



**UNITED STATES EQUESTRIAN FEDERATION, INC.
BOARD OF DIRECTORS – 2025 ANNUAL MEETING
CENTRAL BANK CENTER – LEXINGTON, KENTUCKY**

**FIRST MEETING
SATURDAY, JANUARY 25, 2025
8:00 A.M. EST**

MINUTES

Board Members Present: Tom O’Mara, Judy Werner, Judy Sloan, Tom Brennan, Allison Brock, Will Faudree, Ling Fu Wylie, Lisa Gorretta, Deborah Johnson, Jon Kreitz, Bezie Madden, Joe Mattingley, Britt McCormick, Melissa Moore, Diane Pitts, Philip Richter, and Chester Weber

Board Members Absent: Max Amaya, Jacob Arnold, Ellie Brimmer, and Lauren Nicholson

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

Others Present: Sam Watson, Diarmuid Byrne, Daniel Göhlen, Aaron Kennon, Karen Adams, Leslie Mangan, Andi Davis, Chelsea Macaluso

1. Roll Call and Determination of a Quorum

Mr. O’Mara called the meeting to order at 8:03 a.m. EST. Following a call of the roll, Ms. Adams noted that a quorum was present.

2. Adoption of the Agenda

Mr. O’Mara requested that agenda item 13.2 from the second meeting be moved to the Executive Session in the first meeting. Mr. Richter moved, and Mr. Kreitz seconded a motion to adopt the agenda as amended. There was no further discussion and following a vote, the motion passed unanimously.

3. President’s Opening Remarks

Mr. O’Mara welcomed the Board to this annual meeting and thanked the Board for their work throughout 2024.

4. Annual Conflict of Interest Disclosures

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

5. Approval of Board Meeting Minutes – November 18, 2024

Mr. Kreitz moved, and Ms. Fu Wylie seconded the motion to approve of the minutes from the November 18, 2024, Board of Directors Meeting. There was no discussion, and the motion passed with Mr. Mattingley and Ms. Brock abstaining as they were not present at this meeting.

6. Ratify 2024 Ad Hoc Board actions

Ms. Pitts moved, and Ms. Johnson seconded a motion to approve the ratification of all 2024 team selections. Following discussion and a vote, the motion passed unanimously.

7. Member Service Project Updates

7.1 EquiRatings Presentation

Sam Watson and Diarmuid Byrne gave a presentation on their work with USEF to create a comprehensive data analytics and content plan focused on the fan experience for the US Equestrian Open.

7.2 Black Horse One Equestrian Hub Presentation

Founder and CEO Daniel Göhlen presented to the Board on the launch of the US Equestrian Hub, USEF's all-encompassing sports data platform. This collaboration aims to revolutionize the member experience and give breeders, buyers, sellers, and fans helpful information on performance and breeding.

7.3 EZ Entry System Presentation

Andi Davis, USEF Director of Software Development, and Chelsea Macaluso, Assistant Director Product and Data Services, presented a prototype of the new entry system that is currently in development and is designed to provide a simple, user-friendly, free, centralized entry system for organizers and members to use. It will begin testing in 2025 prior to rollout in 2026.

7.4 US Equestrian App

USEF Chief Information Officer Justin Provost detailed the user feedback and planned new features that will be included in the new, rebranded US Equestrian mobile app launching in 2025.

8. Clear Harbor Asset Management Report

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

9. 2024 Treasurer Report & Review of Financial Statements

Ms. Sloan reported that 2024 ended strong even in an expensive Olympic year. Further, she stated that as Mr. Kennon noted in his report our portfolio continues in a strong financial position.

Mr. Delahanty reported on the draft/unaudited financials including a statement of activities and statement of financial position ending November 30, 2024. He noted we are up 3.3% ahead of projected revenues and incurred higher than expected expenses in the 2024 Olympic and Paralympic Games. He expanded on variances in operating costs by department.

10. Approval of the 2026 Budget Timeline

Ms. Gorretta moved, and Mr. Faudree seconded a motion to approve the timeline for the 2026 budget. Mr. Delahanty noted that the timeline is the same as what we utilized for 2025, shifting only a couple of deadlines a week earlier. Following discussion and a vote, the motion passed unanimously.

11. Consideration of Amended and Restated Bylaws

Ms. Brock moved, and Ms. Sloan seconded a motion to approve the Amended and Restated Bylaws as presented. Ms. Keating outlined the noteworthy changes and reminded the Board that the proposed amendments are supported by the Governance Committee and were posted online for a 30-day open comment period following an announcement to the membership. All committees, including the AAC had an opportunity to review and comment on the amendments. She stated that these Bylaws now include unethical treatment of the horse, Council responsibilities, and changes to the composition of the IDC so the Team USA Commission athlete representative would have an ex-officio non-voting seat. After discussion and vote, the motion passed unanimously.

12. Consideration of Proposed Rule Changes

12.1 Extraordinary Rule Changes

12.1a Consent to Approve Calendar

Mr. Brennan requested that the proposal to GR1211.4 (Tracking ID #089-24) be pulled from the Consent to Approve calendar and moved to the Voting Calendar. Mr. O'Mara noted that this rule will be referred forward to the next Board meeting. Mr. Kreitz moved, and Ms. Sloan seconded a motion to approve the remaining eleven extraordinary rule changes as presented. After discussion and vote, the motion passed unanimously.

