



**UNITED STATES EQUESTRIAN FEDERATION, INC.
BOARD OF DIRECTORS MEETING
MONDAY, SEPTEMBER 16, 2019
3:00 P.M. EDT**

MINUTES

Board Members Present: Murray Kessler, Elisabeth Goth, Tom O'Mara, Tom Brennan, Allison Brock, Jane Clark, Robert Costello, Lisa Gorretta, Catherine Haddad Staller, Nancy Harvey, Valerie Kanavy, Beezie Madden, Joe Mattingley, Cindy Mugnier, Diane Pitts, Philip Richter, Judy Sloan, Richard Spooner and Judy Werner

Others Present: Mary Babick, National Breeds & Disciplines Council Chair

Senior Team Present: Bill Moroney, Kelly Bolton, Will Connell, Terri Dolan, David Harris, Sally Ike, Sonja Keating, Vicki Lowell, Lisa Owens, Justin Provost and Stephen Schumacher

1. Roll Call and Determination of a Quorum

Mr. Kessler called the meeting to order at 3:02 p.m. EDT. Following a call of the roll, Ms. Adams noted that a quorum was present.

2. Adoption of the Agenda

Ms. Mugnier moved and Ms. Haddad Staller seconded the motion to adopt the agenda. There was no discussion and the motion carried unanimously.

3. President's Opening Remarks

Mr. Kessler stated that while safe sport continues to dominate social media, USEF has had a strong year. He congratulated the Pan American Games athletes for their fantastic performances and medals won, especially for the Eventing team's Olympic qualification. Mr. Kessler praised the Saddle Seat World Cup teams on their gold medal winning performances and to Beezie Madden who is at the top of her game. The USEF professional staff have performed well in managing the budget with revenues up year to date and noting solid financials. The PAST Act continues to gain momentum passing the House and leading to the Senate floor. Last, Mr. Kessler welcomed Mr. Spooner as a new Board member, filling the vacant elected athlete seat.

4. Conflict of Interest Disclosure

Ms. Keating requested that Directors declare conflicts concerning any item on the agenda at this time. Mr. Costello and Ms. Pitts both declared a conflict with agenda item 10.3.

5. Approval of Mid-Year Board Meeting Minutes – July 8-9, 2019

Ms. Pitts moved and Ms. Sloan seconded the motion to approve the Mid-Year Board meeting minutes from July 8-9, 2019. There was no discussion and the motion passed, with Mr. Brennan, Ms. Haddad Staller and Ms. Kanavy abstaining as they were not present at this meeting.

6. Presidential Modification Report

The Board was provided a list of modifications granted since the last Board meeting.

7. Consideration of FEI Rule Change Proposals

Ms. Haddad Staller moved and Mr. Mattingley seconded the motion to put both FEI rule changes on the floor for discussion.

Tracking ID# 063-19 and 061-19

It was noted that these rules will align our rules with the FEI. There was no further discussion, the motion to approve these two FEI rule changes to DR121 and DR123.3 referencing Saddlery and Equipment and Scoring passed unanimously.

8. Approval of Committee Population

8.1 Driving Sport Committee

8.2 Carriage Pleasure Driving Committee

Ms. Sloan moved and Ms. Goth seconded the motion to approve both the Driving Sport Committee and Carriage Pleasure Driving Committee population as presented. Mr. Kessler noted that the new population removed former Affiliate representatives and replaced them with Presidential appointees. There was no further discussion and the motion passed unanimously.

9. National Breeds and Disciplines Council Report

Ms. Babick had nothing additional to add to the written report provided. There were no questions.

10. International Disciplines Council Report

Mr. Mattingley had nothing additional to add to the written report provided. There were no questions.

10.1 Approval of the 2020-2022 FEI NAYC for Dressage and Jumping

Mr. Mattingley moved and Ms. Sloan seconded the motion to approve the allocation of Great Lakes Equestrian Festival in Traverse City, Michigan to host the 2020-2022 North American Youth Championships for Dressage and Jumping. Mr. Connell stated that although the approval is for three years, an evaluation after the 2020 event will review the impact of NAYC and Pony Finals running concurrently. After some discussion, the board requested that staff work with some potential organizers to locate a venue nearby that could host the Eventing competition. There was no further discussion and the motion passed, with Ms. Clark abstaining.

