



**UNITED STATES EQUESTRIAN FEDERATION, INC.
BOARD OF DIRECTORS - 2023 ANNUAL MEETING
CENTRAL BANK CENTER - LEXINGTON, KY**

**FIRST MEETING
SATURDAY, JANUARY 14, 2023
9:00 –10:30 A.M. EST**

MINUTES

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

Board Members Absent: Max Amaya, Lisa Gorretta, and Richard Spooner

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

Others Present: Amber Braun, Aaron Kennon, Peter Wright

1. Roll Call and Determination of a Quorum

Mr. O'Mara called the meeting to order at 9:07 a.m. EST. Following a call of the roll, Ms. Adams noted that a quorum was present.

2. Adoption of the Agenda

Ms. Goth moved, and Mr. Kreitz seconded a motion to adopt the agenda. There was no discussion or amendment and following a vote, the motion passed unanimously.

3. President's Opening Remarks

Mr. O'Mara welcomed the Board to this annual meeting and thanked them for their diligence through 2022. He highlighted the main points from the Workshop stating the large variety of constituents and willingness to speak openly on the horse and human topics. He noted the upcoming Endurance World Championship and World Cup for Dressage, Jumping, and Vaulting. He plans to attend many of these events and appreciates the Affiliate's willingness to allow him to observe and speak to their members. Mr. O'Mara reviewed the important initiatives over the past year including frangible technology, the collaborative effort on helmet safety ratings with Virginia Tech, the Ukrainian Equine Relief funding commitment, and the Community Outreach grants.

4. Conflict of Interest Disclosure

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

5. Approval of Board Meeting Minutes – November 21, 2022

Ms. Sloan moved, and Ms. Fu Wylie seconded a motion to approve of the minutes from the November 21, 2022 Board of Directors Meeting. There was no discussion and the motion passed unanimously.

6. Presidential Modification Report

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

7. Ratify Ad Hoc Board actions

Ms. Knowlton moved, and Mr. Richter seconded a motion to approve the ratification of team selection, selection procedure, and FEI calendar modification actions taken at Ad Hoc Board meetings since the November Board meeting. Following discussion and a vote, the motion passed, with Ms. Goth abstaining.

8. Clear Harbor Asset Management Report

Mr. Aaron Kennon, CEO of Clear Harbor Asset Management provided a thorough presentation to the Board highlighting the current and predicted economy and investment portfolio and its attributes.

9. 2022 Treasurer Report & Review of Financial Statements

Ms. Sloan reported that we had a strong 2022 performance year and are trending ahead of budget for the 2023 fiscal year. The performance was strongly influenced by indications that our sport is active and thriving and our staff is managing spending well.

Mr. Delahanty reported on the statement of activities and statement of financial position ending November 30, 2022. He noted that the 2022 Audit has begun, ahead of schedule. The 2021 surplus was contained in the 2022 budget including the forgiveness of the PPP loan and the strong portfolio performance in that year. The full surplus was unneeded in 2022 allowing a pull through to 2022. We had strong membership and horse recording numbers allowing for higher revenues.

10. Approval of the 2024 Budget Timeline

Ms. Goth moved, and Mr. Richter seconded a motion to approve the 2024 budget timeline. Mr. Delahanty noted that the timeline is similar to last year other than moving up Council budget review. Following discussion and a vote, the motion passed unanimously.

11. Consideration of Bylaw Amendments

Ms. Pitts moved, and Mr. Weber seconded a motion to approve the Amended and Restated Bylaws as presented. Ms. Keating outlined the noteworthy changes and reminded the Board that the proposed amendments are supported by the Governance Committee and were posted online for a 21-day open comment period following an announcement to the membership. All committees including the AAC had an opportunity to review and comment on the amendments. After discussion and vote, the motion passed unanimously.

12. Resolutions

12.1 Resolution 2023-01 – 2024 CA Competition Calendar

Ms. Goth moved, and Ms. Sloan seconded a motion to approve Board Resolution 2023-01. Mr. Moroney reminded the Board that they approved a resolution last year relating to the management of the 2023 California competition calendar. This 2023-01 Resolution states that all Hunter and Jumper competition applications for new, renewing, or mileage exemption requests

will be held for decision until after the conclusion of the first trimester of 2023. After discussion, the motion passed unanimously.

12.2 Resolution 2023-02 – 2024 FL Competition Calendar

Ms. Goth moved, and Mr. Kreitz seconded a motion to approve Board Resolution 2023-02. Mr. Moroney stated that this resolution is identical to those passed in 2021 and 2022, but for CEO decision for the 2024 competition year. After discussion, the motion passed unanimously.

12.3 Resolution 2023-03 – Decision Making Matrix

Ms. Pitts moved, and Ms. Sloan seconded a motion to approve Board Resolution 2023-03. Ms. Keating stated that the amendment includes changes to authorize the USEF CEO to approve FEI calendar modifications after the initial FEI calendars have been submitted to the FEI for the October 1 deadline. After discussion, the motion passed unanimously.

12.4 Resolution 2023-04 – Board Ad Hoc for Team Selection

Mr. Weber moved, and Ms. Kozlowski seconded a motion to approve Board Resolution 2023-04. Ms. Keating noted that this is the annual resolution to allow the USEF President to appoint a three-member Ad Hoc of the Board to review and approve team selection. After discussion, the motion passed unanimously.