<u>Tracking ID#</u>	<u>Rule Reference</u>	<u>Description</u>
090-24	GR414.4	Use of shockwave therapy on showgrounds
066-24	GR702.1	Horse welfare violations
061-24	GR801.6	Biometric sensors & equipment
093-24	AL101.19	Added requirements for officials, biosecurity
091-24	EV112.3	Use of a whip, abuse of horses
092-24	EV138.2	Return to play, medical requirements
068-24	EV145.8	Frangible technology requirement amendments
094-24	HJ136.1	Height protests
097-24	JP144.3	Use of unaltered video exception
095-24	VA105.1	Maximum use of horse per day
096-24	VA127.1	Penalties & deductions in Pas de Deux

12.1b Voting Calendar

Tracking ID #065-24 was pulled from this list to refer to the February Board meeting. Mr. Richter moved, and Mr. Faudree seconded the motion to approve these five extraordinary rule changes with individual discussion and vote on each proposal.

Tracking ID#107-24

Ms. Keating proposed amending language presented in the errata sheet as outlined below. Following discussion and vote the motion to approve this extraordinary rule

change to GR414.8 regarding prohibited administration of drugs on competition grounds was approved with the proposed amendment.

Any injectable prescription medication in any formulation without a manufacturer or compound pharmacy label that identifies all ingredients. ~~and proof of purchase.~~

Tracking ID# 063-24

After thorough discussion, the following amendments to the presented errata sheet were requested. The motion to approve this extraordinary rule change to GR801.1 regarding exhibitor safety equipment including protective headgear as amended passed unanimously.

1. Protective Headgear

e. It is the responsibility of the rider, the parent, **or** guardian, ~~or trainer~~ of the junior exhibitor to see to it that the headgear worn complies with appropriate safety standards. . .

2. Body Protecting Vest

11. Saddle Attachments. Beginning December 1, 2025, no piece of equipment shall be attached to a saddle that has a **rigid** upward pointing projection, hook or similar **rigid** object. . .

Tracking ID# 062-24

Following discussion, the following amendment was proposed. The motion to approve this extraordinary rule change to GR839.1 outlining prohibited practices & equipment as amended passed unanimously.

3. Augmented Nosebands. Any nosebands with an interior that is abrasive, ~~or not smooth,~~ is prohibited . . .

Tracking ID# 065-24

This extraordinary rule change to GR848.1 on concussions, injuries & return was referred to the Mid-Year Board meeting.

Tracking ID# 064-24

Following discussion, the Board requested that this proposed extraordinary rule change to GR843.1 regarding blood on horses in competition be further reviewed and referred to the Mid-Year Board meeting, with modified effective date, for approval. After a vote, the motion was unanimously approved.

Tracking ID#067-24

Following discussion, the following amendment was proposed. The motion to approve this extraordinary rule change to GR1037.1 outlining a warning card system as amended passed unanimously.

GR1037 ~~Yellow~~ Warning Card System ~~—Stewards and Technical Delegates~~

1. A Recorded Warning may be issued by a Judge, Steward, or Technical Delegate at a competition to any person for minor offenses, including behavior that should not be repeated and that does not warrant a more severe penalty, including a Yellow

Warning Card ~~(e.g., instances of blood in a horse's mouth during a competition must result in at least a Recorded Warning and may warrant elimination).~~

12.2 FEI Rule Change Consent to Approve Calendar

Mr. Kreitz moved, and Mr. Madden seconded a motion to approve all 16 FEI rule changes on the Consent to Approve calendar. Following discussion and a vote, the motion passed unanimously.

<u>Tracking ID#</u>	<u>Rule Reference</u>	<u>Description</u>
116-24	DC913.2	Dress in Driving Marathon & Combined Marathon
117-24	DC925.3	Nosebands, ancillary equipment & blinkers
118-24	DC928.2	Lap belt attachment to carriage
115-24	DR104.5	Trot in FEI Young horse tests
114-24	DR120.5	Earphone/bud use while lunging
111-24	DR306.3	Dress code amendments
120-24	EV112.1	Unethical treatment of the horse
110-24	EV122.4	Reattempting jump of activated frangible obstacle
119-24	EV122.5	Additional attempts at obstacles
108-24	EV144.3	Amended finish line measurement
109-24	EV145.5	Amended number of jumping efforts
121-24	VA107.1	Use of point reins
122-24	VA117.8	Amended Freestyle technique score
123-24	VA118	Requirements of events by level
112-24	VA123.1	Amendment to Pas de Deux compulsories
113-24	VA127.3	Penalties & deductions in tests

At 11:30 a.m. the Board took a brief recess, returning at 11:48 a.m. to continue the meeting.

13. Board Election Report

Ms. Keating reported that two athletes were elected to the Board. Sydney Elliott will serve as USEF's athlete representative on the USOPC Team USA's Athlete Commission and Sharon White, will serve as the alternate. These individuals were elected through an athlete election process and will each serve a four-year term on the Board. Further, she noted that at the Mid-year Board meeting Mr. Kreitz achieved a retention vote to serve a second four-year term as Independent Director. Ms. Fu Wylie achieved a retention vote from the National Breeds and Disciplines Council at its January meeting to serve as the Morgan breed representative for a successive four-year term on the Board.

14. Approval of the 2025 Athlete Election Timeline

Ms. Brock moved, and Mr. Faudree seconded a motion to approve the athlete election timeline for 2025. There were no comments or questions and following a vote the motion passed unanimously.

15. Team USA Athletes' Commission Report

Ali Brock, USEF's athlete representative on the Team USA Athlete Commission, provided her final report as her term ends at this meeting. She recapped the evolution of the USOPC athlete body over her past eight years, including independence from the USOPC, an onboarding packet, and an increased focus on athlete mental health, welfare, and safety.

