BOARD OF DIRECTORS
2017 ANNUAL MEETING
LEXINGTON CENTER - LEXINGTON, KENTUCKY

FIRST MEETING
SATURDAY, JANUARY 14, 2017
8:00 A.M. EST

MINUTES

Board Members Present: Chrystine Tauber, Elisabeth Goth, Chester Weber, Mary Babick, Georgie Green, Tucker Johnson, Murray Kessler, Anne Kursinski, Pete Kyle, Beezie Madden, Misdee Miller, Cynthia Richardson, Philip Richter, and Judy Werner

Board Members Absent: Catherine Haddad Staller, Chris Kappler, Michael Pollard

Council Chairs Present: Mary Babick (Board member), Bob Bell and Joe Mattingley

Senior Staff Present: Bill Moroney, Will Connell, Matt Fine, David Harris, Sonja Keating, Vicki Lowell, Lori Nelson, Justin Provost and Stephen Schumacher

1. Roll Call and Determination of a Quorum.
Mrs. Tauber called the meeting to order at 8:02 a.m. EST. Following a call of the roll, it was noted that a quorum was present.

2. Adoption of the Agenda.
Mrs. Green moved and Mr. Kessler seconded adoption of the agenda. There was no discussion and the motion carried unanimously.

3. President’s Opening Remarks.
Mrs. Tauber opened with thanks to the Board for all their hard work under her leadership. She noted that many significant changes have taken place highlighting the governance re-structure, numerous Horse Welfare initiatives, Prohibited Substances and Best Practices, Safe Sport guidelines, establishing core values, Mileage Rule revisions, improved regulation processes, Hearing penalty guidelines, the creation of a Governance Committee and Compliance Department, Bylaw revisions and new Sport Committee Charters, new Vision and Mission Statements, a robust new Strategic Plan, and plans for a new headquarters. She followed by thanking staff for their support and dedication during her tenure. Further, she thanked Mr. Moroney for stepping in as CEO and building the strong team and management programs driving the Board’s plans today. Last, she thanked Mr. Kessler for all his time and energy dedicated to developing the Strategic Plan. In closing, she welcomed Mr. Kessler as the next
President of US Equestrian acknowledging that his leadership will keep us moving in the right direction for our Board, volunteers, members and staff.

Mr. Johnson moved and Mr. Richter seconded approval of the minutes of the December 12, 2016 Board of Directors Meeting. Mrs. Richardson stated that AHA delegates approved the rule change 232-16 on page 5, not the AHA Board. A vote was taken on the Motion to Approve Minutes of the December 12, 2016 Board of Directors Meeting, as corrected. There was no discussion and the motion passed, with Ms. Babick abstaining.

5. Conflict of Interest Disclosure.
Ms. Keating requested that Directors declare conflicts concerning any item on the agenda at this time. Mr. Richter noted that his firm sponsors the Wellington qualifier and has a conflict with Deeridge.

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

Mr. Weber reported on the Statement of Financial Activities as of November 30, 2016 and said that the year closed with a lower than budgeted deficit. It was noted that the financials should state that they are Confidential and Unaudited until the Audit report is presented at the Mid-year meeting. There was no further discussion and the motion passed unanimously.

- Investment Policy Statement
  Mr. Johnson moved and Mrs. Miller seconded the motion to approve changes to the Investment Policy as provided in the statement. Mr. Harris noted that the investment strategy was reviewed by the Investment Policy Task Force who recommend the following changes to maximize our investment due to the current economic environment. This statement reflects a change in distribution to 60% equity and 40% debt/cash with a 10% swing margin. There was no further discussion and the motion passed unanimously.

Mr. Weber reported on the actions of the Nominating Committee in 2016. The International Disciplines Council put forward Mrs. Pitts to fill the seat vacated by Mr. di Grazia and Ms. Gorretta to fill the seat vacated by Mrs. Haddad Staller. The National Breeds and Disciplines Council put forward Mrs. Mugnier to fill the Morgan seat previously held by Mrs. Green and Mrs. Babick to fill the Hunter seat vacated by Mr. Moroney. Ms. Brock was elected to serve in the AAC seat previously held by Mr. Pollard.

- Election of Independent Directors.
  Mr. Weber stated that Judy Sloan and Tom O’Mara were put forward by the Nominating committee to serve as an Independent Director. Mr. O’Mara will have an initial two-year term and Ms. Sloan will serve an initial four-year term. Mrs. Tauber opened the floor for additional nominations. Hearing no nominations from the floor, Mrs. Tauber closed nominations. With no additional names for consideration, Ms. Goth moved and Mrs. Green seconded, approval of Ms. Sloan and Mr. O’Mara to serve as Independent Directors of the Board. There was no additional discussion and the motion passed unanimously.
9. **Consideration of Sport Requests Recommended for Approval by Councils.**

Mr. Kyle moved and Mrs. Green seconded the motion to bring all items to the floor for Board discussion. There was no comment and the motion passed unanimously.

- **Approval of Dressage Sport Committee**
- **Approval of Eventing Sport Committee**
- **Approval of Para-Equestrian Sport Committee**
- **Approval of Vaulting Sport Committee**

Mr. Johnson moved and Ms. Goth seconded approval of the committee structure for Dressage, Eventing, Para-Equestrian and Vaulting. It was noted that clean up in nomenclature is needed. There was no further discussion and the motion passed unanimously.

- **Approval of FEI Calendar additions for Jumping**

Mr. Connell noted that the FEI can object to new 5* competitions even if the dates don’t conflict, so if the Board approves, it is still subject to FEI approval. There being no further discussion, the motion passed unanimously.

- **Approval of 2018 WEG Endurance Qualifying Memo**

There being no questions, the motion to approve this qualification memo for Endurance passed unanimously.

- **Approval of special competition status – Longines Global Champions Tour, Miami Beach**

Mr. Connell stated that competitors use this as a circuit going from Florida to Mexico. This year due to the event in Mexico falling on Easter weekend, Miami has agreed to switch the order of competition. Further, Board approval is subject to final approval by the FEI. There being no further discussion, the motion passed unanimously.

- **Approval of special competition status – US Pony Finals**

There was no discussion and the motion passed unanimously.

- **Approval of special competition status - Deeridge International Hunter Derby**

There was no discussion and the motion passed, with Mr. Richter abstaining.

- **Approval of Jumping Sport Committee**

The board noted that the same comments should apply to this sport committee as to those at the top of this agenda. There was no further discussion and the motion to approve the structure of the Jumping Sport Committee passed unanimously.

10. **Consideration of Sport Requests Recommended for Disapproval by Councils.**

- **Approval of special competition status – The Ridge at Wellington**

Ms. Nelson stated that the Board approved this competition for February 10, 2017. The organizer has since requested both a date change to January 27, 2017 and the addition of USHJA Pony Hunter Derby classes that conflict with existing competitions held at the same time less than 10 miles apart. After feedback was solicited from the affected competitions, the Hunter committee, National Council and USHJA all reviewed and recommended disapproval. There was no further discussion and the motion to grant special competition status to The Ridge at Wellington was defeated, with Mr. Richter abstaining.
Mrs. Green moved and Ms. Babick seconded approval of Heritage Designation for Chagrin Valley Hunter Jumper Classic. There was no further discussion and the motion passed unanimously.

12. Approval of Heritage Designation for Oregon High Desert Classic I.
Ms. Babick moved and Mr. Kyle seconded approval of Heritage Designation for Oregon High Desert Classic I. There was no further discussion and the motion passed unanimously.

13. Council Reports.
The Board requested that going forward each Council Chair submit a written report to the Board as well as delivering a verbal report.

Mr. Mattingley, Chair of the International Disciplines Council, highlighted the Council’s work in 2016 committee restructure, revised budget process, funding principles, developmental vs. elite nomenclature, affiliate relationships, Rio team successes and submission of a four-year plan to the USOC “Project Tokyo”.

Ms. Babick, Chair of the National Breeds and Disciplines Council, reported on work initiated in 2016 that has been completed or is ongoing including the revised budget process, national sport team successes, large increases in the lettering program through the addition of Junior High students, an increase in the number of and participation in National Championships, grants supplied to Affiliates for youth programs, online donation process, and Competition Lite concept.

Mr. Bell, Chair of the Administration and Finance Council, reported that the highlight for 2016 was the revised budget process along with the competition dashboard, Show Pass procedure, and the FEI Global Medication Control Program.

Mr. Johnson moved and Mrs. Werner seconded the motion to put all the extraordinary rule change proposals on the table for discussion. Mr. Kessler asked each proponent to defend their rule change as a true extraordinary. There was no further comment and the motion carried unanimously.

Tracking ID 408-16
Ms. Babick stated that she will work with the organization for one year and re-submit this rule change to EQ110 as a standard in 2017. There was no further discussion and the motion to approve failed unanimously.

Tracking ID 418-16
Mr. Connell stated that this rule change has been put forward based on FEI analysis on safety for horse and rider. There was no further comment the motion to approve this rule change to EV105 passed unanimously.

Tracking ID 421-16
Mr. Connell stated that this Eventing rule change to EV140 also affects safety for horse and rider. As this rule is unclear in its purpose, it was proposed to change the second sentence to instead read: The Ground Jury for each event must ensure that approved Frangible Technology is employed. There was no further discussion and the motion to approve this rule change as amended passed unanimously.
Ms. Goth stated that all three rule changes from the breeds to HK103, RD103, and SB102 are related to horse welfare and that these groups rarely if ever submit extraordinary requests. There was no further discussion and the motion passed unanimously.

Ms. Babick stated that a loophole was created after this rule change rewrite to HU103.6 that affects fairness for competitors. There was no further discussion and the motion passed unanimously.

Mrs. Di Ann Langer stated that a Young Jumper Task Force was formed to review and make recommendations for changes to clean up the rules. The Task Force missed the rule change deadline as the task force met and the rules were being drafted to JP Appendix A and JP103.5. There was no further discussion and the motion to approve both extraordinary rule changes passed unanimously.

The board requested an amendment to point 4 of JP Appendix A to read: When schooling for a 5, 6 or 7-year-old class in progress jumps in the schooling area may not exceed the height or width by more than 10cm of the jumps in the class. There being no further discussion, the motion to approve this rule change as amended passed unanimously.

It was noted that this rule has been in place less than a year and the intent listed is misleading. After much discussion, the board agreed to amend the language in this rule change to read in JP117.6b: Any competitor that competes in a CSI4*- or above CSI5*, a CSI-W or CSIO is ineligible to compete in a Junior and/or Amateur Owner Jumper class held below 1.40 m at that same competition. There was no further discussion and the motion to approve this extraordinary rule change as amended passed, with Ms. Goth abstaining.

Ms. Babick stated that she would work with USHJA on this rule change to JP118.4. There being no further discussion, the motion to approve this rule change was unanimously defeated.