13. Consideration of Proposed Rule Changes

13.1 Extraordinary Rule Changes

Ms. Sloan moved, and Ms. Goth seconded a motion to approve all extraordinary rule changes. After discussion and vote, the motion passed unanimously.

<u>Tracking ID#</u>	<u>Rule Reference</u>	<u>Description</u>
050-22	GR1110.1	USHJA membership database and recordings
067-22	DR127.2	Dressage TD requirements for USEF/USDF Qualifying and Championship classes
068-22	JP104 + Errata sheet	Calendar management process
069-22	HU158.2	Calendar management process
070-22	HJ109.3	Calendar management process
071-22	GR1003.1	Licensure review and appeal process

13.2 FEI Rule Changes

Ms. Sloan moved, and Mr. Kreitz seconded a motion to approve all the FEI rule changes presented. All proposed changes are to adopt USEF rules to be in alignment with the FEI rules. Following discussion and a vote, the motion passed unanimously.

<u>Tracking ID#</u>	<u>Rule Reference</u>	<u>Description</u>
053-22	DR119.2	Removes Young Rider from Grand Prix description
054-22	DR120.1	Tailcoats must be worn in FEI test for 7-year-old horses
055-22	DR121.3	Snaffle or double bridle expanded use in FEI classes
056-22	DR121.12	Snaffle or double bridle use in USEF HP qualifiers
057-22	DR122.14	Technical score sheet use in FEI 7-year-old classes
079-22	VA112.2	Recognize approach without intent to mount deduction
080-22	VA107.1	New equipment requirements based on FEI research
082-22	VA119.1	Exercise performed during 3* Individual compulsories

087-22	VA117.7	Amends calculation for scoring
089-22	EV145.7	Base spread measurement language
090-22	EV146.6	Clarifies ground line requirement for obstacles
091-22	EV139.1	Earphone and electronic communication device use
092-22	EV129.9	Para Dressage test name
093-22	DR303.1	Para Dressage test name
094-22	DR305.3	CPEDI3* qualifying criteria
095-22	DC913.1	Driving chapter alignment to update FEI rules
096-22	DR121.2	Saddlery and equipment
097-22	DR121.2	Saddlery and equipment
098-22	DR121.15	Saddlery and equipment
099-22	DR121.16	Saddlery and equipment
100-22	DR121.18	Saddlery and equipment
101-22	DR122.7	Execution and Judging of tests
102-22	DR122.5	Execution and Judging of tests
103-22	DR122.8	Execution and Judging of tests
104-22	DR123.2	Scoring, classification, and prize-giving
105-22	DR123.13	Scoring, classification, and prize-giving
106-22	DR129.2	Musical Freestyle Ride
111-22	DR129.5	Musical Freestyle Ride

14. Nominating Committee Report

Mr. Kreitz reported that the National Breeds & Disciplines Council confirmed retention vote for Deborah Johnson to serve a successive term on the Board for four-years. The Active Athletes Committee confirmed the retention vote for Joe Mattingley to serve a successive term as a 10-Year+ Athlete Representative on the Board. The Para Equestrian 10-Year Athletes elected Eleanor Brimmer to fill the open Para Equestrian athlete Board seat for a four-year term.

Finally, Mr. Kreitz stated that on behalf of the Nominating Committee, Judy Werner is put forward as their nomination for Vice President for a four-year term.

12.1 Election of Vice President

Peter Wright, Parliamentarian, stated that pursuant to the Bylaws, the Nominating Committee has placed into nomination Ms. Werner for the seat for Vice President for a term of four years. Mr. Wright opened the floor for additional nominations for Vice President. Hearing none, Ms. Werner was elected by acclamation and was declared the Vice President for a four-year term. Ms. Werner abstained from vote.

15. Sport Department Report

Mr. O'Connor provided a report to the Board following his first 100 days on the job. He has been diligently reviewing strengths and weaknesses across all the sport organizational structure, programs, and Affiliate programs and support. USEF supports three levels: local philanthropic base, the programs supported by many of our Affiliates, and Affiliates that are larger industries. He stated that his primary focus has been developing the 2-day Workshop, the development of a coaching program, and the use of data to inform on horse welfare, risk management, and the allocation of resources. Forward focus includes developing relationships with the USOPC and the FEI in which he serves as Chair of the FEI Eventing Committee and Board member.

15.1 International Disciplines Council Report

Mr. Mattingley stated that there are no additions to the printed report provided.

Mr. Thom reported that during his first 100 days on staff he attended a USOPC meeting where he reviewed the set of KPIs submitted and accepted with monthly meetings to review targets. He noted that Steven Morrissey was promoted to a Managing Director role over Driving, Endurance, and Vaulting. He thanked the Eventing department for their hard work in their transition period. Paris 2024 remains a challenge however accommodations are already confirmed.

15.2 National Breeds & Disciplines Council Report

Ms. Dolan reported that the department's top priority is to support all programs and Championships for our breeds and non-FEI disciplines. Interscholastic reform, growing youth participation, and expansion of breeds to grow the Saddle Seat Medal participation are in process. Further, she noted that she continues to work with Affiliates on special projects, holding bimonthly Affiliate leadership calls, and facilitating individual Affiliate leadership discussion with Mr. O'Mara and Mr. Moroney.