16. 2021-2024 Strategic Plan Report

Mr. Moroney provided a presentation on the past strategic plan, highlighting the quad goals, results, our business innovation group (BIG) ventures, digital & linear Network and partner content & promotions,

the development of the US Equestrian Open for Dressage, Eventing, and Jumping, strengthened horse welfare through biosecurity, social license to operate discussions, expanded benefits for our members, increased automation, and exposure for our products, programs and services, and the sport.

17. Old Business

There was no old business.

18. New Business

There was no new business.

19. Recognition of Outgoing Board members

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

At 12:26 p.m. Mr. O'Mara requested that the audience and all staff, except Mr. Delahanty, Mr. Moroney and Ms. Keating, leave the meeting for a closed session of the Board.

20. Executive Session

20.1 Consideration of USEF Headquarters Financing Proposal

Mr. Moroney led discussion on this proposal to the Board. After thoughtful discussion, Mr. McCormick moved, Ms. Johnson second a motion to approve a Resolution to accelerate repayment of the bond on the USEF headquarters building at 4001 Wing Commander Way. Following a vote, the motion passed with Mr. Brennan abstaining.

Following conclusion of this discussion, Mr. Delahanty, Mr. Moroney and Ms. Keating left the Board meeting.

20.2 CEO Annual Performance Evaluation

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

21. Adjourn.

There being no further business, Mr. O'Mara adjourned the meeting at 1:50 p.m. ET. Further, he noted that the second Board meeting would begin at 2:00 p.m. with the seating of new Directors.

Signed and submitted by Karen Adams



Recording Secretary

Attachment: Resolution 2025-03

**RESOLUTION OF THE BOARD
TO ACCELERATE REPAYMENT OF BOND ON 4001 WING COMMANDER WAY BUILDING
(2025-03)**

WHEREAS, in December 2017, the United States Equestrian Federation, Inc. (the “Federation”) entered into a tax-exempt bond financing agreement for Six Million Four Hundred Thousand Dollars (\$6,400,000.00) (the “Bond”) related to the construction a new headquarters building at the Kentucky Horse Park, more particularly described as 4001 Wing Commander Way, Lexington, KY 40511 (the “Building”);

WHEREAS, monthly principal payments on the Bond began in August 2019. To date, the Federation has made sixty-five payments totaling just over One Million Dollars (\$1,000,000.00);

WHEREAS, the Federation Board of Directors (the “Board”) recognizes the importance of maintaining a robust financial strategy to ensure long-term stability of the organization;

WHEREAS, the Board has reviewed the current financial standing and debt obligations of the Federation, and has determined that it is in the best interest of the organization to seek and accelerate the payment plan for the outstanding Bond in the amount of \$1,138,074.04 per annum, in accordance with the schedule in Attachment A; and

WHEREAS, the Board acknowledges the potential benefits of reducing the Federation’s debt burden sooner than originally planned, including but not limited to, decreased interest expenses and increased financial flexibility.

THEREFORE, IT IS HEREBY RESOLVED, that the Board hereby approves and authorizes the acceleration of payments on the outstanding Bond in accordance with the schedule in Attachment A, subject to the terms and conditions deemed appropriate and feasible by the Federation Officers.

BE IT FURTHER RESOLVED that the Chief Financial Officer is hereby directed to take all necessary actions to implement the accelerated payment plan.

BE IT FURTHER RESOLVED that the Board shall review the progress and impact of the accelerated payment plan on the Federation’s financial position at its Annual Meeting each year and make any adjustments as deemed necessary to ensure the plan’s effectiveness and alignment with the Federation’s strategic objectives.

CERTIFICATION

I HEREBY CERTIFY that the foregoing is a true and correct copy of a resolution presented to and adopted by the Federation’s Board of Directors at a Meeting duly called and held in person at the 2025 Annual Meeting on the 25th day of January, 2025, at which a quorum was present and voted, and that such resolution is duly recorded in the minutes.

General Counsel:



Sonja S. Keating



ATTACHMENT A

Early Payment of Long-Term Debt Obligation

Current Payment Schedule					Proposed New Payment Schedule					Add'l Payment
Payment #	Date	Principal Balance	Principal Payment		Payment #	Date	Principal Balance	Principal Payment		
65	1/21/2025	\$ 5,391,957.89	\$ 17,444.47		65	1/21/2025	\$ 5,391,957.89	\$ 17,444.47		
66	2/21/2025	\$ 5,375,364.21	\$ 16,593.68		66	2/21/2025	\$ 4,237,290.18	\$ 16,593.68		\$ 1,138,074.04
67	3/21/2025	\$ 5,357,393.07	\$ 17,971.14		67	3/21/2025	\$ 4,219,319.04	\$ 17,971.14		
68	4/21/2025	\$ 5,340,710.70	\$ 16,682.37		68	4/21/2025	\$ 4,202,636.67	\$ 16,682.37		
69	5/21/2025	\$ 5,323,543.43	\$ 17,167.27		69	5/21/2025	\$ 4,185,469.40	\$ 17,167.27		
70	6/23/2025	\$ 5,307,655.53	\$ 15,887.90		70	6/23/2025	\$ 4,169,581.50	\$ 15,887.90		
71	7/21/2025	\$ 5,289,527.46	\$ 18,128.07		71	7/21/2025	\$ 4,151,453.43	\$ 18,128.07		
72	8/21/2025	\$ 5,272,670.94	\$ 16,856.52		72	8/21/2025	\$ 4,134,596.91	\$ 16,856.52		
73	9/22/2025	\$ 5,256,207.62	\$ 16,463.32		73	9/22/2025	\$ 4,118,133.59	\$ 16,463.32		
74	10/21/2025	\$ 5,238,395.40	\$ 17,812.22		74	10/21/2025	\$ 4,100,321.37	\$ 17,812.22		
75	11/21/2025	\$ 5,221,407.66	\$ 16,987.74		75	11/21/2025	\$ 4,083,333.63	\$ 16,987.74		
76	12/22/2025	\$ 5,204,376.34	\$ 17,031.32		76	12/22/2025	\$ 4,066,302.31	\$ 17,031.32		
77	1/21/2026	\$ 5,186,870.50	\$ 17,505.84		77	1/21/2026	\$ 4,048,796.47	\$ 17,505.84		
78	2/23/2026	\$ 5,170,609.26	\$ 16,261.24		78	2/23/2026	\$ 2,894,461.19	\$ 16,261.24		\$ 1,138,074.04
79	3/23/2026	\$ 5,152,163.55	\$ 18,445.71		79	3/23/2026	\$ 2,876,015.48	\$ 18,445.71		
80	4/21/2026	\$ 5,134,101.56	\$ 18,061.99		80	4/21/2026	\$ 2,857,953.49	\$ 18,061.99		
81	5/21/2026	\$ 5,116,421.21	\$ 17,680.35		81	5/21/2026	\$ 2,840,273.14	\$ 17,680.35		
82	6/22/2026	\$ 5,099,544.00	\$ 16,877.21		82	6/22/2026	\$ 2,823,395.93	\$ 16,877.21		
83	7/21/2026	\$ 5,081,355.70	\$ 18,188.30		83	7/21/2026	\$ 2,805,207.63	\$ 18,188.30		
84	8/21/2026	\$ 5,063,964.99	\$ 17,390.71		84	8/21/2026	\$ 2,787,816.92	\$ 17,390.71		
85	9/21/2026	\$ 5,046,529.65	\$ 17,435.34		85	9/21/2026	\$ 2,770,381.58	\$ 17,435.34		
86	10/21/2026	\$ 5,028,631.82	\$ 17,897.83		86	10/21/2026	\$ 2,752,483.75	\$ 17,897.83		
87	11/23/2026	\$ 5,011,938.33	\$ 16,693.49		87	11/23/2026	\$ 2,735,790.26	\$ 16,693.49		
88	12/21/2026	\$ 4,993,124.85	\$ 18,813.48		88	12/21/2026	\$ 2,716,976.78	\$ 18,813.48		
89	1/21/2027	\$ 4,975,507.73	\$ 17,617.12		89	1/21/2027	\$ 2,699,359.66	\$ 17,617.12		
90	2/22/2027	\$ 4,958,257.25	\$ 17,250.48		90	2/22/2027	\$ 1,544,035.15	\$ 17,250.48		\$ 1,138,074.04
91	3/22/2027	\$ 4,939,319.35	\$ 18,937.90		91	3/22/2027	\$ 1,525,097.25	\$ 18,937.90		
92	4/21/2027	\$ 4,921,155.29	\$ 18,164.06		92	4/21/2027	\$ 1,506,933.19	\$ 18,164.06		
93	5/21/2027	\$ 4,902,946.12	\$ 18,209.17		93	5/21/2027	\$ 1,488,724.02	\$ 18,209.17		
94	6/21/2027	\$ 4,885,097.59	\$ 17,848.53		94	6/21/2027	\$ 1,470,875.49	\$ 17,848.53		
95	7/21/2027	\$ 4,866,798.87	\$ 18,298.72		95	7/21/2027	\$ 1,452,576.77	\$ 18,298.72		
96	8/23/2027	\$ 4,849,663.31	\$ 17,135.56		96	8/23/2027	\$ 1,435,441.21	\$ 17,135.56		
97	9/21/2027	\$ 4,830,875.16	\$ 18,788.15		97	9/21/2027	\$ 1,416,653.06	\$ 18,788.15		
98	10/21/2027	\$ 4,812,441.79	\$ 18,433.37		98	10/21/2027	\$ 1,398,219.69	\$ 18,433.37		
99	11/22/2027	\$ 4,794,759.38	\$ 17,682.41		99	11/22/2027	\$ 1,380,537.28	\$ 17,682.41		
100	12/21/2027	\$ 4,775,839.42	\$ 18,919.96		100	12/21/2027	\$ 1,361,617.32	\$ 18,919.96		
101	1/21/2028	\$ 4,757,664.72	\$ 18,174.70		101	1/21/2028	\$ 1,343,442.62	\$ 18,174.70		
102	2/22/2028	\$ 4,739,837.21	\$ 17,827.51		102	2/22/2028	\$ 187,541.07	\$ 17,827.51		\$ 1,138,074.04
103	3/21/2028	\$ 4,720,393.06	\$ 19,444.15		103	3/21/2028	\$ 168,096.92	\$ 19,444.15		
104	4/21/2028	\$ 4,702,076.07	\$ 18,316.99		104	4/21/2028	\$ 149,779.93	\$ 18,316.99		
105	5/22/2028	\$ 4,683,712.08	\$ 18,363.99		105	5/22/2028	\$ 131,415.94	\$ 18,363.99		
106	6/21/2028	\$ 4,664,913.26	\$ 18,798.82		106	6/21/2028	\$ 112,617.12	\$ 18,798.82		
107	7/21/2028	\$ 4,646,067.76	\$ 18,845.50		107	7/21/2028	\$ 93,771.62	\$ 18,845.50		
108	8/21/2028	\$ 4,627,560.05	\$ 18,507.71		108	8/21/2028	\$ 75,263.91	\$ 18,507.71		
109	9/21/2028	\$ 4,609,004.84	\$ 18,555.21		109	9/21/2028	\$ 56,708.70	\$ 18,555.21		
110	10/23/2028	\$ 4,590,783.54	\$ 18,221.30		110	10/23/2028	\$ 38,487.40	\$ 18,221.30		
111	11/21/2028	\$ 4,571,373.94	\$ 19,409.60		111	11/21/2028	\$ 19,077.80	\$ 19,409.60		
112	12/21/2028	\$ 4,552,296.14	\$ 19,077.80		112	12/21/2028	\$ 0.00	\$ 19,077.80		
113	1/22/2029	\$ 4,533,924.63	\$ 18,371.51		113	1/22/2029	\$ -	\$ -		
114	2/21/2029	\$ 4,514,753.84	\$ 19,170.79		114	2/21/2029	\$ -	\$ -		
115	3/21/2029	\$ 4,494,787.99	\$ 19,965.85		115	3/21/2029	\$ -	\$ -		
116	4/23/2029	\$ 4,476,636.22	\$ 18,151.77		116	4/23/2029	\$ -	\$ -		
117	5/21/2029	\$ 4,456,582.03	\$ 20,054.19		117	5/21/2029	\$ -	\$ -		
118	6/21/2029	\$ 4,437,588.07	\$ 18,993.96		118	6/21/2029	\$ -	\$ -		
119	7/23/2029	\$ 4,418,912.71	\$ 18,675.36		119	7/23/2029	\$ -	\$ -		
120	8/21/2029	\$ -	\$ 4,418,912.71		120	8/21/2029	\$ -	\$ -		