Approval of Resolution of the Board to Create an Awards Committee.
Mr. Kessler moved and Mr. Johnson seconded approval of Resolution of the Board to create an Awards Committee. There was no further discussion and the motion passed unanimously.

Approval of Resolution of the Board to Dissolve Committees.
Mr. Johnson moved and Mrs. Richardson seconded approval of a Resolution of the Board to dissolve the Marketing Committee, Continuing Education Committee, and the Competition Secretaries Committee. There was no further discussion and the motion passed unanimously.

Staff Recognition awards.
Mrs. Tauber recognized nine staff members who have worked for the Federation for ten years and presented them with a gift for their service.
18. **Recognition of Outgoing Board members.**
Mrs. Tauber thanked Mr. di Grazia, Mrs. Green, Ms. Lowell, Mr. Moroney and Mr. Pollard and awarded those present with a gift in recognition of their service to the Board.

Mr. Moroney thanked Mrs. Tauber for her leadership over the past four years as President and presented her with a gift of appreciation.

19. **Adjourn.**
There being no further business, the meeting was adjourned at 10:44 a.m. EST.

Signed and submitted:

Karen Adams, Recording Secretary
MINUTES

Board Members Present: Murray Kessler, Elisabeth Goth, Chester Weber, Mary Babick, Allison Brock, Lisa Gorretta, Tucker Johnson, Anne Kursinski, Pete Kyle, Beezie Madden, Misdee Miller, Cindy Mugnier, Tom O’Mara, Diane Pitts, Cynthia Richardson, Philip Richter, Judy Sloan and Judy Werner

Board Members Absent: Chris Kappler

Council Chairs Present: Mary Babick (Board member), Bob Bell and Joe Mattingley

USEF Staff Present: Bill Moroney, Will Connell, Matt Fine, David Harris, Sonja Keating, Vicki Lowell, Lori Nelson, Justin Provost and Stephen Schumacher

1. Roll Call and Determination of a Quorum.
Mr. Kessler called the meeting to order at 11:07 a.m. EST. Following a call of the roll, it was noted that a quorum was present.

2. Adoption of the Agenda.
Mr. Kessler stated that agenda item 7, Audit Committee approval, has been removed and the Ranking List report will be moved up to agenda item 6. Mr. Johnson moved and Ms. Goth seconded adoption of the agenda as amended. There was no discussion and the motion carried unanimously.

3. President’s Opening Remarks.
Mr. Kessler welcomed the new Board members and thanked the group for selecting him to serve in this important position. He noted the major steps toward our Strategic Plan from the launching of our new website and the Joy campaign to the hiring of new staff leadership who have been instrumental in ensuring our Strategic Plan stays on track.

Mr. Kessler stated that the Board must step up and govern at the highest level in order to achieve our vision and mission. The Board must embrace the good of the organization above personal interest using
the principles of transparency, accountability, fairness and integrity to guide us above all else. The Board has real work to do including confronting tough issues including elimination of cheaters, affordable access to our sport to increase participation, the creation of pathways from grassroots to top levels, and the generation of resources to fund all programs needed for our breeds and disciplines, especially Para-Equestrian. Mr. Kessler concluded by stating that this will be hard work, but he is confident this Board can accomplish all of this and more in the years to come.

4. **Code of Ethics and Conflict of Interest Policies.**
Ms. Keating stated that each director is responsible for reading and filling out exhibits A, B and C each year either online or by using the paper forms provided.

5. **Conflict of Interest Disclosure.**
Ms. Keating requested that Directors declare conflicts concerning any item on the agenda at this time. No declarations were made.

6. **Show Jumping Ranking List Task Force Report.**
Mrs. Porter, Chair of the Show Jumping Ranking List Task Force, reported on the process and accomplishments to come out of the task force meetings, noting deficiencies in the multiplier use from the U.S. to Europe. Mrs. Porter stated that the task force will review amendments on January 20th and plans to switch to the new format on April 3rd of 2017.

7. **Governance – Key Principles.**
Mr. Kessler said that the Board will be held accountable to these key principles of transparency, competency and commitment, accountability and objectivity, integrity and responsibility, and attention to information. Mr. Kessler stated that he, Mrs. Tauber and Mr. Moroney spent time at each Council meeting delivering this information as it will prove useful to them as well.

8. **Consideration of Rule Change Proposals.**

   **Consent to Approve Calendar**
Ms. Goth moved and Mr. Johnson seconded the motion to put all the rules contained in the Consent to Approve Calendar on the floor for discussion. Mrs. Babick requested that Tracking #299-16 and Ms. Pitts requested that Tracking 346-16 be moved to the Voting Calendar for board review.

Mr. Richter moved and Mr. Kyle seconded approval of the remaining rule changes on the Consent to Approve Calendar. There was no further discussion and the motion passed unanimously.

   **Consent to Disapprove Calendar**
Ms. Goth moved and Mrs. Werner seconded to put all the rules on the Consent to Disapprove Calendar on the floor for discussion. There was no discussion, so Mrs. Madden moved and Mrs. Mugnier seconded the motion to adopt the Consent to Disapprove Calendar. There being no discussion, the motion passed unanimously.

   **Voting Calendar**
Mr. Johnson moved and Ms. Babick seconded the motion to put all rules listed on the Voting Calendar on the table for discussion. There was no comment and the motion passed unanimously.

   **Tracking ID 212-16**
Mr. Kessler explained that by changing this rule, Horse of the Year Awards does not have to be held as a separate event, but rather gives us the option of doing so if the Board feels it makes
The current rule states that the HOTY Awards will be presented at the Annual Meeting. After some discussion, the motion to approve this rule change to GR1120 was unanimously approved.

Mr. Kessler handed over Chairmanship to Ms. Goth while he left the room for an awards presentation. Mrs. Richardson moved and Ms. Babick seconded the motion to table the remaining rules from the Voting Calendar until after Mr. Kessler returned.

Mr. Johnson reported that he and the Foundation are proud of the success of all our teams in Rio. To date, the Foundation has provided $34 million to USEF in the form of grant agreements and looks forward to an enhanced relationship with USEF. The Foundation will hold its annual meeting on January 21st and Mr. Johnson expects that the board will approve of a $3 million grant to USEF for 2017. Mr. Johnson noted that he will step down as President and CEO as Jim McNerney will take over. Mr. Johnson stated that he will remain on both the Foundation and USEF boards. He thanked Mrs. Tauber for her commitment in serving on the Foundation board. Last, Mr. Johnson noted that the Foundation is expanding its campaign to build an endowment.

10. CEO Report.
Mr. Moroney noted that his written report is included in the board materials. There were no questions from the board.

Mr. Moroney stated that the Kentucky Horse Park has withdrawn its bid for the 2022 World Equestrian Games.

At 12:22 p.m. Ms. Goth passed Chairmanship back to President Kessler. Mr. Kessler wished to discuss the remaining two rules on the Voting Calendar on the table from agenda item 8.

Tracking ID 299-16
Mrs. Babick amended point 5 of rule HJ400 changing the 60-day requirement back to 90 days. Mrs. Richardson moved and Ms. Goth seconded approval of this rule change as amended. There was no further discussion and the motion to approve this rule change to HJ400 was unanimously approved.

Tracking ID 346-16
Mr. Johnson moved and Ms. Goth seconded approval of this rule change to GR1202. It was noted that many competition managers do not fully understand their responsibilities and it’s important that we teach them. After some discussion, the motion to approve this rule change to GR1202 was approved with Ms. Pitts voting against it.

11. General Counsel Report
Ms. Keating reported that there is no pending litigation at this time. The Jacobs defendants in the FL litigation filed anti-trust counterclaims against the Bellissimo plaintiffs. The Jacobs defendants have subpoenaed USEF to produce documents and witnesses as part of their on-going discovery in the lawsuit.

The US Center for Safe Sport is scheduled to launch next month and will hold exclusive jurisdiction over all reports of sexualized misconduct against persons covered by a NGB.
At this time, Mr. Kessler modified the agenda to a question and answer format for the following staff reports since the board had seen their presentations the day before.

Mr. Harris stated that a line of credit would allow management flexibility in our cash flow for operations in cases of a deficit or pre-paid amounts for upcoming budget years. This past year, it was necessary to transfer $500,000 from our portfolio to continue to operate. Mr. Harris recommended approximately a $3 million line of credit as optimal.

Mr. Johnson moved and Mrs. Richardson seconded approval to authorize the USEF Officers to obtain a line of credit to manage cash flow, not to exceed $5 million. Following discussion, the motion passed, with Mr. Weber abstaining.

13. Chief Information Officer Report.
Mr. Provost reported that additional functionality will be added to the website in Phase 2. He encouraged Board members to contact him with any suggestions or questions on the new website.

Ms. Lowell had nothing to add to her report and the Board had no questions.

15. Director of Sport Report.
Neither Mr. Connell nor Ms. Nelson had any further items to report and the Board had no questions.

Dr. Schumacher stated that he had no additional topics to present to the Board. There were no questions.

17. USDA Proposed Regulation Changes Report.
Dr. Schumacher stated that he had nothing additional to report at this time. The Board had no questions.

18. Laboratory Director Report.
Dr. Uboh was unavailable for a report to the Board, but Dr. Schumacher stated that Dr. Uboh is preparing a recommendation for equipment needs and expansion costs and that a comprehensive report will be sent to the Board, along with management recommendation, by the Mid-Year meeting.

At 12:46 pm, the board took a short lunch break, resuming at 1:04 p.m. EST.

Mr. Kessler stated that he, Mrs. Tauber and Mr. Moroney met earlier in the week with Mrs. Broadway, President of the American Horse Council, to discuss five areas where they can work harder for us. The first is increasing FEI events through a better and more efficient quarantine process for international and U.S. riders returning to the U.S. for competition. The second is immigration and assistance with P1 and P2 visas. Horse transaction laws are the third topic which is very controversial and we should not involve our organization directly in this lobby effort. The fourth topic is helmet laws to encourage or require that competitors wear a helmet at USEF licensed competitions as there is a significant liability for us. We asked for, in the fifth topic, names so that we can communicate with and gain potential members from those involved in the Time to Ride Initiative. Mr. Kessler noted that the Horse Council reserves two seats on its Board for USEF and Mrs. Tauber and Dr. Rick Mitchell will continue to serve.
20. **USEF/ADS Agreement**
Mr. Mattingley reported that he and Mr. Kyle, co-mediators agreed to by USEF and ADS, met with ADS to craft an affiliate agreement based on several agreed upon points. After much discussion, there were two items of concern – the licensing of officials and delayed implementation of drug testing. Mr. Mattingley stated that he and Mr. Kyle presented a report to Mr. Moroney which is included in the Board binder. Mr. Kessler requested that Mr. Mattingley be available for questions during the next Board meeting.

21. **2017 Board Meeting Schedule.**
Mr. Johnson moved and Mr. Kyle seconded the motion to move this item to the third board meeting. There was no comment and the motion passed unanimously.