15.3 Approval of Bid Allocations for the 2023-2027 Eventing Calendar

Ms. Pitts moved, and Ms. Goth seconded a motion to approve the bid allocations for the 2023-2027 Eventing calendar. Ms. Braun stated that the Board previously approved the amendments to the Area VI calendar and following the reopening of bids, the recommendations for approval are put forward. After discussion and a vote, the motion passed unanimously.

16. Member Services Council Report

Mr. Moroney thanked the current Council for its work over the past two years and noted that the Council will repopulate during the next meeting. Further, he stated that the Federation Annual report is included in the binder as well as USEF department annual reports for review.

17. Old Business

There was no old business.

18. New Business

Ms. Fu Wylie requested acknowledgement of the passing of longtime equestrian Georgie Green.

Ms. Knowlton requested that discussion of the IEA communication be discussed in Executive Session.

19. Recognition of Outgoing Board members

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

At 11:26 a.m. Mr. O'Mara requested that the audience and staff leave the meeting for a closed session of the Board.

20. Executive Session

20.1 CEO Annual Performance Evaluation

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

21. Adjourn.

There being no further business, Mr. O'Mara adjourned the meeting at 12:30 p.m. EST. Further, he noted that the second Board meeting would begin at 1:00 p.m. with the seating of new Directors.

Signed and submitted by Karen Adams

A handwritten signature in black ink, appearing to read "Karen Adams", written in a cursive style.

Recording Secretary

Attachments:

Resolution 2023-01

Resolution 2023-02

Resolution 2023-03

Resolution 2023-04

**RESOLUTION OF THE BOARD
REGARDING 2024 COMPETITION CALENDAR IN CALIFORNIA
(2023-01)**

WHEREAS, the Board of Directors of the United States Equestrian Federation, Inc. (the “Federation Board”) empowered its Chief Executive Officer to contemporaneously review all Hunter, Jumper, and Hunter/Jumper Licensed Competitions in California occurring in the 2023 competition year, i.e. December 1, 2022 – November 30, 2023, and populate the calendar in the 2023 competition year following said review in accordance with the 2023 California Hunter, Jumper, Hunter/Jumper Calendar Policies and Procedures.

WHEREAS, the 2023 Hunter, Jumper, and Hunter/Jumper licensure process for Licensed Competitions occurring in California was successful and therefore, it is the desire of the Federation to undergo a similar process for the first trimester of the 2024 competition year in California.

WHEREAS, the Federation Board wishes to empower its Chief Executive Officer to contemporaneously review all Hunter, Jumper, and Hunter/Jumper Licensed Competitions in California occurring in the first trimester of the 2024 competition year, i.e. December 1, 2023 – March 31, 2024, and populate the calendar in the first trimester of the 2024 competition year following said review.

WHEREAS, prior to 2023, the California Hunter, Jumper, Hunter/Jumper competition licensure process has faced complications due to (i) the unique geography of California in regards to the application of the mileage rule; (ii) scarcity of competition venues and the high cost of land on which to develop equestrian competition venues resulting in a high concentration of equestrian competition venues within close proximity to one another, often within the mileage boundary of one another; (iii) the limited ability for new organizers to enter the marketplace and stunted diversity in the competition calendar; and (iv) the fact that existing organizers do not fully offer what is required in order to develop horse and human athletes.

WHEREAS, a singular review of all relevant Hunter, Jumper, and Hunter/Jumper competitions taking place within California from December 1, 2023 through March 31, 2024, will provide the Federation the most universal consideration of the competition landscape in that region.

WHEREAS, Chapter 3 of the Federation’s General Rules govern the licensure of Federation Competitions and relevant mileage restrictions and Priority Date Holder status, including GR302 – License Application Policies and Procedures; GR314 – Mileage; and GR315 – Mileage Exemption.

WHEREAS, in order to contemporaneously consider all Mileage Exemption Requests and License Renewal requests for Hunter, Jumper, and Hunter/Jumper Licensed Competitions taking place within California from December 1, 2023 through March 31, 2024, certain portions of GR302 must be modified, including the following:

1. Amending GR302.1.d as follows: Holding of License Applications. License applications for competitions unable to be approved for any reason, excluding mileage conflicts and competitions that are awarded through a bid process, will be sent written notification by the Competitions Department and held for a period of 30 calendar days from the date of that notification to allow the competition in question to submit the information required, seek alternative dates, or make other license modifications. At the end of the 30-day period, if the

application has not been completed or the 30-day period has not been extended by the Competition Licensing Department following the submission of a written request, the application will be considered to have been withdrawn and the dues will be refunded less a withdrawal fee pursuant. **Exception: License renewals and new applications without mileage conflict for 2024 competitions in the first trimester in California will be held no later than September 1, 2023.**

WHEREAS, in order to contemporaneously consider all Mileage Exemption Requests for Hunter, Jumper, and Hunter/Jumper Licensed Competitions taking place within California from December 1, 2023 through March 31, 2024, certain portions of GR315 must be modified, including the following:

1. Amending GR315.3.b as follows: "If the Priority Date Holder(s) does not agree to the exemption request, then the Applicant shall submit the Mileage Exemption Request Form to the Federation ~~in accordance with these rules~~. The Applicant shall submit the Mileage Exemption Request Form, fully completed, to the Federation **by no later than June 1, 2023** ~~no earlier than 360 calendar days and no later than 180 calendar days before the start date of the proposed competition~~. The fully completed Mileage Exemption Request Form must be accompanied with the non-refundable application fee. A mileage exemption request will not be accepted unless the Mileage Exemption Request Form is fully completed and the application fee is paid in full. Within 21 days of acceptance of a properly submitted request and application fee, the Federation will notify the Applicant and the Priority Date Holder(s) that the request is being processed. The notification will include a copy of the submitted Mileage Exemption Request Form and a Mileage Exemption Response Form for the Priority Date Holder(s) to complete. The Priority Date Holder(s) has 10 calendar days from the date of the Notification letter to submit to the Federation, with a copy to the Applicant, a fully completed Mileage Exemption Response Form. The Priority Date Holder(s) must provide written comments explaining the basis for their objection to the mileage exemption request, based on the criteria listed in paragraph 2 above."
2. Amending GR315.3.c as follows: In the case of mileage exemption renewal requests where an agreement has been reached with the affected competition(s), the following applies: ~~Upon Within 15 calendar days of receipt of a completed Mileage Exemption Response Form and the terms and conditions of an agreement,~~ **submitted to the Federation by no later than June 1, 2023**, if such agreement was reached between the affected parties, the request will be reviewed by the Federation and a determination will be made whether to grant the renewal request **by no later than September 1, 2023**.
3. Amending GR315.3.d as follows: In the case of first time mileage exemption requests or renewal requests where an agreement could not be reached with the affected competition(s) or the affected competition(s) failed to timely respond **within 10 days**, the following applies: ~~Within 10 calendar days of receipt of a completed Mileage Exemption Response Form from Priority Date Holder(s) objecting to the request, or the expiration of the 10 day response period if no completed Mileage Exemption Response Form is submitted,~~ the Federation will notify the applicable Recognized Breed/Discipline Affiliate and provide all documentation received in the process from any party. Within the time prescribed by the Federation, the applicable Recognized Breed/Discipline Affiliate is invited to submit written feedback for consideration by the Federation in reaching a decision whether to approve or disapprove the request, including specific feedback on the criteria listed in paragraph 2 above. If the Federation learns that an individual with a conflict of interest was present when an Affiliate considers its recommendation under this Chapter, then such recommendation will not be considered by the Federation.

4. Amending GR315.8 as follows: The Federation will provide a written decision to the Applicant and Priority Date Holder(s) **by no later than September 1, 2023.**

THEREFORE, IT IS HEREBY RESOLVED, that the Federation Board, effective immediately, empowers its Chief Executive Officer to contemporaneously review all Mileage Exemption Requests and License Renewal Requests for Hunter, Jumper, and Hunter/Jumper Licensed Competitions in California occurring within the first trimester of the 2024 competition year and approves the following modifications to GR302 and GR315, specifically for the purpose of considering said Mileage Exemption Requests and License Renewal Requests.

1. **GR302.1.d.** Holding of License Applications. License applications for competitions unable to be approved for any reason, excluding mileage conflicts and competitions that are awarded through a bid process, will be sent written notification by the Competitions Department and held for a period of 30 calendar days from the date of that notification to allow the competition in question to submit the information required, seek alternative dates, or make other license modifications. At the end of the 30-day period, if the application has not been completed or the 30-day period has not been extended by the Competition Licensing Department following the submission of a written request, the application will be considered to have been withdrawn and the dues will be refunded less a withdrawal fee pursuant. Exception: License renewals and new applications without mileage conflicts for 2024 competitions in the first trimester in California will be held no later than September 1, 2023.
2. **GR315.3.b:** If the Priority Date Holder(s) does not agree to the exemption request, then the Applicant shall submit the Mileage Exemption Request Form to the Federation. The Applicant shall submit the Mileage Exemption Request Form, fully completed, to the Federation by no later than June 1, 2023. The fully completed Mileage Exemption Request Form must be accompanied with the non-refundable application fee. A mileage exemption request will not be accepted unless the Mileage Exemption Request Form is fully completed and the application fee is paid in full. Within 21 days of acceptance of a properly submitted request and application fee, the Federation will notify the Applicant and the Priority Date Holder(s) that the request is being processed. The notification will include a copy of the submitted Mileage Exemption Request Form and a Mileage Exemption Response Form for the Priority Date Holder(s) to complete. The Priority Date Holder(s) has 10 calendar days from the date of the Notification letter to submit to the Federation, with a copy to the Applicant, a fully completed Mileage Exemption Response Form. The Priority Date Holder(s) must provide written comments explaining the basis for their objection to the mileage exemption request, based on the criteria listed in paragraph 2 above.
3. **GR315.3.c:** In the case of mileage exemption renewal requests where an agreement has been reached with the affected competition(s), the following applies: Upon receipt of a completed Mileage Exemption Response Form and the terms and conditions of an agreement, submitted to the Federation by no later than June 1, 2023, if such agreement was reached between the affected parties, the request will be reviewed by the Federation and a determination will be made whether to grant the renewal request by no later than September 1, 2023.
4. **GR315.3.d:** In the case of first time mileage exemption requests or renewal requests where an agreement could not be reached with the affected competition(s) or the affected competition(s) failed to timely respond within 10 days, the following applies: The Federation will notify the applicable Recognized Breed/Discipline Affiliate and provide all documentation received in the process from any party. Within the time prescribed by the Federation, the applicable Recognized Breed/Discipline Affiliate is invited to submit written feedback for consideration by the Federation in reaching a decision whether to approve or disapprove the request, including specific feedback on the criteria listed in paragraph 2 above. If the

Federation learns that an individual with a conflict of interest was present when an Affiliate considers its recommendation under this Chapter, then such recommendation will not be considered by the Federation.