**UNITED STATES EQUESTRIAN FEDERATION, INC.
BOARD OF DIRECTORS - 2024 ANNUAL MEETING
CENTRAL BANK CENTER – LEXINGTON, KY**

**SECOND MEETING
SATURDAY, JANUARY 25, 2025
2:00 P.M. EST**

MINUTES

Board Members Present: Tom O’Mara, Judy Werner, Tom Brennan, Sydney Elliott, Ling Fu Wylie, Lisa Gorretta, Deborah Johnson, Jon Kreitz, Joe Mattingley, Britt McCormick, Melissa Moore, Diane Pitts, Philip Richter, and Chester Weber

Board Members Absent: Max Amaya, Jacob Arnold, Ellie Brimmer, Beezie Madden, Judy Sloan, Philip Richter, and Sharon White

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

Others Present: Karen Adams and Leslie Mangan

1. Roll Call and Determination of a Quorum

Mr. O’Mara called the meeting to order at 2:05 p.m. EST. Following a call of the roll, Ms. Adams noted that a quorum was present.

2. Adoption of the Agenda

Mr. O’Mara requested that we add an approval of modified drugs and medications penalty guidelines as item 8.3 that came out of the Hearing Committee meeting Wednesday. Ms. Pitts requested that agenda item 7.3 be moved to the Executive Session. Ms. Gorretta moved, and Mr. Kreitz seconded the motion to adopt the agenda as amended. Following a vote, the motion to approve the amended agenda passed unanimously.

3. Welcome New Directors

Mr. O’Mara welcomed to the Board two new members - Sydney Elliott, the new USOPC Athletes’ Commission representative and Sharon White, the alternate athlete representative.

4. Annual Conflict of Interest Disclosures

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

5. Conflict of Interest Declaration

Ms. Keating requested that the Directors declare any conflicts with items on this agenda. Mr. O'Mara declared a conflict with his son, TJ O'Mara, included on the National Hunter Committee population in agenda item 7.4. Ms. Keating stated that he will abstain from vote on this agenda item.

6. Election of three 2025 Executive Committee Members and Announcement of 2025 Executive Committee

Pursuant to the Bylaws and as communicated in a written report provided to the Board in advance of the meeting, Mr. O'Mara placed into nomination Mr. Amaya to serve as the International Disciplines Council Member for 2025, Mr. McCormick to serve as the National Breeds & Disciplines Council member, and Ms. Pitts to serve as the Independent Director member on the 2025 Executive Committee and provided his reasoning in selecting these individuals. She noted that the Athlete Directors selected Ms. Brimmer (Para Equestrian), Ms. Elliott (Eventing), and Mr. Weber (Driving) to serve as Athlete representatives on the Executive Committee.

6.1 International Disciplines Council Member

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

6.2 National Breeds & Disciplines Council Member

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

6.3 Independent Director

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

7. Approval of Committee Population

7.1 Advisory and Administrative Committees – Adaptive Sport, Awards, Budget & Finance, Competition Management, Legislative, and Veterinary

Mr. Mattingley moved, and Ms. Pitts seconded approval of the population of six committees. After discussion, the motion to approve the population of the committees passed, with Mr. Brennan, Ms. Johnson, Mr. Kreitz, Ms. Madden, Ms. Pitts, Mr. Richter, and Ms. Sloan abstaining.

Adaptive Sport Committee

The population of the Adaptive Sport Committee for a two-year term ending January 2027 includes Joann Benjamin as Chair, Ellie Brimmer, Robin Brueckmann, Marilyn Kulifay, and Kerri Sowers.

Awards Committee

The population of the Adaptive Sport Committee for a four-year term ending January 2029 includes Charlotte Skinner-Robson as Chair, Tina Bruce, Nancy Conley, Duane Esser, Daphne

Foran, Sara Kozumplik, Misdee Miller, Cindy Mugnier, Cheryl Rubenstein, Gareth Selwood, and George Williams.