22. **Adjourn.**
There being no further business, the meeting was adjourned at 1:35 p.m. EST.

Signed and submitted:

Karen Adams, Recording Secretary
UNITED STATES EQUESTRIAN FEDERATION, INC.
BOARD OF DIRECTORS MEETING
MONDAY, FEBRUARY 27, 2017
3:00 P.M. EST

MINUTES

Board Members Present: Murray Kessler, Elisabeth Goth, Chester Weber, Mary Babick, Allison Brock, Lisa Gorretta, Tucker Johnson, Chris Kappler, Anne Kursinski, Pete Kyle, Beezie Madden, Cindy Mugnier, Tom O’Mara, Diane Pitts, Cynthia Richardson, Philip Richter, Judy Sloan and Judy Werner

Board Members Absent: Misdee Miller

Council Chairs Present: Mary Babick (Board member), Bob Bell and Joe Mattingley


1. Roll Call and Determination of a Quorum
Mr. Kessler called the meeting to order at 3:03 p.m. EST. Following a call of the roll, it was noted that a quorum was present.

2. Adoption of the Agenda
Mr. Weber moved and Ms. Goth seconded adoption of the agenda. There was no discussion and the motion carried unanimously.

Mr. Kessler requested that Directors declare conflicts concerning any item on the agenda at this time. Ms. Gorretta, Ms. Mugnier, Ms. Sloan and Ms. Pitts noted conflict with committee appointments in agenda items 11 and 12 in which they will abstain from the vote.

3. President’s Opening Remarks
Mr. Kessler opened by reporting that the launch of the new US Equestrian including the new website, Learning Center and advertising campaign have all gone well. We have gained 22,000 fan members through our initiative with Pony Club and Intercollegiate riders and 18,000 non-members have signed up for the new Equestrian Weekly newsletter. We hope to convert these groups to paid fan or competing memberships for 2018. Mr. Moroney and his team are well into Phase 2 development of the strategic plan.

Mr. Kessler stated that he looks forward to the World Cup Finals of Dressage and Jumping in Omaha in a few weeks followed by the FEI Sports Forum in Lausanne.
Continuing, Mr. Kessler reported that reflecting on transparency, integrity and accountability as cornerstones of great leadership; we have a long way to go. First, extraordinary rule changes and Presidential modifications have been used as a way to circumvent the rule change process. Future requests will be scrutinized carefully reserving approvals for only those that are truly warranted. Second, the Board must demand increased analysis and discussion on major decisions before they are made. Going forward, clear processes with full transparency and discussion will be mandated. Third, many areas of the organization are still resistant to change, but we must move forward. Mr. Kessler closed by stating that the seated Board and leadership team are doing a great job and he looks forward to a productive year where much is accomplished.

4.  **Approval of Board meeting minutes – January 14, 2017**
Mrs. Mugnier moved and Ms. Gorretta seconded the motion to put both the first and second Board meeting minutes from January 14, 2017 at the USEF Annual Meeting on the table for discussion.

There was no comment and the motion to approve the first board meeting minutes passed with Mr. O’Mara, Ms. Sloan, Mrs. Mugnier, Ms. Pitts, Ms. Brock, Mr. Kappler and Ms. Gorretta abstaining.

There was no comment and the motion to approve the second board meeting minutes passed with Mr. Kappler abstaining.

5.  **Consideration of Rule Change Proposals**
Ms. Pitts moved and Ms. Sloan seconded the motion to put both rule changes on the floor. There was no comment and the motion passed unanimously.

   **Tracking ID 003-17 – Extraordinary Rule Change Proposal**
   Mr. Connell stated that this change clarifies the terminology and process to determined safety mechanism used, altered at the Annual meeting. There was no further comment and the motion to approve this extraordinary rule change to EV140.9 was unanimously approved.

   **Tracking ID 003-17 – FEI Rule Change Proposal**
   Mr. Connell noted that this change is to bring our rules in line with FEI rules. There was no further comment and the motion to approve this FEI rule change to EV156.4 was unanimously approved.

6.  **Consideration of Bylaw Amendments**
Ms. Pitts moved and Ms. Goth seconded the motion to put all the Bylaw Amendments on the floor for discussion. There was no comment and the motion passed unanimously.

   **Bylaw 332 Responsibilities of Officers, Section 1 - President**
   This amendment removes mention of the Compensation and Human Resources Committee as it relates to that committee’s review of terms and conditions of employment of the CEO. The Board of Directors shall have final approval of the terms and conditions of employment of the CEO after having been negotiated by the President.

   **Bylaw 503 – Committees of the Corporation, Section 1 – Compensation & Human Resources Committee**
   Removes this Committee from the Bylaws by striking all language contained in Section 1 outlining the make-up and duties of the Compensation and Human Resources Committee.
Ms. Keating stated that the Governance Committee reviewed changes to Bylaw 332 and 503 based on recommendations from Chrystine Tauber and Mr. Kessler upon thorough review through repopulating and forming committees. It was found that the Compensation and Human Resources Committee was no longer necessary and should be dissolved. Mrs. Mugnier moved and Ms. Babick seconded approval of the amendments to Bylaw 332 Section 1 and 503 Section 1. There was no further discussion and the motion passed unanimously.

Bylaw 701 – Hearing Procedures, Section 3
This amendment adds language consistent with the USOC and granting jurisdiction to the US Center for Safe Sport for all investigation and resolution of claims of sexual misconduct.

Bylaw 703 – Grievances Related to Opportunities to Participate, Section 1
Ms. Keating stated that additional language would clarify athlete rights and process for filing a grievance.

Ms. Pitts moved and Ms. Gorretta seconded approval of amendments to Bylaw 701 Section 1(3), Bylaw 701 Section 3, and Bylaw 703 Section 1. There was no further discussion and the motion passed unanimously.

A summary of Presidential Modifications granted since the Annual Meeting were presented to the Board for information purposes. Mr. Kessler stated that Presidential modifications would be granted but only for those instances where it is truly warranted.

8. CEO Report
Mr. Moroney reported that he and staff are concentrating on Phase 2 of the Strategic Plan implementation including the development and launch of current and new products and a major focus on the components of USEF that need further attention to get our house in order through department SWOT analysis. Mr. Moroney highlighted the upcoming sport events, Horse Protection Act amendments; focus on updating and creating policies and procedures, development of a communication plan, building and improving our Affiliate relationships, and continuing to develop regulation and compliance department products.

A Depo Provera Workshop will be held on March 13th in Orlando to discuss the use of this drug in competition horses. Sport experts, veterinarians and researchers will present information and scientific evidence to a panel in public hearing style. Members are invited to make comments and attend in person or through our online portal. The Workshop will be streamed on the USEF Network.

Ms. Keating reported that there is no pending litigation at this time.

- Approval of Revised Safe Sport Policy Handbook
Mrs. Richardson moved and Mrs. Werner seconded approval of the revised Safe Sport Policy Handbook. Ms. Keating stated that the changes are intended to mirror the U.S. Center for Safe Sport’s Code that all NGB’s must adopt as it relates to the definition of sexual misconduct and sexual abuse and it adopts the mandatory reporting requirements.
10. Approval of FEI Olympic, Para-Equestrian Sport Committees Charter, and revision to the FEI Non-Olympic Sport Committees Charter
Ms. Gorretta moved and Mrs. Richardson seconded approval of the FEI Olympic and Para-Equestrian Sport Committees Charter and revision to the FEI Non-Olympic Sport Committees Charter. The addition of a Working Group section has been added to each Charter to identify particular tasks for each Sport Committee. Each Working Group is subject to approval by the President. There was no further discussion and the motion passed unanimously.

11. Approval of Ethics Committee members
Ms. Pitts moved and Mr. O’Mara seconded approval of the Ethics Committee members for 2017: Lisa Blackstone as Chair, Pete Kyle as Eligible Athlete, Joe Mattingley, Cynthia Richardson and Judy Werner as members. There was no discussion and the motion passed with Mr. Kyle, Mrs. Richardson and Mrs. Werner abstaining.

12. Approval of Lisa Gorretta and Cindy Mugnier as additional members of the Audit Committee.
Mrs. Richardson moved and Ms. Sloan seconded approval to add Ms. Gorretta and Ms. Mugnier to the Audit Committee. There was no discussion and the motion passed, with Ms. Gorretta and Ms. Mugnier abstaining.

Mr. Mattingley stated that he is very pleased to announce that the USOC has granted USEF $1.25 million for 2017. Mr. Connell noted that he would be reworking the budget to reallocate funding as needed and bring back to the Board for its approval.

13.1 Approval of additional Dressage and Reining competitions to the 2017 FEI Calendar
Ms. Gorretta moved and Ms. Pitts seconded approval of the additional Dressage and Reining competitions to the 2017 FEI Calendar. There was no discussion and the motion passed unanimously.

13.2 Approval of Update to the 2018 WEG Endurance Qualifications Memo
Ms. Pitts moved and Ms. Gorretta seconded approval of the update to the 2018 WEG Endurance Qualifications Memo. Mr. Connell stated that USEF cannot stop athletes from competing per the Ted Stevens Amateur Sports Act, but the added wording will not allow points to count and Selectors will not review performance at these competitions. Endurance training methods leading to bone stress will be on the agenda of the FEI Sports Forum. There was no further discussion and the motion passed unanimously.

13.3 Ratification of Eventing Sport Committee members
Mr. Kessler noted that this member structure sways from the 40/40/20 split outlined in the Charter, however the Board has the ability to approve a different structure, which was done in January. Ms. Babick moved and Ms. Pitts seconded ratification of the Eventing Sport Committee members. There was no discussion and the motion passed with Ms. Pitts abstaining.

13.4 Approval of Policies and Procedures for the U.S. FEI Jumping Calendar
Ms. Sloan moved and Mr. O’Mara seconded approval of Policies and Procedures for the U.S. FEI Jumping Calendar. Ms. Chesson reported that due to many late applications, cancelled competitions, this process hopes to accomplish time savings for staff in managing the calendar, encourage organizing committees to collaborate, create clearer deadlines, and support our athletes
in managing their competition schedules. There was no further discussion and the motion passed with Mr. Kappler and Mrs. Madden abstaining.

Ms. Babick reported that the Council has focused on three areas - Competition Lite, whether the Affiliate or Technical Committee has the responsibility to propose rule changes, and discussion on Affiliate Agreements.

14.1 Approval of special competition status – 2017 US Junior Hunter National Championship West
Mrs. Richardson moved and Mr. O’Mara seconded approval of special competition status for the 2017 US Junior Hunter National Championship West. There was no discussion and the motion passed unanimously.

15. **Old Business.**
There was no old business.

16. **New Business.**
There was no new business.