5. **GR315.8:** The Federation will provide a written decision to the Applicant and Priority Date Holder(s) by no later than September 1, 2023.

Any departure from these modifications must be approved by the Federation Board.

CERTIFICATION

I HEREBY CERTIFY that the foregoing is a true and correct copy of a resolution presented to and adopted by the Federation's Board of Directors at a Meeting duly called and held in person at the 2023 Annual Meeting on the 14th day of January, 2023, at which a quorum was present and voted, and that such resolution is duly recorded in the minutes.

Recording Secretary:

A handwritten signature in black ink, appearing to read "Karen Adams", written in a cursive style.

Karen Adams

**RESOLUTION OF THE BOARD
TO MODIFY GR315 FOR PURPOSES OF
REVIEWING FIRST TRIMESTER 2024 COMPETITIONS IN FLORIDA
(2023-02)**

WHEREAS, the Board of Directors of the United States Equestrian Federation, Inc. (the "Federation Board") previously empowered its Chief Executive Officer to contemporaneously review all Mileage Exemption Requests for Hunter, Jumper, and Hunter/Jumper Licensed Competitions in Florida occurring within the first trimester of the 2022 and 2023 competition years, i.e. December 1, 2021 – March 31, 2022 and December 1, 2022 – March 31, 2023, and approved certain required portions of General Rule 315.

WHEREAS, this process was highly effective in creating a competition calendar in Florida that effectively managed the calendaring needs of Federation members and provided a universal consideration of the competition landscape at that time of year in that region.

WHEREAS, due to the success of this process related to the 2022 and 2023 competition calendars, the Federation Board wishes to empower its Chief Executive Officer to contemporaneously review all Mileage Exemption Requests for Hunter, Jumper, and Hunter/Jumper Licensed Competitions in Florida occurring within the first trimester of the 2024 competition year, i.e. December 1, 2023 – March 31, 2024, and approve certain required portions of General Rule 315.

WHEREAS, due to the concentration of horses in Florida during the first trimester of the competition year caused by the seasonal migration of competitors, in addition to the Federation's attempt to effectively manage the competition calendar in Florida to provide sufficient Licensed Competitions to meet the needs of Federation members, a singular review of all relevant Hunter, Jumper, and Hunter/Jumper Mileage Exemption Requests taking place within Florida from December 1, 2023 through March 31, 2024, will provide the Federation the most universal consideration of the competition landscape at that time of year in that region.

WHEREAS, GR315.3 governs the Mileage Exemption Request process and prescribes certain deadlines by which each Mileage Exemption Request must comply and contemplates the Mileage Exemption Request process as a rolling process.

WHEREAS, in order to contemporaneously consider all Mileage Exemption Requests for Hunter, Jumper, and Hunter/Jumper Licensed Competitions taking place within Florida from December 1, 2023 through March 31, 2024, certain portions of GR315 must be modified, including the following:

1. Amending GR315.3.b as follows: "If the Priority Date Holder(s) does not agree to the exemption request, then the Applicant shall submit the Mileage Exemption Request Form to the Federation ~~in accordance with these rules~~. The Applicant shall submit the Mileage Exemption Request Form, fully completed, to the Federation **by no later than June 1, 2023** ~~no earlier than 360 calendar days and no later than 180 calendar days before the start date of the proposed competition~~. The fully completed Mileage Exemption Request Form must be accompanied with the non-refundable application fee. A mileage exemption request will not be accepted unless the Mileage Exemption Request Form is fully completed and the application fee is paid in full. Within 21 days of acceptance of a properly submitted request and application fee, the Federation will notify the Applicant and the Priority Date Holder(s) that the request is being processed. The notification will include a copy of the submitted Mileage Exemption Request Form and a Mileage Exemption

Response Form for the Priority Date Holder(s) to complete. The Priority Date Holder(s) has 10 calendar days from the date of the Notification letter to submit to the Federation, with a copy to the Applicant, a fully completed Mileage Exemption Response Form. The Priority Date Holder(s) must provide written comments explaining the basis for their objection to the mileage exemption request, based on the criteria listed in paragraph 2 above."