Budget & Finance Committee

The population of the Budget & Finance Committee for a two-year term ending January 2027 includes Judy Sloan as Chair, Clay Green, Jon Kreitz, Philip Richter, and athletes James Fairclough, Bezie Madden, and Kate Shoemaker.

Competition Management Committee

The population of the Competition Management Committee for a four-year term ending January 2029 will include Janine Malone as Chair, Linda Bibbler, Derek Braun, TJ Campbell, Shelley Campf, Vinnie Card, Pamela Hardin, Kimberly Herslow, Kent Moeller, Matt Morrissey, Ali Nilforushan, Noah Rattner, Jan Stevens, and Michael Stone.

Legislative Committee

The population of the Legislative Committee for a four-year term ending January 2029 includes Deborah Johnson as Chair, Thomas Brennan, and athletes Ling Fu Wylie, Jacob Arnold, and Chris Hickey.

Veterinary Committee

The population of the Veterinary Committee for a four-year term ending January 2029 will include Dr. A. Kent Allen as Chair, Dr. Mark Baus, Dr. Hugh Behling, Dr. Emily Sandler Burtness, Margie Engle, Elisabeth Goth, Deborah Johnson, Dr. Stacey Kent, Dr. Catherine Kohn, Dr. Rick Mitchell, Melissa Moore, Dr. Tim Ober, Dr. Duncan Peters, Martha Rattner, Susan Schoellkopf, and Dr. Kim Snyder.

7.2 Committees of the Board & Corporation – Audit & Ethics Committees

Mr. Kreitz moved, and Mr. Faudree seconded the motion to approve the Audit and Ethics Committees. After discussion, the motion passed with Ms. Pitts, Ms. Werner, and Mr. Mattingley abstaining.

Audit Committee

The population of the Audit Committee for a one-year term ending January 2026 are Diane Pitts as Chair, Judy Werner, and athletes Ellie Brimmer and Joe Mattingley.

Ethics Committee

The population of the Ethics Committee for a one-year term ending January 2026 are Diane Pitts as Chair, Debbie Bass, Judy Werner, and athletes Ali Brock and Joe Mattingley.

7.4 National Breed/Discipline Committees – American Saddlebred, Andalusian/Lusitano, Arabian, Carriage Pleasure Driving, Connemara, Friesian, Hackney, Morgan, National Hunter, Paso Fino, Roadster, Saddle Seat Equitation, Shetland Pony, Welsh, Western, and Western Dressage.

Mr. Kreitz moved, and Mr. Faudree seconded the motion to approve the Audit and Ethics Committee. After discussion, the motion passed with Mr. Brennan, Ms. Johnson, Mr. McCormick, Ms. Moore, Ms. Werner and Mr. O'Mara abstaining.

American Saddlebred Committee

The population of the American Saddlebred Committee for a two-year term ending January 2027 includes ASHBA appointees Allen Bosworth, Sandy Currier, Christy Parker, Joan Todd, and

Kristen Cater; USEF appointees Melissa Moore (Chair), Kent Moeller, Mark Bodnar, Judy Werner, and Betsy Boone; and athletes Rachel Seifert, Allison Deardorff, Gen Hess, Tiffany Wheeler, and Austin Hazelwood.

Andalusian/Lusitano Committee

The population of the Andalusian/Lusitano Committee for a two-year term ending January 2027 includes IALHA appointees Jennifer Stewart, Corinne Stern, Courtney McDonald, and Tonna Faxon; USEF appointees Kaeli Dressler (Chair), Carmen Hansen, Linda Denniston, Wayne Hipsley, and Martin Perez; and athletes Martin Arnold, Erica Peet, Molly Gengenbach, Kimberley Brunson, and Rose Watt.

Arabian Committee

The population of the Arabian Committee for a two-year term ending January 2027 includes AHA appointees Deborah Johnson (Chair), Nancy Harvey, Jan Decker, Kathy Callahan-Smith, and Joan Shelton-Palelek; USEF appointees Carol Spangler, Janet Henderson, Dave Daugherty, Duane Esser, and Cecile Hetzel-Dunn; and athletes Debbie Price, Jim Hitt, Katharyn Hart, Andy Sellman, and Cathy Vescey.

Carriage Pleasure Driving Committee

The population of the Carriage Pleasure Driving Committee for a two-year term ending January 2027 includes USEF appointees Chris Knox (Chair), Jill Ryder, William Venditta, Kail Palmer-Miller, Sonya Bickford, Gail Aumiller, Mike Rider, and Stacy Giere; and athletes Misdee Miller, Chris Bickford, Dallas Bolen, and Kathleen Whaley. There is no recognized affiliate for this discipline, so USEF appoints all members.

Connemara Committee

The population of the Connemara Committee for a two-year term ending January 2027 includes ACPS appointees Fonda Eigel, Cathy Blackmon, Christine Knox (Chair), and Marynell Eyles; USEF appointees Linda Haines, Wayne Quarles, and Jennifer Garutti; and athletes Carol Kozlowski, Nora Goldfarb, Elliot Timmons, and Donna Miller.

Friesian Committee

The population of the Friesian Committee for a two-year term ending January 2027 includes IFSHA appointees Dorothy “DJ” Brown (Chair), Shirley Trail, and Bruce Griffin; USEF appointees Todd Macuga, Stephanie Snyder, and Gwendolyn Schmidt; and athletes Courtney Morrell-Dressel, Lauren Riehle, and Michelle Sumner.

Hackney Committee

The population of the Hackney Committee for a two-year term ending January 2027 includes AHHS appointees Andrew Freseth (Chair), Randy Harper, and Ricky Harris; USEF appointees Bob Funkhouser; John Warther, and Melissa Wahl; and athletes Maureen Quackenbush, Karen Waldron, and Rose Marie Wheeler.