10.2 Approval of the 2020 U.S. FEI Calendars for Driving, Endurance, Para Dressage and Vaulting

Ms. Sloan moved and Mr. Mattingley seconded approval of the 2020 Calendars for the FEI disciplines of Driving, Endurance, Para Dressage and Vaulting. There was no further discussion and the motion passed unanimously.

At this time, Mr. Costello and Ms. Pitts left the call as they declared a conflict with agenda item 10.3.

10.3 Approval of the 2020 U.S. FEI Calendar for Eventing

Mr. Mattingley moved and Ms. Harvey seconded the motion to approve the 2020 FEI Calendar for Eventing U.S. events to include all events listed. It was noted that a new Eventing calendar process

begins next year which includes a mileage table. After much discussion, the motion passed with 15 in favor and 1 against.

Mr. Costello and Ms. Pitts rejoined the Board meeting following the conclusion of discussion of 10.3.

10.4 Approval of Special Competition status for Longines FEI World Cup Jumping and Dressage Finals
Ms. Haddad Staller moved and Ms. Sloan seconded the motion to approve both the FEI World Cup Jumping Finals and FEI World Cup Dressage Finals as special competitions. There was no discussion and the motion passed unanimously.

11. Member Services Council Report

Mr. Moroney reported that the Council reviewed rule changes as well as many financial-related areas including review of our credit card processing rate, analysis of member retention trends, IT services cost, Annual Meeting attendance as it relates to location and the proposed 2020 Council budget presentation.

11.1 Approval of recommendation for IT Service Fees

Mr. Richter moved and Ms. Sloan seconded approval of the IT Service Fees recommended increase to a \$140.00 per hour flat rate. Mr. Provost stated that this is the current market rate and USEF has not had an increase since 2006. There was no further discussion and the motion passed unanimously.

12. CEO Report

Mr. Moroney reported that he participated at the second Affiliate Workshop of 2019 last week alongside leadership of our Recognized Affiliates in solution-oriented discussion. At the USOPC Assembly discussion centered around three main topics: athlete participation and involvement, athlete first culture and NGB funding for the US Center for Safe Sport (USCSS).

13. CFO Report

Mr. Harris updated the Board on the status of the new building, thanking them for this wonderful new space. A ribbon-cutting ceremony is planned for November 1, 2019.

Additionally, Mr. Harris presented the Board with statements of financial position ending July 31, 2019 and reported that we remain in a strong financial position and the balance sheet matches our projection. Mr. Harris stated that he is optimistic that we will end the year in a positive financial position.

13.1 Approval of IRS 990 and 990T

Ms. Haddad Staller moved and Ms. Sloan seconded approval of the USEF IRS 990 and 990T for the fiscal year ending November 30, 2018. The Board requested that language be included in the audit noting that some actions of the Board are decided through a three-Board member Ad Hoc group authorized to act on behalf of the Board in a limited scope. There was no further discussion and the motion passed unanimously.

14. General Counsel Report

Ms. Keating reported on the status of current litigation.

14.1 Safe Sport Update

Ms. Keating reported that much discussion centered around Safe Sport at the USOPC Assembly last week. An alternate funding plan for the USSCS from NGBs will be circulated in November.

14.2 Consideration of policy regarding deceased person on Safe Sport Banned List

Ms. Keating stated that the USCSS does not include deceased individuals on their list, does not investigate allegations against a deceased individual, nor do they continue to investigate an individual should they become deceased during an investigation. After much discussion, the Board decided that the main goal of the list is to protect our members. Ms. Mugnier moved and Ms. Sloan seconded the motion to adopt a policy where an individual on the USEF list would be removed 90 days after notification is provided to USEF that the individual is deceased. There was no further discussion and the motion passed unanimously.

14.3 Presentation by Kivvit Consulting

Ms. Lowell introduced Garret Jochau and Catherine Turco of Kivvit. In tandem, the pair provided an overview of approach, research insights, media analysis, website materials audit, and how by hitting reset and going about things differently we can make a change in several areas including our website, videos, engaging various constituents within the sport, releasing ads, and preparing a playbook for various circumstances with a timeline leading up to launch at the USEF Annual Meeting.

15. Old Business

There was no old business.

16. New Business

Mr. Moroney welcomed Terri Dolan who started today as USEF Breeds & Non-FEI Disciplines Sport Director.

17. Executive Session

Mr. Kessler stated that there was no business for an Executive Session.

18. Adjourn.

There being no further business, the meeting adjourned at 5:21 p.m. EDT.

Signed and submitted:



Karen Adams, Recording Secretary