2. Amending GR315.3.c as follows: In the case of mileage exemption renewal requests where an agreement has been reached with the affected competition(s), the following applies: **By no later than September 1, 2023, after** ~~Within 15 calendar days of receipt of a completed Mileage Exemption Response Form and the terms and conditions of an agreement~~ **by no later than June 1, 2023**, if such agreement was reached between the affected parties, the request will be reviewed by the Federation and a determination will be made whether to grant the renewal request.
3. Amending GR315.3.d as follows: In the case of first time mileage exemption requests or renewal requests where an agreement could not be reached with the affected competition(s) or the affected competition(s) failed to timely respond **within 10 days**, the following applies: ~~Within 10 calendar days of receipt of a completed Mileage Exemption Response Form from Priority Date Holder(s) objecting to the request, or the expiration of the 10 day response period if no completed Mileage Exemption Response Form is submitted~~, the Federation will notify the applicable Recognized Breed/Discipline Affiliate and provide all documentation received in the process from any party. Within the time prescribed by the Federation, the applicable Recognized Breed/Discipline Affiliate is invited to submit written feedback for consideration by the Federation in reaching a decision whether to approve or disapprove the request, including specific feedback on the criteria listed in paragraph 2 above. If the Federation learns that an individual with a conflict of interest was present when an Affiliate considers its recommendation under this Chapter, then such recommendation will be not be considered by the Federation.
4. Amending GR315.8 as follows: The Federation will provide a written decision to the Applicant and Priority Date Holder(s) **by no later than September 1, 2023** ~~within 30 days of receipt of the Recognized Affiliate's recommendation. If the 30 day time period cannot be met, the parties will be notified in writing when they can expect to receive a decision.~~

THEREFORE, IT IS HEREBY RESOLVED, that the Federation Board, effective immediately, empowers its Chief Executive Officer to contemporaneously review all Mileage Exemption Requests for Hunter, Jumper, and Hunter/Jumper Licensed Competitions in Florida occurring within the first trimester of the 2024 competition year and approves the following modifications to GR315, specifically for the purpose of considering said Mileage Exemption Requests:

1. **GR31.5.3.b:** If the Priority Date Holder(s) does not agree to the exemption request, then the Applicant shall submit the Mileage Exemption Request Form to the Federation. The Applicant shall submit the Mileage Exemption Request Form, fully completed, to the Federation by no later than June 1, 2023. The fully completed Mileage Exemption Request Form must be accompanied with the non-refundable application fee. A mileage exemption request will not be accepted unless the Mileage Exemption Request Form is fully completed and the application fee is paid in full. Within 21 days of acceptance of a properly submitted request and application fee, the Federation will notify the Applicant and the Priority Date Holder(s) that the request is being processed. The notification will include a copy of the submitted Mileage Exemption Request Form and a Mileage Exemption Response Form for the Priority Date Holder(s) to complete. The Priority Date Holder(s) has 10 calendar days from the date of the Notification letter to submit to the Federation, with a copy to the Applicant, a fully completed Mileage Exemption Response Form. The Priority Date Holder(s) must provide written

comments explaining the basis for their objection to the mileage exemption request, based on the criteria listed in paragraph 2 above.

2. **GR315.3.c:** In the case of mileage exemption renewal requests where an agreement has been reached with the affected competition(s), the following applies: By no later than September 1, 2023, after receipt of a completed Mileage Exemption Response Form and the terms and conditions of an agreement by no later than June 1, 2023, if such agreement was reached between the affected parties, the request will be reviewed by the Federation and a determination will be made whether to grant the renewal request.
3. **GR315.3.d:** In the case of first time mileage exemption requests or renewal requests where an agreement could not be reached with the affected competition(s) or the affected competition(s) failed to timely respond within 10 days, the following applies: The Federation will notify the applicable Recognized Breed/Discipline Affiliate and provide all documentation received in the process from any party. Within the time prescribed by the Federation, the applicable Recognized Breed/Discipline Affiliate is invited to submit written feedback for consideration by the Federation in reaching a decision whether to approve or disapprove the request, including specific feedback on the criteria listed in paragraph 2 above. If the Federation learns that an individual with a conflict of interest was present when an Affiliate considers its recommendation under this Chapter, then such recommendation will be not be considered by the Federation.
4. **GR315.8:** The Federation will provide a written decision to the Applicant and Priority Date Holder(s) by no later than September 1, 2023.

Any departure from these modifications must be approved by the Federation Board.

CERTIFICATION

I HEREBY CERTIFY that the foregoing is a true and correct copy of a resolution presented to and adopted by the Federation's Board of Directors at its 2023 Annual Meeting duly called and held in person on the 14th day of January, 2023, at which a quorum was present and voted, and that such resolution is duly recorded in the minutes.

Recording Secretary:



Karen Adams

**RESOLUTION OF THE BOARD
TO AMEND THE DECISION MAKING MATRIX
(2023-03)**

WHEREAS, the Board of Directors of the United States Equestrian Federation, Inc. (the "Federation Board") wishes to amend the Federation's Decision Making Matrix so as to increase efficiencies, ensure consistency with the Bylaws, and to empower its Chief Executive Officer to approve modifications to the FEI Competition Calendar.

WHEREAS, on June 20, 2022 the Federation Board approved the Decision Making Matrix which documents the recommendation and approval process of major business functions of the Federation.

WHEREAS, the Decision Making Matrix stipulates that the relevant Committees and the CEO submit recommendations to Federation Board for approval of the annual FEI Competition Calendar.

WHEREAS, in an effort to streamline processes and improve efficiencies within the Federation's competition calendaring process, the Federation Board wishes to empower its CEO to approve all modifications to the FEI Competition Calendar following the Federation Board's approval.

NOW THEREFORE, it is

RESOLVED, that effective immediately, the Federation Board empowers its CEO to approve modifications to the approved FEI Competition Calendar, including competition cancellations, additions, and modification. The Decision Making Matrix presented January 14, 2023 empowering the CEO to approve modifications to the approved FEI Competition Calendar, increasing efficiencies, and ensuring consistencies with the USEF Bylaws is hereby adopted.

