr. Richter, Ms. Brock, Ms. Sloan, Ms. Werner, Mr. Arnold, abstaining as they participated on one of these Ad Hoc FEI Calendar Group meetings. Ms. Gorretta abstained as she noted she will serve as Chief Steward at Thermal at the end of March.

15. International Disciplines Council Report

Mr. Mattingley reported that he had nothing additional to add to the report provided. There were no questions.

15.1 Approval of the 2022 USEF Eventing Young Rider Championship Proposal

Ms. Pitts moved, and Ms. Gorretta seconded the motion to approve the proposal for the 2022 Eventing Young Rider Championship. This proposal will energize the former Youth Team Challenge and provide an opportunity for riders to participate on a team. After discussion and vote, the motion passed unanimously.

15.2 Approval of the 2022 CCI4*-L Bid recommendation for Week 19 of the Eventing Calendar

Ms. Pitts moved, and Ms. Gorretta seconded the motion to approve Tryon International May 3-Day Event's bid to run on Week 19 of the Eventing Calendar in 2022. Mr. Connell noted this is a single year recommendation following the bid process due to the decision by Jersey Fresh not to hold a 4*-L in 2022. Following discussion and vote, the motion passed unanimously.

16. National Breeds & Non-FEI Disciplines Council Report

Ms. Knowlton noted that she has no additions to the written report provided. Most of the Council's recent work involved review of proposed rule changes.

17. Member Services Council Report

The Chair, Ms. Campf, was not available for a verbal report. Mr. Moroney noted that there is nothing to add to the written report provided. He noted that the Council's work focused on review of proposed rule changes and budget review.

18. CEO Report

Mr. Moroney highlighted some of the major work over the past few weeks including the Competition and Amateur Task Force proposed rule changes, the USOPC Audit, the efforts on the BIG initiatives, the Network RFP, data collection and software system opportunities, and a California calendar management plan. He plans to visit California venues to meet with organizers in hopes to reverse the exodus of exhibitors leaving the state to find alternate opportunities.

18.1 Approval of Show Pass Recommendation

Mr. Moroney presented the recommendation noting that currently there is the opportunity to purchase multiple Show Passes rather than become a competing member, essentially bypassing the Safe Sport requirement. The proposal recommends limiting the number of Show Passes to a maximum of two each competition year with online tracking, after which Safe Sport training must be completed. This process would be effective 12/1/22 for the 2023 competition year. Following discussion, Ms. Gorretta moved, and Ms. Goth seconded the motion to approve the Show Pass recommendation in principle with a request to finalize the entire proposal and put it forward to the Board at the Mid-Year meeting for approval. Following discussion and a vote, the motion passed unanimously.

Staff will review the exemptions for those that physically cannot take the Safe Sport training, those with religious exemptions, and will review the workload on Competition Secretaries and include this in the final proposal to be presented and approved at the 2022 Mid-Year meeting.

18.2 Approval of Strategic Plan Updates

Mr. Moroney presented the updates to the Strategic Plan stating that following the USOPC Audit, the Board is required to approve the Plan. Ms. Keating stated that the USOPC didn't have any issues with the plan itself but requested that we develop KPIs to measure success. Going forward, the USOPC will review our Plan and KPIs to monitor our success. After discussion, Mr. Kreitz moved, and Ms. Goth seconded the motion to approve the Strategic Plan updates. After a vote the motion passed unanimously.

19. Old Business

There was no old business.

20. New Business

There was no new business.

21. Executive Session

At 5:50 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.

21.1 General Counsel Report

Sonja Keating provided the General Counsel's report in executive session. The topics included litigation update and disputes, corporate insurance renewals, and athlete elections for January 2022 Board seats.

21.2 Sport Update

Mr. Moroney provided a sport update.

22. Adjourn

At the conclusion of the Executive Session the meeting adjourned at 6:45 p.m. EST.

Signed and submitted:



Karen Adams
Recording Secretary