17. **Executive Session.**
At 4:12 p.m., Mr. Kessler asked staff and Council Chairs to leave the call prior to Executive Session. Mr. Moroney, Ms. Keating and Mr. Mattingley were asked to stay on for a portion of the session.

18. **Adjourn.**
After Executive session, the meeting adjourned at 5:00 p.m. EST.

Signed and submitted:

Karen Adams, Recording Secretary
UNITED STATES EQUESTRIAN FEDERATION, INC.
BOARD OF DIRECTORS MEETING
MONDAY, APRIL 24, 2017
3:00 P.M. EDT

MINUTES

Board Members Present: Murray Kessler, Elisabeth Goth, Mary Babick, Lisa Gorretta, Chris Kappler, Anne Kursinski, Pete Kyle, Beezie Madden, Misdee Miller, Cindy Mugnier, Tom O’Mara, Diane Pitts, Cynthia Richardson, Philip Richter, Judy Sloan and Judy Werner

Board Members Absent: Chester Weber, Allison Brock and Tucker Johnson

Council Chairs Present: Mary Babick (Board member) and Bob Bell

USEF Staff Present: Bill Moroney, Will Connell, Matt Fine, David Harris, Sonja Keating, Vicki Lowell, Lori Nelson, Lisa Owens, Justin Provost, Stephen Schumacher and Karen Adams

1. Roll Call and Determination of a Quorum
Mr. Kessler called the meeting to order at 3:04 p.m. EDT. Following a call of the roll, it was noted that a quorum was present.

2. Adoption of the Agenda
Ms. Gorretta moved and Ms. Pitts seconded adoption of the agenda. There was no further discussion and the motion carried unanimously.

3. President’s Opening Remarks
Mr. Kessler stated that the Federation is on the right track and he is proud of the direction we are headed. Although we have experienced some growing pains, we have evolved and have learned to put plans in place before taking significant action.

The World Cup Finals in Omaha was the best Finals ever held and increased our reputation worldwide. Through great vision and leadership, the Omaha organizer set out to put on a great sporting event and definitely succeeded and exceeded our expectations. The performances of all our athletes, as well as wins for McLain Ward and Laura Graves was inspirational for so many. Mr. Kessler thanked Mr. Connell and his sport staff for their part in its success.

Mr. Kessler stated that our Board has four major decisions to make at today's meeting. The first is Affiliate Agreement Guidelines that will act as a blueprint for all agreements. Second is the Competition Lite concept that will allow us to gain back and welcome new competitions into the USEF environment.
Third is the American Driving Society Affiliate agreement to welcome them back to the USEF family. Last is a revised recommendation on the USEF headquarters building.

Mr. Kessler reported that USEF has made waves in the industry in ensuring fair play for our members. Using random pony measurements, we have enforced our rules causing additional waves. We have heard much push back in our review of Medroxyprogesterone acetate use and upcoming recommendations likely will cause industry buzz.

This week, the Kentucky Horse Park will host the Rolex KY 3-day event, the largest spectator event in the U.S. a portion will be broadcast on NBC Sports.

4. **Conflict of Interest Declaration**
   Ms. Keating requested that Directors declare conflicts concerning any item on the agenda at this time. No conflicts were declared.

5. **Approval of Board meeting minutes – February 27, 2017**
   Ms. Pitts moved and Ms. Goth seconded the motion to approve the meeting minutes from February 27, 2017. There was no comment and the motion passed, with Mrs. Miller abstaining.

6. **Consideration of Rule Change Proposals**
   Mr. Richter moved and Ms. Goth seconded the motion to put all rule changes on the floor. There was no comment and the motion passed unanimously.

**Extraordinary Rule Change Proposals**

**Tracking ID 014-17 and 013-17**
Ms. Gorretta stated that both changes are specific to Dressage Championships for both USDF and USEF related to the requirement of a 24-hour period before the jog where only the rider can be on that horse. There was no further comment and the motion to approve these extraordinary rule changes to DR127.6 and DR128 was unanimously approved.

**Tracking ID 021-17**
Mr. Kessler stated that the Board already approved the transition to an anniversary membership in the strategic plan, but this rule needs to be changed in order to implement for the 2018 competition year. Mrs. Richardson stated that the last sentence in GR201a, Life Member, should not be stricken. Ms. Sloan moved and Mrs. Richardson seconded to approve as amended. There was no further comment and the motion to approve this extraordinary rule change to GR201.1 and GR202.2 as amended was approved unanimously.

**FEI Rule Change Proposals**

**Tracking ID 010-17**
There was no further discussion and the motion to approve this extraordinary rule change to GR1032 was approved unanimously.

**Tracking ID 016-17, 017-17 and 018-17**
Ms. Gorretta stated that the effective date should be changed to 6/1/17. Ms. Gorretta moved and Mrs. Richardson seconded the motion to amend the effective date to all three proposals. There was no further comment and the motion to approve these FEI rule changes to DR121, with a change in effective date to 6/1/17, was approved unanimously.
7. **Presidential Modification Report**

A summary of Presidential Modifications granted since the February Board meeting was presented to Directors for informational purposes. Mr. Kessler noted that those given were granted as one-time only with a suggestion to change procedure or propose a rule change to correct for the coming year.

8. **CEO Report**

Mr. Moroney reported on several topics including updates to Phase II work by department of the Strategic Plan, USDA regulations, horse transportation and import/export, Medroxyprogesterone Acetate, financial analysis and fee structure, competition trends, multi-year laboratory plan, and the Kentucky Horse Park strategic plan. A thorough review of competition data is planned for the Mid-year meeting.

- **Financial Report**

  Mr. Harris noted that he will send the March financials to the Board later this week and will report at future Board meetings. He stated that on the revenue side, we have not yet realized growth in our membership and therefore membership revenue is flat. Horse recordings have reduced significantly. 1,100 outbound calls are planned to those with expired recordings. And, we have seen a shift in competitions. The combined total results in a variance to budget of about 3% ($225,000). Mr. Harris reported that the expense side is in line, with no line items unfavorable to budget.

- **Approval of Affiliate Agreement Concept**

  Ms. Goth moved and Mrs. Werner seconded the motion to put discussion of the Affiliate Agreement concept on the floor. There was no comment and the motion passed unanimously.

  Mr. Moroney stated that the purpose was to create a basic overview including areas of focus that outlines the responsibilities of each group and defines roles. This document both allows for flexibility for each Affiliate, while preserving those items required in the Bylaws for all Affiliates such as licensing of officials, licensing of competitions, Safe Sport, D&M program, horse welfare, pathways and use of USEF rules. Some Affiliates will need more assistance than others and some Affiliates will have established programs that already serve the purpose needed by the breed/discipline. Importantly, USEF and the Affiliate should have a line of communication for sharing and disseminating information.

  Ms. Pitts moved and Ms. Gorretta seconded the motion for approval of this concept, renaming it Affiliate Agreement Guidelines, drafting an opening paragraph to make our intent clearer, and begin working on agreements with Affiliates listed in Group I. There was no further discussion and the motion passed unanimously.

- **Approval of Competition Lite Concept**

  Mrs. Werner moved and Ms. Babick seconded the motion to put the Competition Lite concept on the floor for discussion. There was no further discussion and the motion passed unanimously.

  Mr. Moroney stated that this concept began due to cost being the main reason that competitions left or did not enter our environment. Staff drafted the basic requirements including fees, compliance, officials, mileage, insurance, prize list, promotion and awards. In order to participate in our awards program, exhibitors must be a competing member of USEF with their horse recorded. This type of competition will be licensed as Local and run under USEF rules except for specifically stated ORs and as the licensed officials rules. While there is no drug fee, competitors will be subject to testing. We hope to provide entry to USEF in a lower level format to increase participation and
expose more riders to USEF. Competitions will be under the Federation’s umbrella of protection. We will negotiate agreements with each Affiliate.

Mrs. Richardson moved and Ms. Pitts seconded the motion to amend the concept to Guidelines and to add a statement covering conflict of interest regarding officials. There was no further discussion and the motion passed unanimously.

9. **General Counsel Report**
Ms. Keating reported that there is no pending or threatened litigation at this time.

- **Approval of Revised SafeSport Policy**
Ms. Gorretta moved and Ms. Goth seconded approval of the revised SafeSport Policy. Ms. Keating stated that the changes are required by the US Center for Safe Sport. Further, changes include the mandatory duty to report and additions of definitions of consent. Ms. Pitts noted that she would work with Ms. Keating on behalf of the Governance Committee to draft a summary for distribution to our members that they can more easily read and understand. There was no further comment and the motion passed unanimously.

10. **Relationship with The American Driving Society**
Mr. Moroney stated that after significant negotiations, it is management’s recommendation to reinstate ADS as the Driving Affiliate subject to the execution of a Memorandum of Understanding. Negotiations began at the Annual Meeting and after coming to an impasse over two items, drug testing and licensing and education of officials, the Board voted to disaffiliate with ADS. Better relationships have been made, good discussion has been had, and we have now come to an agreement that outlines specific roles and responsibilities for each association. The creation of a communication plan and education will be memorialized in separate agreements.

Mrs. Richardson moved and Ms. Goth seconded approval of the motion to authorize Mr. Kessler, Mr. Moroney and Ms. Keating to finalize the deal points and execute an MOU with the ADS and upon full execution automatically reinstate ADS as the Recognized Affiliate for Driving. There was no further discussion and the motion passed unanimously.

11. **International Disciplines Council Report**
Mr. Mattingley was unavailable for a report, so Mr. Connell reported on highlights of the FEI Sports Forum. Mr. Connell stated that it was the best and most productive Sports Forum he has attended. The U.S. was well represented. The first day was devoted to various topics on Show Jumping, but the main focus was on harmonization. The FEI will soon roll out a new online invitation and entry system, which will add considerable work for athletes and our competitions department. The FEI has backed off the new Dressage judging system in favor of re-working the proposal. There will no longer be a retirement age for officials, but rather a cognitive evaluation to determine ability. For Endurance, there was a presentation on bone fatigue and how training contributes to it. Our nominations for candidates to serve on FEI committees will be sent later this week. We have several good candidates to put forward to ensure U.S. participation. Finally, we must use Tryon 2018 to leverage the American position.

11.1 **Approval of additions to the 2017 FEI Calendar**
Ms. Pitts moved and Mr. Kyle seconded approval of additions to the 2017 FEI Calendar. There was no discussion and the motion passed unanimously.
11.2 Ratification of Jumping Sport Committee members
Ms. Gorretta moved and Ms. Pitts seconded ratification of the Jumping Sport Committee members. There was no further discussion and the motion passed, with Mrs. Madden and Ms. Babick abstaining.

11.3 Approval of special competition status for 2017 NAJYRC competitions.
Mr. O’Mara moved and Ms. Gorretta seconded approval of special competition status for the 2017 NAJYRC competitions. Mr. Moroney stated that this is an annual approval for NAJYRC. There was no further discussion and the motion passed unanimously.