CERTIFICATION

I HEREBY CERTIFY that the foregoing is a true and correct copy of a resolution presented to and adopted by the Federation's Board of Directors at a Meeting duly called and held in person at the 2023 Annual Meeting on the 14th day of January, 2023, at which a quorum was present and voted, and that such resolution is duly recorded in the minutes.

Recording Secretary:



Karen Adams

**RESOLUTION OF THE BOARD
TO APPOINT AN AD HOC SELECTION GROUP
(2023-04)**

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

NOW THEREFORE, it is

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

CERTIFICATION

I HEREBY CERTIFY that the foregoing is a true and correct copy of a resolution presented to and adopted by the Federation's Board of Directors at a Meeting duly called and held in person at the 2023 Annual Meeting on the 14th day of January, 2023, at which a quorum was present and voted, and that such resolution is duly recorded in the minutes.

Recording Secretary:

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

Karen Adams



**UNITED STATES EQUESTRIAN FEDERATION, INC.
BOARD OF DIRECTORS - 2023 ANNUAL MEETING
CENTRAL BANK CENTER - LEXINGTON, KY**

**SECOND MEETING
SATURDAY, JANUARY 14, 2023
1:00 P.M. EST**

MINUTES

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

Board Members Absent: Max Amaya and Lisa Gorretta

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

1. Roll Call and Determination of a Quorum

Mr. O'Mara called the meeting to order at 1:06 p.m. EST. Following a call of the roll, Ms. Adams noted that a quorum was present.

2. Adoption of the Revised Agenda

Ms. Knowlton moved, and Mr. Kreitz seconded a motion to adopt the revised agenda as circulated moving agenda item 7.3, Sport Committee population, to the first topic in Executive Session. There was no discussion and following a vote, the motion passed unanimously.

3. Welcome New Directors

Mr. O'Mara welcomed Ellie Brimmer, the new Para Equestrian athlete. Further, he noted that following the election of Ms. Werner to the Vice President seat, the National Council will elect a Saddlebred representative to fill that seat at the February Board meeting.

4. Annual Conflict of Interest Submission

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

5. Conflict of Interest Declaration

Ms. Keating requested that Directors declare any conflicts of interest at this time relating to any items on the agenda.

6. Election of three 2023 Executive Committee Members and Announcement of 2023 Executive Committee

Pursuant to the Bylaws and as communicated in a written report provided to the Board in advance of the meeting, Mr. O'Mara placed into nomination Ms. Gorretta to serve as the International Disciplines Council Member for 2023, Ms. Johnson to serve as the National Breeds & Disciplines Council member, and Mr. Kreitz to serve as the Independent Director member on the 2023 Executive Committee and provided his reasoning in selecting these individuals. He noted that the Athlete Directors selected Ms. Brimmer (Para Equestrian), Ms. Brock (Dressage), and Ms. Nicholson (Eventing) to serve as Athlete Reps on the Executive Committee

6.1 International Disciplines Council Member

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

6.2 National Breeds & Disciplines Council Member

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

6.3 Independent Director

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

7. Approval of Committee Population

Mr. Richter moved, and Mr. Boone seconded approval of the population of seven committees and the Member Services Council as presented. After discussion, the motion to approve the population of the seven committees and one Council passed unanimously.

7.1 Committees of the Board – Audit Committee

Due to the term end for Ms. Goth, the replacement member of the Audit Committee for the remainder of the one-year term ending July 2023 is Alex Boone.

7.2 Governance and Administrative Committees – Adaptive Sport, Budget & Finance, Ethics, Investment, Licensed Officials, and Veterinary

Adaptive Sport Committee

The population of the Adaptive Sport Committee for a two-year term ending January 2025 will include Joann Benjamin as Chair, Kerri Sowers, Wren Blae Zimmerman, Sharon Schneidman, Marilyn Kulifay, and one AAC-appointed athlete - Robin Brueckmann.

Budget and Finance Committee

The population of the Budget & Finance Committee for a two-year term ending January 2025 includes Judy Sloan as Chair, Clay Green, Jon Kreitz, Philip Richter, and three athletes as appointed by the AAC – James Fairclough, Bezie Madden, and Kate Shoemaker.

Ethics Committee

The population of the Ethics Committee for a one-year term ending January 2024 will include Lisa Blackstone as Chair, Cynthia Richardson, Judy Werner, and two AAC-appointed athletes Joe Mattingley and Matt Brown.

Investment Committee

The population of the Investment Committee for a one-year term ending January 2024 includes Judy Sloan as Chair, Clay Green, Jon Kreitz, Diane Pitts, and Philip Richter.

Licensed Officials Committee

The recommendation to extend the term of four members of the Nominating Committee by one year ending January 2024 includes Lisa Blackstone, Jose Colon, Melissa Ransehausen, and Robert Weber.

Veterinary Committee

The population of the Veterinary Committee for a two-year term ending January 2025 includes Dr. A. Kent Allen as Chair, Dr. Mark Baus, Dr. Hugh Behling, Bret Day, Elisabeth Goth, Dr. Stacey Kent, Dr. Catherine Kohn, Dr. Richard Mitchell, Dr. Karen Nyrop; Dr. Timothy Ober; Dr. Duncan Peters; Martha Rattner; Dr. Emily Sandler Burtness; Susan Schoellkopf, and two AAC-appointed athletes – Margie Engle and Laura Graves.