Morgan Committee

The population of the Morgan Committee for a two-year term ending January 2027 includes AMHA appointees Steven Handy, Kelly McFaul (Chair), Carol Fletcher Churchill, Elizabeth Viets-Wallen, and Cindy Mugnier; USEF appointees Molly O’Brien, Adam Lagosz, Dallas Bolen, and Dwayne Knowles; and athletes Sharon Boyce Bender, Mattie Luedeker, C.A. “Tony” Lee III, Ryne Swope, and Ling Fu Wylie.

National Hunter Committee

The population of the National Hunter Committee for a two-year term ending January 2027 includes USHJA appointees Britt McCormick, Robin Rost Brown, Patty Roberts, Kathleen Rice, and Colleen McQuay; USEF appointees Carl Weeden (Chair), Tom Brennan, TJ O'Mara, Ali Sweetnam, and Jim Hagman; and athletes Jenny Karazissis, Nick Hanness, Martha Ingram, Michael Tokaruk, and Shelley Campf.

National Show Horse Committee

The population of the National Show Horse Committee for a two-year term ending January 2027 includes NSHR appointees Duane Esser (Chair) and Joyce Hamblin; USEF appointees Barbara Wright and Lorraine Mikosz; and athletes David Mikosz, Kevin Price, and Zach White.

Paso Fino Committee

The population of the Paso Fino Committee for a two-year term ending January 2027 includes PFHA appointees Jeanne Griggs, Andrea Lord, Alex Zapata, and Ellen Perez; USEF appointees Robin Ratliff (Chair), Shannon Johnson, Richard Shaffer, and Daniel Muniz; and athletes Nicholas Burgos, Staige DeBenedetti, Jacqueline Holland, Karen Kraushaar, and Milda Minter.

Roadster Committee

The population of the Roadster Committee for a two-year term ending January 2027 includes ARHPA appointees James Nichols, Chad Cole (Chair), and Kim Krumpler; USEF appointees Melissa Moore, Kelly Lockhart, and Randy Harper; and athletes Debbie Foley, Rose Marie Wheeler, and Kim Cowart.

Saddle Seat Equitation Committee

The population of the Saddle Seat Equitation Committee for a two-year term ending January 2027 includes USEF appointees Christy Parker (Chair), Shelly Fisher, Betsey Boone, Jolene Galvin-Yerckie, Meredith Meeder, Kristen Meeder, Jody LaSalle, and Cindy Zubrod Boel; and athletes Dawson Archibald, Mattie Luedeker, Macey Miles, and Alayna Applegate. There is no recognized affiliate for this discipline, so USEF appoints all members.

Shetland Pony Committee

The population of the Shetland Pony Committee for a two-year term ending January 2027 includes USEF appointees Sandy Croote (Chair), Alex Longares, Ronald Bartholomew, and Deborah Howell; and athletes Cathy Harris and Koren Luchetta. There is no recognized affiliate for this breed, so USEF appoints all members.

Welsh Committee

The population of the Welsh Committee for a two-year term ending January 2027 includes WPCSA appointees Sally Steinmetz (Chair), Tracy Dopko, and Shawn Bigley; USEF appointees Molly Rinedollar, Meg Wills O'Daniel, and Shari Beecher; and athletes Ruth Wilburn, Megan Burtness, and Candace Upchurch Reece.

Western Committee

The population of the Western Committee for a two-year term ending January 2027 includes USEF appointees Patt Jean Lebon (Chair), Darrell Bilke, Kathy Callahan-Smith, Beverly Henning-Lemaster, Carol Jones, and Charlotte Kurtz; and athletes Erin Silver, Trevor Gerardi-Miller, and

Megan Gallagher. There is no recognized affiliate for this discipline, in which case USEF appoints all members.

Western Dressage Committee

The population of the Western Dressage Committee for a two-year term ending January 2027 includes WDAA appointees Cindy Butler (Chair), Ann Judge, Franci Newsome, and Ida Morris; USEF appointees Patty Jean Lebon, Stacia Wert-Gray, and Jim Porcher, and athletes Scot MacGreggor, Kristen Whittaker, Glynis Walford, and Joyce Swanson.

8. Resolutions

8.1 Resolution 2025-01 – 2025 Board Ad Hoc for Team Selection

Mr. Weber moved, and Mr. Kreitz seconded a motion to approve Board Resolution 2025-01 for the appointment of an Ad Hoc for the purpose of team selection. Ms. Keating noted that this is the annual resolution to allow the USEF President to appoint a three-member Ad Hoc of the Board to review and approve team selection. After discussion and a vote, the motion passed unanimously.

8.2 Resolution 2025-02 – Dissolve Breeders' Committee

Mr. Faudree moved, and Mr. Brennan seconded a motion to approve the Board Resolution 2025-02 for the dissolution of the USEF Breeders' Committee. After discussion and vote, the motion passed unanimously.

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

Mr. Brennan moved, and Mr. Kreitz seconded a motion to approve the modifications to the USEF Equine Drugs and Medications Penalty Guidelines. Ms. Keating stated that the Hearing Committee met in Lexington on Wednesday and requested the Board approve increased penalties for violations of the 12-hour rule and increased penalties for violations in categories III and IV. After discussion and vote, the motion passed unanimously.

9. USET Foundation Report

Mr. Richter, USET Foundation Treasurer, was unavailable for this report, but asked Mr. O'Mara to note that the Foundation was proud to have provided a \$4M grant in 2024 and looks forward to a continued collaborative relationship with USEF in 2025.