11.4 Approval of the 2017 IDC Amended Budget.
Ms. Pitts moved and Mrs. Werner seconded approval of the 2017 IDC amended budget. Mr. Kessler stated that the USOC allocated additional funding to be used in 2017. The IDC discussed how to use those funds and requests that the Board approve its recommendation. There was no further comment and the motion passed unanimously.

Ms. Babick stated she had nothing to add to the written Council report.

12.1 Approval of special competition status – 2017 Chicago Hunter Derby
Ms. Gorretta moved and Mrs. Richardson seconded approval of special competition status for the 2017 Chicago Hunter Derby. Ms. Babick stated that this competition does not qualify as a regular horse show as it runs only Derby classes. There was no discussion and the motion passed unanimously.

13. Approval of timeline for the 2018 budget.
Mrs. Richardson moved and Mr. Richter seconded approval of the timeline for the 2018 budget as required by the Bylaws. Mr. Kessler stated that the timeline could alter by a week or two. There was no further discussion and the motion passed unanimously.

There was no old business.

15. New Business.
There was no new business.

16. Executive Session.
At 4:52 p.m., Mr. Kessler asked staff and Council Chairs to leave the call prior to Executive Session. Mr. Kessler asked Mr. Moroney, Ms. Keating and Mr. Harris to remain on the call.

17. Adjourn.
After Executive session, the meeting adjourned at 5:35 p.m. EDT.

Signed and submitted:

Karen Adams, Recording Secretary
**UNIVERSAL STATES EQUESTRIAN FEDERATION, INC.**
**BOARD OF DIRECTORS MEETING**
**TUESDAY, JUNE 13, 2017**
**3:00 P.M. EDT**

**MINUTES**

**Board Members Present:** Murray Kessler, Elisabeth Goth, Lisa Gorretta, Tucker Johnson, Beezie Madden, Misdee Miller, Cindy Mugnier, Tom O’Mara, Cynthia Richardson

**Board Members Absent:** Chester Weber, Allison Brock, Mary Babick, Chris Kappler, Anne Kursinski, Pete Kyle, Diane Pitts, Judy Sloan and Judy Werner

**Council Chairs Present:** Bob Bell and Joe Mattingley

**USEF Staff Present:** Bill Moroney, Lizzy Chesson, Will Connell, Matt Fine, Jennifer Haydon, Sonja Keating, Lisa Owens, Katlynn Sacco and Karen Adams

1. **Roll Call and Determination of a Quorum**
   Mr. Kessler called the meeting to order at 3:03 p.m. EDT. Following a call of the roll, it was noted that a quorum was present.

2. **Adoption of the Agenda**
   Mrs. Richardson moved and Ms. Gorretta seconded adoption of the agenda. There was no further discussion and the motion carried unanimously.

3. **President’s Opening Remarks**
   Mr. Kessler stated that since the April Board meeting, it has been a busy time. He and other staff have attended many events and our riders have been competing very well. Our stricter drug regulations and a tougher stance on cheaters has shown a 30% decreased in drug violations year over year. Membership is up and a detailed report will be presented at the Mid-year meeting.

4. **Conflict of Interest Declaration**
   Ms. Keating requested that Directors declare conflicts concerning any item on the agenda at this time. Mr. Richter and Mrs. Madden both declared conflicts with East coast qualifier events. Ms. Keating stated that these Directors could stay on the call to discuss and vote on the West coast qualifiers only.

5. **Consideration and approval of the World Cup Jumping Qualifier recommendation for 2018/2019 and 2019/2020**
   Ms. Goth moved and Mrs. Richardson seconded the motion to put this item on the table for consideration. There was no comment or dissent and the motion passed unanimously.

1
Ms. Chesson stated that the FEI Jumping Calendar Task Force reviewed each of the fifteen bids received using the Major Events Strategy Annex A. Their review included footing, venue (indoor vs. outdoor), stabling, schedule, star level/prize money, officials, how the event fits into the calendar, migration from one event to the next, and the event’s ability to attract spectators and create atmosphere around the World Cup competition. The FEI asked the Task Force to review all the bids looking for an ideal league start date of late August or early September, minimal conflicts between East and West Coast sub leagues, logistical considerations to ship both horses and equipment between events, CSI four and five star are more favorable over the minimum 3 start requirement and the ability and desire to develop TV broadcasts.

From this, the Task Force developed a concept for an ideal League for each sub league for the FEI to consider. The Jumping Sport Committee, the USHJA Executive Committee and the International Disciplines Council all met to review the Task Force’s recommendation and all unanimously approved of the list of events outlined below.

**EAST COAST**
- American Gold Cup | North Salem, NY
- Split Rock | Johnstown, OH
- Washington International | Washington, DC
- National Horse Show | Lexington, KY
- Royal Winter Fair | Toronto, ON (CAN)
- Palm Beach Masters | Wellington, FL
- HITS Ocala or Live Oak | Ocala, FL

**WEST COAST**
- Thunderbird | Langley, BC (CAN)
- Sacramento International | Rancho Murieta, CA
- Del Mar International, CA | Del Mar, CA (Show Park)
- National Sunshine II | Thermal, CA
- Las Vegas National | Las Vegas, NV
- Valle de Bravo | (MEX)
- Guadalajara | (MEX)

Mr. Johnson moved and Mrs. Mugnier seconded approval of the seven recommended World Cup Qualifier competitions for the 2018/2019 and 2019/2020 West Coast League. There was no further discussion and the motion passed unanimously.

At this time, Mrs. Madden and Mr. Richter announced that they would leave the call due to conflicts.

Ms. Chesson noted that we are providing both HITS Ocala and Live Oak in this recommendation to the FEI as they both take place at the same time of the year and would be the last qualifier for the East Coast. The FEI will make its decision and notify us by August 1st. We will send a press release announcing the FEI’s slate of events so that all organizers are aware of the calendar changes for the next two competition years.

Ms. Mugnier moved and Ms. Goth seconded approval of the seven recommended World Cup Qualifier competitions for the 2018/2019 and 2019/2020 East Coast League. There was no further discussion and the motion passed unanimously.

6. **Consideration and approval of special competition status of World Cup Jumping Qualifiers in 2018/2019 and 2019/2020**

Ms. Goth moved and Mrs. Mugnier seconded approval of special competition status for all fourteen East Coast and West Coast World Cup Jumping Qualifiers in 2018/2019 and 2019/2020 once approved by the FEI. There was no further discussion and the motion passed unanimously.

7. **Adjourn.**

There being no further business, the meeting was adjourned at 3:30 p.m. EDT.
Signed and submitted:

Karen Adams, Recording Secretary
MINUTES

Board Members Present: Murray Kessler, Elisabeth Goth, Mary Babick, Allison Brock, Lisa Gorretta, Chris Kappler, Beezie Madden, Misdee Miller, Tom O’Mara, Diane Pitts, Cynthia Richardson, Philip Richter, Judy Sloan and Judy Werner

Board Members Absent: Chester Weber, Tucker Johnson, Anne Kursinski, Pete Kyle, Cindy Mugnier

Council Chairs Present: Mary Babick (Board member) and Bob Bell

USEF Staff Present: Bill Moroney, Matt Fine, David Harris, Sonja Keating, Vicki Lowell, Joanie Morris, Lori Nelson, Lisa Owens, Justin Provost, Stephen Schumacher and Karen Adams

1. Roll Call and Determination of a Quorum

Mr. Kessler called the meeting to order at 3:05 p.m. EDT. Following a call of the roll, Mrs. Adams noted that a quorum was present.

2. Adoption of the Agenda

Mr. Kessler stated that one additional item will be added and numbered 15.2.1 - Approval of special competition status for 2018 & 2019 Nations Cup Jumping Qualifiers. Ms. Goth moved and Ms. Babick seconded adoption of the agenda as amended. There was no further discussion and the motion carried unanimously.

3. President’s Opening Remarks

Mr. Kessler reported that this has been a remarkable year. To name a few - McLain Ward’s win and Laura Graves’ silver at the World Cup Finals in Omaha, Kent Farrington’s #1 world ranking, the Saddle Seat World Cup’s win, and the hire of the winningest Para-Equestrian coach Michel Assouline. In addition, many changes have been made within the Federation to enhance our staff leadership and streamline our processes. To note, much progress has been made on Affiliate Agreements and Competition Lite. USEF has become much more aggressive in public affairs with the AHC and USDA. Testing positives are down as our “Cheaters Gotta Go” stance has rippled through the equestrian community and our Hearing Committee has taken a tough stance on horse safety and welfare as well as positive drug cases and we fully support this direction. Financially, US Equestrian continues to be fiscally responsible and we are tracking according to budget showing a current surplus of $1MM as expected at this point in the year. We shall continue moving forward in this positive direction.
4. **Conflict of Interest Declaration**  
Ms. Keating requested that Directors declare conflicts concerning any item on the agenda at this time. Mr. Richter declared a conflict with items 15.1, 15.2, 15.2.1 and 15.3.

5. **Approval of Board meeting minutes – April 24, 2017 and June 13, 2017**  
Ms. Pitts moved and Ms. Goth seconded the motion to approve the meeting minutes from April 24, 2017. There was no comment and the motion passed unanimously.

Mrs. Miller moved and Ms. Sloan seconded the motion to approve the meeting minutes from June 13, 2017. There was no comment and the motion passed, with Ms. Pitts abstaining.

6. **Consideration of Rule Change Proposals**  
**Tracking ID 025-17**  
Ms. Pitts moved and Ms. Goth seconded approval of this extraordinary rule change to EV115.2f. Ms. Pitts stated that this rule change allows the use of nose nets in the dressage phase of USEF licensed Eventing competitions. There was no further comment and the motion carried unanimously.

**Tracking ID 020-17**  
Ms. Goth moved and Mrs. Richardson seconded approval of this extraordinary rule change to SB161.6. Ms. Goth stated that this rule change was necessary when a Presidential Modification was denied and will close a loophole on Finals qualifiers. Additionally, the Finals rules will be removed from the Rule Book and a policy created. There was no further comment and the motion was approved with Mrs. Werner abstaining.

7. **Consideration of Bylaw Amendment**  
Ms. Goth moved and Ms. Sloan seconded the motion to approve the changes to Bylaw 503. Ms. Keating noted that this changes the formula for the annual population of the Nominating Committee, adding in one member from the Governance Committee. There was no further discussion and the motion was unanimously approved.

8. **Resolutions**  
8.1 **Approval of Resolution to dissolve the Equine Drugs & Medications Committee**  
Mrs. Madden moved and Ms. Sloan seconded approval to dissolve the Equine Drugs & Medications Committee. Ms. Keating stated that this dissolution will eliminated duplication. An Equine Drugs & Medications Group will be created from members of the Veterinary Committee to report its work back. Mrs. Richardson amended the motion to approve the dissolution adding that the Veterinary Charter be amended to reflect the current purpose of the Equine Drugs & Medications Committee. Ms. Goth seconded this amended motion. There was no further discussion and the motion passed unanimously.