7.3 Member Services Council

The population of the Member Services Council for a two-year term ending January 2025 includes Shelley Campf, Todd Fruchterman, Robert Gierkink; Clay Green; Jon Kreitz; Michael Stone; Patrick Wolfe; and four athlete representatives as appointed by the AAC – Melody Blittersdorf, Sydney Collier, Susan Dutta, and Karen O'Connor. The Council will elect its Chair.

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

Ms. Sloan moved, and Mr. Kreitz seconded a motion to approve the modifications to the USEF Equine Drugs and Medications Penalty Guidelines. After discussion and vote, the motion passed unanimously.

9. USET Foundation Report

Mr. Richter, USET Foundation Treasurer, reported that the Foundation was proud to have provided a \$3MM grant in 2022, \$51MM since 2004, to the Federation concluding its *Raising the Bar* campaign. He thanked the Federation for its collaborative relationship. Further, he noted that a new seven-year campaign *Pathway to the Podium* launched in January and has already proven successful.

10. USOPC AAC Report

Ms. Brock provided the Board with the Fall AAC meeting key takeaways including 2023 priorities, Governance Reform Working Group update, Athlete Commercial Resources services development, USOPC Resource allocation, WADA Athletes' Committee election, and USOPC program expenses. Additionally, she said the structure of the AAC is more professional and a slack channel is available for regular communications. The internal AAC is functioning well. A Sport report is planned for the next AAC meeting.

11. CEO Report

Sarah Hamilton, Managing Partner of Kivvitt Communication, provided a presentation noting how social media can be used to advance our sport and build our community and provided examples of situations to avoid and how to take the high road.

Keith Dane, Senior Director of Equine Protection at the Humane Society of the United States, provided an update on the PAST Act to end the use of soring in equestrian sport. He thanked USEF for its support of this bill and will present the latest information as the bill progresses.

Mr. Moroney reported on the following key topics: Strategic Plan, Sport, Rules and Presidential Modifications, Affiliate agreements, Safe Sport, USOPC and FEI relations, DEI, Member and fan benefits, Staffing and evaluations, competitions, and opportunities. He noted that the 2022 Annual report and a report from the American Horse Council are in the Board binders.

12. Old Business

There was no old business.

13. New Business

There was no new business.

14. Executive Session

At 1:53 p.m. Mr. O'Mara requested that all attendees, Council Chairs, and all staff except Mr. Moroney and Ms. Keating leave the meeting for an Executive session of the Board.

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

14.1 Approval of FEI Sport Committees

Ms. Sloan moved, and Mr. Mattingley seconded a motion to approve the three FEI Sport Committees for Driving, Endurance, and Vaulting. After discussion, the motion passed, with one vote against and Mr. Weber abstaining from the vote.

Driving Sport Committee

The population of the Driving Sport Committee for a four-year term ending January 2027 will include Jennifer Matheson as Chair, Jacob Arnold, James Fairclough, Anna Koopman, Carrie Ostrowsky, Mary Phelps, Bettina Scherer, Shelley Temple, Chester Weber, Katie Whaley, and five athlete representatives as appointed by the AAC – Tracy Bowman, Jennifer Hamilton, Vernon Helmuth, Misdee Miller, and Suzy Stafford.

Endurance Sport Committee

The population of the Endurance Sport Committee for a four-year term ending January 2027 includes Joe Mattingley as Chair, Sandy Cheek, Carol Giles, Valerie Kanavy, Ona Lawrence, Jan Stevens, Nathalie Weemaels, John Wertz, and five athlete representatives as appointed by the AAC – Melody Blittersdorf, Holly Corcoran, Heather Davis, Jeremy Reynolds, and Kelsey Russell.

Vaulting Sport Committee

The population of the Vaulting Sport Committee for a four-year term ending January 2027 will include five USEF appointees - Linda Bibbler as Chair, Jody Campbell, Patty Littmann, Daniel Sommerville, and Robert Weber as USEF appointees. The five Affiliate appointees are Kendel

Edmunds, Craig Coburn, Katherine Ray, Jodi Rinard, and Andrea Selch. The AAC appointed five athlete representatives - Carolyn Bland, Julie Divita, Kristian Roberts, Emma Seely, and Todd Griffiths.

14.2 Report on Community Outreach Grants and Consideration of Funding for Grants

Mr. O'Mara reported on the Community Outreach program and recent grant allocations. Ms. Sloan moved, and Ms. Brock seconded a motion to allocate \$100,000 per year for three years for Community Outreach grants. Following discussion, the motion passed unanimously.

14.3 General Counsel Report

Ms. Keating provided a litigation update for the Board.

14.4 Strategic Plan Update

Mr. Moroney reviewed the Strategic Plan progress report with the Board of Directors.

- **Sport Data Report and Allocation of Resources**

Mr. O'Connor and Mr. Thom spoke with the Board of Directors regarding the use of data as an additional element to inform decisions on the allocation of resources in the Sport Department.

15. Adjourn

At the conclusion of Executive Session, the meeting adjourned at 3:12 p.m. EST.

Signed and submitted by Karen Adams



Recording Secretary