10. Council Reports

10.1 International Disciplines Council Report

A written report was provided in the Board materials. Ms. Gorretta had nothing to add.

10.1a Approval of Sport Consent Calendar

Mr. Kreitz moved, and Mr. Faudree seconded the motion to approve the consent calendar for sport for two requests – the 2025 Eventing Young Rider Championship Selection Procedures and the 2025 USA Dressage CDIO Selection Procedures. After discussion and vote, the motion passed with Ms. Gorretta abstaining.

10.2 National Breeds & Disciplines Council Report

Mr. McCormick stated that 2024 was a good year. The Council is improving its relationship with the breeds and looks forward to continuing their collaboration this year.

10.3 Member Services Council Report

A written report highlighting the Council's work in 2024 was provided to the Board. Mr. Kreitz did not have anything additional to report.

11. Old Business

There was no old business.

12. New Business

There was no new business.

13. Executive Session

At 2:33 p.m. Mr. O'Mara requested that all attendees, Council Chairs, and all staff except Mr. Moroney and Ms. Keating leave the meeting for an Executive session of the Board.

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

7.3 Sport Committees – Dressage, Eventing, Jumping & Para-Equestrian

Mr. Faudree moved, and Ms. Fu Wylie seconded the motion to approve the Sport committees for Eventing, Dressage, Jumping, and Para-Equestrian.

Eventing Sport Committee

The population of the Eventing Sport Committee for a four-year term ending January 2029 includes USEA appointees Lou Leslie, Molly Pellegrini, Sharyn Antico, Siobhan O'Brien, Rusty Lowe; USEF appointees Jonathan Elliott, Debbie Furnas, Max Corcoran, Valerie Pride, Ellen Ahearn; and athletes Lauren Nicholson (Chair), James Alliston, Sydney Elliott, Will Faudree, Lynn Symansky. After discussion and a vote, the motion failed unanimously.

Dressage Sport Committee

The population of the Dressage Sport Committee for a four-year term ending January 2029 includes USDF appointees Amy Bradley, Lisa Gorretta (Chair), Heather Peterson, Kevin Reinig, and Bill Warren; USEF appointees Michael Osinski, Pierre St. Jacques, Noah Rattner, Akiko Yamazaki, and Chris Hickey; and athletes Katherine Bateson-Chandler, Ali Brock, Olivia LaGoy-Weltz, Katie Duerrhammer, and Lisa Wilcox. After discussion and vote, the motion passed unanimously.

Jumping Sport Committee

The population of the Jumping Sport Committee for a four-year term ending January 2029 will include USHJA appointees Kaitlin Campbell, David Distler, Brooke Kemper, Mandy Porter, and Charlotte Skinner-Robson; USEF appointees Max Amaya, Beezie Madden (Chair), Dan Reed, Michael Stone, and Jimmy Torano; and athletes Katie Dinan, Brianne Goutal, Lillie Keenan, Spencer Smith, and McLain Ward. After discussion and vote, the motion passed unanimously.

Para-Equestrian Sport Committee

The population of the Para-Equestrian Sport Committee for a four-year term ending January 2029 will include USDF appointees Eleanor Brimmer, Bettina Longaker, Mike Tomlinson (Chair), and Joan Williams; USEF appointees Barbara Grassmyer, Lisa Hellmer, Kerri Sowers, and Tina Wentz, and athletes Rebecca Hart, Fiona Howard, Kate Shoemaker, and Roxanne Trunnell. After discussion and vote, the motion passed unanimously.

13.1 General Counsel Report

Ms. Keating provided a litigation update for the Board.

13.1a Litigation Report

Ms. Keating provided a report on current and threatened litigation.

13.1b Board of Directors Fiduciary Duties

Ms. Keating highlighted the fiduciary duties of our Board.

13.2 USEF Equine Research Funding

Mr. Moroney spoke to the board on funding for equine research.

13.3 CEO Report

Mr. Moroney provided a report to the Board.

14. Adjourn

At the conclusion of the Executive Session, the meeting adjourned at 4:55 p.m. EST.

Signed and submitted by Karen Adams



Recording Secretary

**Attachments: Resolution 2025-01
Resolution 2025-02**

**RESOLUTION OF THE BOARD
TO APPOINT AN AD HOC SELECTION GROUP
(2025-01)**

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

NOW THEREFORE, it is

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

CERTIFICATION

I HEREBY CERTIFY that the foregoing is a true and correct copy of a resolution presented to and adopted by the Federation's Board of Directors at a Meeting duly called and held in person at the 2025 Annual Meeting on the 25th day of January, 2025, at which a quorum was present and voted, and that such resolution is duly recorded in the minutes.

Recording Secretary:



Karen Adams

**RESOLUTION OF THE BOARD
TO DISSOLVE A COMMITTEE
(2025-02)**

WHEREAS, the United States Equestrian Federation, Inc. (the "Federation") Board of Directors ("Board") wishes to dissolve the Breeders' Committee that was created in the Resolution of the Board to Create Committees, dated January 15, 2016. The Breeders' Committee shall be dissolved through this Resolution of the Board.

THEREFORE, IT IS HEREBY RESOLVED, that effective immediately and until further action by the Federation's Board, the Breeders' Committee shall be dissolved and the respective charter is no longer effective.

CERTIFICATION

I HEREBY CERTIFY that the foregoing is a true and correct copy of a resolution presented to and adopted by the Federation's Board of Directors at a Meeting duly called and held in person at the 2025 Annual Meeting on the 25th day of January, 2025, at which a quorum was present and voted, and that such resolution is duly recorded in the minutes.

Recording Secretary:



Karen Adams