8.2 **Approval of Resolution for authorization of issuance of revenue bonds related to the new Kentucky headquarters**  
Mrs. Miller moved and Ms. Gorretta seconded approval of the Resolution for authorization of issuance of revenue bonds related to the new Kentucky headquarters. Mr. Harris outlined tax exempt financing options. The Budget & Finance Committee and the Administration and Finance Council will review and submit a recommendation to the Board. The next steps will be architectural design and contractor this fall with ground breaking planned for spring 2018. There was no further discussion and the motion passed unanimously.
9. **Presidential Modification Report**
A summary of Presidential Modifications granted since the April Board meeting was presented to Directors for informational purposes.

10. **Audit Committee Report**
Mrs. Richardson reported on the Audit committee activity over the past year. She noted that no issues were found in the audit and the auditors noted very detailed record keeping and a responsible accounting structure. Mrs. Richardson stated that the conflict of interest language is being reworked and will be rolled out for 2018. A Relationship Policy was created and disseminated to staff which outlines employee responsibilities and expectations. No Whistleblower issues were reported.

10.1 Approval of the 2016 Audit Report
10.2 Approval of the 2016 SAS 114 Letter
Mrs. Richardson moved and Ms. Goth seconded acceptance of the 2016 Audit Report and the 2016 SAS 114 Letter. There was no further discussion and the motion passed unanimously.

10.3 Approval of Crowe Horwath LLP for 2017 Year End Audit
Mrs. Richardson moved and Ms. Babick seconded approval to engage Crowe Horwath LLP to perform the 2017 Year End Audit. There was no further discussion and the motion passed unanimously.

Neither Cyber risk nor Enterprise risk are listed in the Audit Committee Charter, but was identified as being important. The Board agreed that the Governance Committee will look at all policies and procedures and present a formal recommendation to the Board in January if these risks should be added to the Audit Committee Charter.

11. **Treasurer’s Report**
Mr. Harris, USEF CFO, reported on the statements of financial position comparing May 2017 with May 2016 and summary statement of activities for the six months ending May 31, 2017. Mr. Harris stated that Mr. Kessler has opted not to expend his Presidential stipend of $75,000 this year and wishes to reallocate it to Para-Equestrian. Mr. Harris noted that an investment policy is in place and he would like to request that the Investment Policy Task Force be repopulated and meet later this year.

12. **CEO Report**
Mr. Moroney reported that Strategic Plan Updates including results and reports on Phase I and Phase II will be presented tomorrow. As part of the Board approved plan, we have created value as the first piece and the second piece is to enhance revenue, so Mr. Moroney will present on our fee structure tomorrow as well. Mr. Moroney highlighted briefly on his written report on sport, MPA, the American Horse Council, Competition statistics and calendar management, Affiliate Agreements, Competition Lite, the new USEF headquarters, the 2018 budgeting process, WEG 2018, Safe Sport, Presidential Modifications, the 2018 Annual Meeting and Licensed Officials.

12.1 IT Report
Mr. Provost reported on Phase 1 plan completions and on Phase 2 plans in progress or in the near future including e-signature service, added and planned features to USEF.org, Rolling anniversary membership, the Rulebook App, the Rolex Show Jumping Ranking List and Affiliate projects.

13. **Compliance Department Report**
Mr. Fine highlighted his written report focusing on Presidential Modifications, competition standards, site inspections, Licensed Officials, Licensed Officials Task Force and staffing.

**13.1 Licensed Officials Task Force Report**
Mr. Fine stated that Licensed Officials Task Force does not yet have recommendations for the Board, but has made progress and their outline of its general direction was presented. Mr. Fine asked Directors to review this outline and to send to him and he will consolidate all comments and send to the full Board.

**14. General Counsel Report**
Ms. Keating reported that litigation has been filed in California in a case regarding horse transfer and passport. USEF will move to dismiss before the pleading is due. Ms. Keating stated that threatened litigation continues related to the Glefke/Farmer Hearing Committee case where these parties were found in violation of the USEF drugs & medications rules. USEF has filed a motion to dismiss a Section 10 complaint to the USOC and we are awaiting that decision.

Ms. Keating noted that after an Audit required of all NGBs, our Safe Sport policy is in compliance.

**14.1 Approval of the 2017 Athlete Election Timeline**
Ms. Babick moved and Ms. Gorretta seconded approval of the 2017 Athlete Election Timeline. Ms. Keating stated that this serves as the process to put forward athletes to open seats on the IDC that will in turn fill Board elected athlete seats for the 2018 Board. There was no discussion and the motion passed unanimously.

**15. International Disciplines Council Report**
Ms. Gorretta reported on highlights of activities and upcoming events in the IDC Committee report, as Mr. Mattingley was unable to attend this meeting.

At 5:14 p.m., the Board moved into Executive Session for discussion of agenda items 15.1-15.5. Mr. Richter, guests and staff, except Mr. Moroney and Ms. Keating, vacated the room.

At 6:42 p.m., the Board meeting was re-opened and Mr. Richter, staff and guests rejoined the meeting. Mr. Kessler stated that the Board took the following actions.

**15.2 Approval of 2018 & 2019 Nations Cup Jumping Qualifier**
HITS Ocala was selected as the 2018 and 2019 Nations Cup Jumping Qualifier.

**15.2.1 Approval of special competition status for the 2018 & 2019 Nations Cup Jumping Qualifier**
HITS Ocala was approved for special competition status for the 2018 and 2019 Nations Cup Jumping Qualifier.

**15.5 Approval of 2019 U.S. Eventing CCI4**
Fair Hill International was selected to hold the 2019 U.S. Eventing CCI4*.

Mr. Kessler stated that the Board tabled the following agenda items until the July 25, 2017 meeting awaiting additional information from organizers.
- 15.1 Approval of additions to the 2017 FEI Calendar
- 15.3 Approval of special competition status – Deeridge International Jumping
- 15.4 Approval of special competition status – Kentucky CSI3* Invitational
Ms. Babick had nothing additional to add to the written report presented.

17. **Administration & Finance Council Report**
Mr. Bell reported that the Council has requested an action report from each of the Committees that fall under this Council in order to expand its oversight and awareness of related activities.

17.1 **Competition Management Education and Learning Center per GR1202.1**
Mr. Bell gave an overview noting details of the Competition Management Education training tool that will launch on December 1, 2017. Each competition manager must have completed this education as well as the Safe Sport training and criminal background check prior to December 1, 2018 in order to manage events in the 2019 competition year. Online education must be completed every five years.

17.2 **Competition Data Review**
Mr. Moroney reported that a very thorough examination was conducted to determine what competition environmental factors affect patterns such as canceled shows, migration of horses, and number of exhibitors per competition including horses per exhibitor. The data was presented in written form for the board’s review.

18. **Old Business.**
There was no old business.

19. **New Business.**
Mr. Kessler stated that he would be forming a Task Force to work on future NAJYRC events to make them feel more important and like a big Championship. Two components should be looked at – Sport to focus on technical aspects and Marketing to maximize exposure. A new name and rebranding are needed.

20. **Adjourn.**
There being no further business, Mr. O’Mara moved to adjourn the meeting at 7:08 p.m. EDT.

Signed and submitted:

[Signature]
Karen Adams
Recording Secretary
MINUTES

Board Members Present: Murray Kessler, Elisabeth Goth, Mary Babick, Allison Brock, Lisa Gorretta, Chris Kappler, Beezie Madden, Misdee Miller, Tom O’Mara, Diane Pitts, Cynthia Richardson, Philip Richter, Judy Sloan and Judy Werner

Board Members Absent: Chester Weber, Tucker Johnson, Anne Kursinski, Pete Kyle and Cindy Mugnier

Council Chairs Present: Mary Babick (Board member) and Bob Bell

USEF Staff Present: Bill Moroney, Matt Fine, David Harris, Sonja Keating, Vicki Lowell, Lori Nelson, Lisa Owens, Justin Provost, Stephen Schumacher and Karen Adams

1. Roll Call and Determination of a Quorum
Mr. Kessler called the meeting to order at 8:05 a.m. EDT. Following a call of the roll, Mrs. Adams noted that a quorum was present.

2. Adoption of the Agenda
Mr. Kessler noted an amendment to the agenda adding in the three sport requests, agenda items 15.1, 15.3 and 15.4, tabled from the previous day as first on the agenda. Ms. Goth moved and Ms. Babick seconded adoption of the agenda as amended. There was no further discussion and the motion carried unanimously.

At 8:07 a.m., the Board moved into Executive Session. Mr. Richter, noting conflict with these agenda items the day prior, and staff vacated the room, with the exception of Mr. Moroney and Ms. Keating.

At 8:20 a.m., the Board meeting was re-opened and Mr. Richter and staff rejoined the meeting. Mr. Kessler reported that the Board took the following actions.

15.1 Approval of additions to the 2017 FEI Calendar
The Board approved the three additions to the 2017 FEI calendar.

15.3 Approval of special competition status – Deeridge International Jumping
The Board approved of special competition status for Deeridge International Jumping provided that consistent with the provisions of GR309, the organizer withdraw the Level 2 Jumping competition
currently licensed to run alongside this 5-star event and that no other exhibitions be added to the schedule and that the highest money class not conflict with the Ocala Million and the WEF highest money class. Mrs. Haydon spoke with the organizer prior to the vote and the organizer agreed in writing to withdraw the Level 2 competition.

15.4 Approval of special competition status – Kentucky CSI3* Invitational
The Board approved of special competition status for Kentucky CSI3* Invitational.

3. Strategic Plan Update
   • Results
     Mr. Moroney and Ms. Lowell led the Board through a presentation outlining the results since the Board approved the Strategic Plan.
   • Phase I & Phase II
     Mr. Moroney stated that the complete reports are included after the presentation in the bound copy provided to each Director.

The Board recessed at 10:15 a.m. EDT and continued with the agenda at 10:28 a.m. EDT.

4. Fee Structure
Mr. Moroney began by outlining the process undertaken to come to the recommended fee increases starting with background, analysis and process, 33% increase in the cost of doing business since the last fee increases in 2004 and 2009, rising costs versus revenues, finishing with the recommended adjustments and stating rationale on why the time is right for fee increases and showing research on Affiliate fees underscored by what the Board wishes to achieve in the next five years by approving the strategic plan.

Following much discussion, the Board approved the following changes to fees as listed below beginning for the 2018 competition year.
Annual membership - $80
Show Pass (Non-Member) - $45
Annual Horse Recording - $95
Lifetime Horse Recording - $300
Drugs & Medications Fee - $15
Horse Transfer Fee – reduced to $50

5. MPA Panel Report
Mr. Moroney outlined the five recommendations from the MPA Panel including: the requirement to file a medication report for horses treated with MPA; increase our efforts to catch cheaters, considerations on Pergolide; supplement testing; pre-purchase testing; ban injectable magnesium sulfate on showgrounds except by licensed veterinarians; work with institutions on research of MPA in horses; and do not ban at this time the use of MPA while we collect data and obtain more research. Ms. Babick moved and Mrs. Miller seconded approval of the MPA panel recommendations as written. There was no further discussion and the motion passed unanimously.

6. Horse Welfare & Safety Penalty Guidelines
Mr. Moroney stated that these guidelines serve to outline horse welfare penalties that can be imposed by the Hearing Committee based on five categories of severity. Ms. Goth provided further background on the development of the guidelines. The Board requested the addition of language to the category 3
header, Cruelty/Abuse/Neglect, to read: Includes deprivation of water and feed as well as striking with an object, unintentional death and violation of injectable forbidden substance under the 12-hour rule for the purposes of competition. Ms. Babick moved and Ms. Sloan seconded approval of the horse welfare & safety penalty guidelines with the amended category III header. There was no further discussion and the motion passed unanimously.

7. Wellington Satellite Office Proposal
Mr. Moroney noted that we would like to further investigate on a trial basis having satellite offices open in locations where there is a heavy concentration of riders to see if rush services for riders and horses are needed.

8. Affiliate Updates
Mr. Moroney reported that despite a rumored name change USEF’s Para-Equestrian Recognized Affiliate, USPEA, continues to focus on and support all athletes under the Para umbrella. At some time in the future, each Para sport may be absorbed into its able-bodied Affiliate. Mr. Kessler and Mr. Moroney will schedule a meeting with USPEA leadership.

9. Alignment Exercise
Mr. Kessler requested that each Board member, Council Chair and senior staff member present please write down their list of top five priorities for their Affiliate, Sport, Council or department.

10. Adjourn
There being no further business, the meeting adjourned at 3:05 p.m. EDT.

Signed and submitted:

Karen Adams
Recording Secretary
UNITED STATES EQUESTRIAN FEDERATION, INC.
BOARD OF DIRECTORS MEETING
MONDAY, SEPTEMBER 18, 2017
3:00 P.M. EDT

MINUTES

Board Members Present: Murray Kessler, Elisabeth Goth, Mary Babick, Lisa Gorretta, Tucker Johnson, Anne Kursinski, Pete Kyle, Beezie Madden, Cindy Muguier, Tom O'Mara, Diane Pitts, Cynthia Richardson, Philip Richter, Judy Sloan and Judy Werner

Board Members Absent: Chester Weber, Allison Brock, Chris Kappler, Misdee Miller

USEF Staff Present: Bill Moroney, Will Connell, Matt Fine, David Harris, Sonja Keating, Vicki Lowell, Lori Nelson, Lisa Owens, Justin Provost, Stephen Schumacher and Karen Adams

1. Roll Call and Determination of a Quorum
Mr. Kessler called the meeting to order at 3:00 p.m. EDT. Following a call of the roll, it was noted that a quorum was present.

2. Adoption of the Agenda
Ms. Gorretta moved and Ms. Goth seconded the adoption of the agenda. There was no further discussion and the motion carried unanimously.

3. President's Opening Remarks
Mr. Kessler congratulated Board members Ms. Goth and Ms. Miller for their wins at the Championship in Louisville. He further congratulated Ms. Keating on her legal wins on the USOC challenges. Mr. Kessler stated that after much discussion at the Mid-Year meeting, Deeridge has withdrawn its application to run a five-star competition once the Level 2 competition could not be run alongside it per the special competition rule. He concluded by reporting that we are in a strong financial position headed into 2018 and he looks forward to the Council budget presentations scheduled for mid-October.

4. Conflict of Interest Declaration
Ms. Keating requested that Directors declare conflicts of interest concerning any item on the agenda at this time. Mr. Richter declared a conflict of interest with items 11.2 and 11.3. No other conflicts of interest were declared.

5. Approval of the 2017 Mid-Year Board meeting minutes
Ms. Keating noted an amendment to the minutes of July 25th adding in language to agenda item 2, point 15.3 and read the complete addition to the Board. Ms. Goth moved and Ms. Pitts seconded the motion to approve the meeting minutes from July 24, 2017 and July 25, 2017 with the amended language provided. There was no further comment and the motion passed unanimously.
6. Presidential Modification Report
A summary of Presidential Modifications granted since the Mid-Year Board meeting was presented to Directors for informational purposes. Mr. Kessler stated that this process has become simpler and more streamlined and only meaningful modifications are being approved.

Ms. Goth questioned whether a rule change for protective headgear in all Hackney Youth divisions has been proposed. Ms. Nelson stated that a rule has been submitted as an extraordinary rule change for review in November. Ms. Keating stated that she would circulate to the Board a list of each breed and discipline’s rules on protective headgear.

7. CEO Report
Mr. Moroney reported on several topics including the following: MPA reporting forms are now available and we are working to organize an MPA Vet Forum; 2018 budgeting is underway; PFHA and ASHA Affiliate agreements have been completed and Competition Lite agreements are being reviewed by several Affiliates; the new USEF Headquarters planning continues with the hiring of architects and finalizing of the financing; USEF staff continues to work with WEG 2018 organizers on our needs as well as exhibition and educational opportunities for USEF and its Affiliates and Educational partners; and the 2018 Annual Meeting schedule and hotel information will be posted very soon. We look forward to a productive time together including an Affiliate Roundtable and informative and educational panel-style Town Hall sessions. Mr. Harris will communicate the most recent Treasurer’s Report to the Board.

8. General Counsel Report
Ms. Keating reported on current litigation noting a scheduled AAA final hearing in the Glefke/Farmer case in mid-October. She provided an update on the status of the CA lawsuit.

Ms. Keating stated that the US Center for Safe Sport will be issuing a revised policy shortly which we will need to comply with and which she will share with the Board.

9. Compliance Department and Licensed Officials Task Force Report
Mr. Fine stated that the Licensed Officials Task Force submitted a rule change which transitions the majority of Chapter 10 out of the rule book and into a Licensed Officials procedural document. The reasoning is that what we license should remain in the rule book and how we license should be in a policy manual.

An additional full-time staff member has joined the Compliance Department and a current staff member has taken on additional duties within this department. Site visits have occurred and will increase as these staff members are trained on competition standards and requirements. Compliance seeks to continue the dialogue with both members and competition managers to ensure areas of concern are addressed and resolved. USHJA has a new Chair of its Competition Standards Committee and we look forward to working together.

10. International Disciplines Council Report
Mr. Connell stated that after going through a thorough NAJYRC review process, the sports decided that it best serves each sport to decide the best way forward for their Championship. Requests for bid will be sent out shortly.

Mr. Kessler stated that a small group has been organized to look at all aspects of the event on a whole so that the same look and feel appears at each event although not held in the same place. USEF will
support this FEI Championship with staffing and Marketing as needed to ensure uniformity at all events and that they feel special.

10.1 Approval of the 2018 FEI Calendar
Ms. Sloan moved and Ms. Goth seconded approval of the 2018 FEI Calendar for Dressage, Driving, Endurance, Eventing, Para-Equestrian, Reining and Vaulting. There was no further discussion and the motion passed unanimously.

10.2 Approval of the 2018 and 2019 Jumping Calendars
Ms. Babick moved and Ms. Goth seconded approval of the Jumping calendars for 2018 and 2019 as presented by the International Council and denoted by the color-coding on the chart for approval and not recommended for approval. There was no further discussion and the motion passed unanimously.

10.3 Approval of special competition status for Wellington Eventing Showcase 2018
Ms. Pitts moved and Ms. Sloan seconded approval of special competition status for Wellington Eventing Showcase 2018. Ms. Pitts stated that this event has taken place for years and by approving, we can bring it under the USEF umbrella. There was no further discussion and the motion passed unanimously.

10.4 Approval of the 2018 Driving National Championship host events
Mr. Kyle moved and Ms. Sloan seconded approval of the six 2018 Driving National Championship host events. Mr. Connell stated that all opportunities went out for bid and the committee awarded Championships based on how best to spread out by area and grow the sport. There was no further comment and the motion to approve all six host events passed unanimously.

Ms. Babick had no additions to the written report provided to the Board.

11.1 Approval of USHJA Zone Specifications
Ms. Goth moved and Mrs. Mugnier seconded approval of the 2018 USHJA Zone Specifications for Hunter and Jumper. Ms. Babick stated that this is a lengthy process in which each zone votes on their specifications that are reviewed by the Working Group and USHJA before coming to the USEF Board. There was no further discussion and the motion passed unanimously.

At this time, Mr. Richter left the call as he noted conflicts with both agenda items 11.2 and 11.3.

Ms. Gorretta moved and Mr. O’Mara seconded the motion to approve agenda items 11.2 and 11.3 in one motion. There was no discussion and the motion passed unanimously.

Ms. Babick stated that USHJA looked closely at the rule as written and noted that there are 2 parts: 1) A Special Competition is an event, which may not fully meet the requirements for obtaining Federation licensing; and 2) it has been deemed to be in the best interest of the breed and/or discipline and/or sport, and the Federation that the event be sanctioned by the Federation.

With these two parts in mind, Ms. Babick stated that USHJA, the USEF Hunter Committee and USEF National Breeds & Disciplines Council recommend approving Deeridge Derby Weekend as a special competition as this competition presents a truly special competition experience with great presentation and investment into the facility. Therefore, it was determined that it is in the best
interest of the sport to approve this competition which does not otherwise meet the requirements for Federation licensing.

Ms. Babick stated that USHJA recommends approving with caution granting special competition status to The Ridge. The Derby classes are more high level classes instead of the lower levels that are needed by the sport. This organizer has the opportunity to accept the Regional shows already approved through the USEF Mileage Exemption process for Regional competitions and can also apply for to conduct a USHJA Outreach competition. Ms. Babick noted that the USEF Hunter Committee recommended approval as the Hunter community is strongly based in Wellington at this time of year.

After much discussion, Ms. Gorretta amended her motion, seconded by Mr. O’Mara, to vote on agenda item 11.2 and 11.3 separately. There being no further discussion, the motion carried unanimously.

11.2 Approval of special competition status – Deeridge Derby Weekend
Ms. Goth moved and Mr. O’Mara seconded approval of special competition status for Deeridge Derby Weekend. There was no further discussion and the motion passed unanimously.

11.3 Approval of special competition status – The Ridge
Ms. Sloan moved and Mr. O’Mara seconded approval of special competition status for three of The Ridge competitions numbered 335037, 331499 and 331500. There was no further discussion and the motion passed by majority vote.

Mr. Richter rejoined the call after the conclusion of discussion of points 11.2 and 11.3.

Ms. Pitts stated that the Governance Committee continues to look at changes to the special competition rule to remove any loopholes present and preserve the process’ integrity going forward.

Mr. Kessler stated that we are working with Affiliates and members on ways to make our sport more affordable and improve access to our sport. A Workshop may be organized as part of this process.

There being no further business, Ms. Babick moved to adjourn the meeting at 4:34 p.m. EDT.

Signed and submitted:

Karen Adams, Recording Secretary
UNITED STATES EQUESTRIAN FEDERATION, INC.
BOARD OF DIRECTORS MEETING
MONDAY, NOVEMBER 13, 2017
3:00 P.M. EST

MINUTES

Board Members Present: Murray Kessler, Elisabeth Goth, Allison Brock, Mary Babick, Pete Kyle, Beezie Madden, Misdee Miller, Cindy Mugnier, Tom O’Mara, Diane Pitts, Cynthia Richardson, Philip Richter, Judy Sloan and Judy Werner

Board Members Absent: Chester Weber, Lisa Gorretta, Tucker Johnson and Chris Kappler

Council Chairs Present: Mary Babick (Board member), Bob Bell and Joe Mattingley

USEF Staff Present: Bill Moroney, Will Connell, Matt Fine, David Harris, Sonja Keating, Vicki Lowell, Lori Nelson, Lisa Owens, Justin Provost, Stephen Schumacher and Karen Adams

1. Roll Call and Determination of a Quorum
Mr. Kessler called the meeting to order at 3:02 p.m. EST. Following a call of the roll, Mrs. Adams noted that a quorum was present.

2. Adoption of the Agenda
Mrs. Richardson moved and Mr. Richter seconded the adoption of the agenda. There was no further discussion and the motion carried unanimously.

3. President’s Opening Remarks
Mr. Kessler stated that we are nearing both the end of the fiscal year and his first year as President. The efforts of the board are paying off and he thanked the board and staff for an amazing year. Together, we have done a lot of work and have become a stronger organization, with better governance and more transparency. By the numbers, we are up 28,000 members, positive doping tests are down, revenue is up $4.7 million, investment of $300K went into reserves, we proposed a balanced budget for 2018, right-sized staffing and proposed a return of benefits. On the sport side, Mr. Kessler listed many of the U.S. athletes and teams who won major championships in 2017 and the launch of Competition Lite for our Affiliates. In closing, Mr. Kessler stated that there is a lot planned for the Annual Meeting and encouraged the board to get the word out to attend. The overarching theme will be to celebrate the successes of 2017 and what members can look forward to in 2018.

4. Conflict of Interest Declaration
Ms. Keating requested that Directors declare conflicts of interest concerning any item on the agenda at this time or at any point of discussion during this meeting. No conflicts were declared.
5. **Approval of Board meeting minutes – September 18, 2017**
Ms. Babick moved and Ms. Sloan seconded the motion to approve the minutes from the September 18, 2017 Board meeting. There was no discussion and the motion passed, with Ms. Brock abstaining.

6. **Presidential Modification Report**
A summary of Presidential Modifications granted since the September Board meeting was presented to Directors for informational purposes. Mr. Kessler noted that the modifications mainly fell into two categories – green hunter rule modifications granted for 2017 to allow clean up in 2018, and those related to the hurricanes. There were no questions on these modifications.

7. **and 8. Approval of the 2018 Budget and Treasurer’s Report**
Mr. Harris reported that the three Councils presented their budgets to the Officers and their recommendations were sent to the Budget and Finance Committee for its review. The Budget and Finance Committee recommended the proposed 2018 budget go forward to the Board for its consideration.

Mr. Harris noted that the overall budget is a bit conservative due to fluctuations in participation, but also allows for adjustment upon review of variance reports. Staff will receive monthly variance reports and the Budget & Finance Committee will review quarterly variance reports with the option to make a recommendation to the board.

After the opportunity for discussion and questions, Ms. Mugnier moved and Mrs. Miller seconded approval of the 2018 budget. There was no further discussion and the motion to approve the 2018 budget as presented passed unanimously.

8.1 **Master Resolutions and Authorizations for PNC Bank Services and Products**
Ms. Sloan moved and Mr. Richter seconded the motion to approve the Master Resolutions and Authorizations for PNC Bank Services and Products and authorize Mr. Moroney and Mr. Harris to negotiate the interest rate swap with PNC to fix the floating rate on the bonds for the building.

Mr. Harris reported that USOC performed an audit for 2015/2016 and we were ranked highest of all audits performed and complimented on strong internal controls, a lot of transparency and strong processes.

9. **Consideration of Bylaw Amendment**
Mrs. Richardson moved and Mr. O’Mara seconded approval of the proposed amendment to Bylaw 304, Section 4 outlining Meetings. Mrs. Richardson stated that the Governance committee discussed unanimous written consent as a tool to be more nimble and take quicker action on periodic items that are noncontroversial. She noted that for this process to work, all board members must feel comfortable with approving and if not, the item will be pushed to a board meeting for broader discussion. There was no further discussion and the motion to approve this bylaw amendment passed unanimously.

10. **Consideration of Rule Change Proposals**
Ms. Babick moved and Mrs. Mugnier seconded the motion to put all the extraordinary and FEI rule change proposals on the floor for discussion. There was no dissent and the motion passed unanimously.
Extraordinary Rule Changes
There was question about the extraordinary nature of EQ110 so Mr. Moroney clarified that tracking 350-17 removes PHA language from the rulebook as it is a non-USEF owned property and they understand that removal from the rulebook takes it out of the regulatory process.

Ms. Babick moved and Mrs. Miller seconded approval of all of the extraordinary rule change proposals (listed below). There was no further discussion and the motion passed unanimously.

245-17 GR1042  324-17 GR1123.7  066-17 GR1127  274-17 AL421
350-17 EQ110    112-17 EV174    251-17 HK132.4  083-17 VA102.3
084-17 VA103.2  085-17 VA105.2  087-17 VA108.1  089-17 VA111.1
090-17 VA111.2  092-17 VA112.6  117-17 VA113.3  094-17 VA117.1
099-17 VA124.1  101-17 VA126.3  102-17 VA127.1  120-17 VA127.4
105-17 VA127.5  107-17 VA127.7  119-17 VA127.8  109-17 VA127.10
050-17 WD125   053-17 WD127.1

FEI Rule Changes
Mr. O’Mara moved and Mrs. Mugnier seconded approval of all FEI rule change proposals (listed below). There was no discussion and the motion passed unanimously.

115-17 EV115   116-17 EV141   118-17 VA119.3  098-17 VA121.1
104-17 VA127.3 110-17 VA127.10

Ms. Keating noted that the report on protective headgear requested at the September Board meeting was included in the board materials.

10.1 Resolution of the Board to Appoint Officers to Take Action
Mr. O’Mara moved and Mrs. Miller seconded approval of the Resolution to appoint the Officers to review and approve all FEI rule changes proposed by an FEI Sport Committee related to and following the FEI General Assembly with a proposed effective date prior to April 1, 2018. Ms. Keating explained that this appointment allows the Officers to take action on rule changes passed at the FEI General Assembly without having to delay inclusion in the USEF rulebook and in their final form without additional changes. There was no further discussion and the motion passed unanimously.

11. CEO Report
Mr. Moroney reported that a day-and-a-half in-person Board retreat is planned for late April/early May 2018 to align what we do with our strategic plan. Mr. Moroney outlined the 2018 Annual Meeting schedule highlighting the town halls, general session, awards dinners and board meetings. In addition, Mr. Moroney reported on the Compliance department, the new USEF Headquarters, WEG 2018 and 2018 planned staff education.

Mr. Moroney stated that the reports requested by the Board are contained in his written report including the third quarter competition data as well as competition and member numbers. The final 2017 data will be available by February to share with the Board.
12. **International Disciplines Council Report**

Mr. Mattingley reported that the sport department and developing and elite rider programs are coming together. The IDC is working with Marketing to obtain a revenue target to gain more revenue for sport. The IDC was in full support of the following selection procedures put forward for board approval.

12.1 **Approval of 2018 WEG Selection Procedures for Reining**

12.2 **Update on WEG Selection Procedures and Board appointment of Ad Hoc Selections Group to review and approve all FEI discipline Selection Procedures**

Mr. Connell said that the Reining procedures are in their final form and requested approval from the Board. Mr. Connell further stated that due to the complexity of these procedures and the time to formalize a standardized structure, some of the procedures are not yet in their final form. Therefore, he asked the Board to utilize an Ad Hoc Selections Group of the Board to review and approve the remaining seven discipline procedures for WEG 2018.

Ms. Babick moved and Mr. Richter seconded the motion to approve the WEG 2018 Reining selection procedures and to appoint an Ad Hoc Selections Group to review and approve the remaining seven FEI discipline selection procedures. There was no further discussion and the motion passed unanimously.

12.3 **Approval of the 2018 FEI Single Horse World Driving Championships Selection Procedures**

Mrs. Miller moved and Mr. O’Mara seconded approval of the 2018 FEI Single Horse World Driving Championships Selection Procedures. There was no further discussion and the motion passed unanimously.

Mr. Connell stated that Mr. Richard Nicoll has been appointed as the Driving Sport Committee Chair after former Chair Ed Young passed away earlier this year.

12.4 **Update on NAJYRC**

Mr. Connell reported that 2018 NAJYRC bids are coming in and sport will review both individual and joint bids for Jumping and Dressage. Eventing will be held at Rebecca Farm in 2018 and 2019 and an agreement is imminent. An NAJYRC Marketing Task Force will review how the events will be branded to ensure one set of cohesive Championships regardless of not all competitions being run together.


Ms. Babick had no additions to the written report provided to the Board.

13.1 **Approval of Resolution for Ad Hoc Selections Group to review Limiting Entry requests**

Mr. Moroney stated that due to the timing of the 90-day limiting entry deadline and the committee and Council meeting schedules, the National sport department is requesting that an Ad Hoc group of the Board review two Hunter requests for events starting in early January prior to the next Board meeting. Mr. O’Mara moved and Ms. Sloan seconded approval for the Ad Hoc Selections Group to review these Hunter Limiting entry requests. There was no discussion and the motion passed unanimously.

14. **General Counsel Report**

Ms. Keating provided an update on the status of the CA lawsuit and the Glefke/Farmer arbitration case.
14.1 **Resolution of the Board to Ratify Past Actions**
Mr. Kessler stated that he preferred to hold this ratification until the final meeting of the 2017 board on January 20, 2018 to finish out the full year’s actions of this board.

**15. Old Business.**
There was no old business.

**16. New Business.**
There was no new business.

At 4:50 p.m., Mr. Kessler requested that the board move into Executive Session and asked Mr. Moroney to remain in the meeting. All staff left the meeting room/teleconference.

**17. Adjourn.**
After Executive Session, the meeting adjourned at 4:55 p.m. EST.

Signed and submitted:

Karen Adams, Recording Secretary