



**UNITED STATES EQUESTRIAN FEDERATION, INC.
BOARD OF DIRECTORS MEETING
NOVEMBER 21, 2022
3:00 P.M. EST**

MINUTES

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

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

Others Present: Amber Braun, Alina Brazzil, Ambria Hall, and Leslie Mangan

1. Roll Call and Determination of a Quorum

Mr. O'Mara called the meeting to order at 3:00 p.m. EST. Following a call of the roll, Ms. Adams noted that a quorum was present.

2. Adoption of the Agenda

Ms. Pitts moved, and Mr. Amaya seconded the motion to adopt the agenda. There was no discussion and the motion carried unanimously.

3. President's Opening Remarks

Mr. O'Mara stated that he and the senior team are preparing to join our affiliates at their conventions that occur over the next several weeks. He stated that the FEI General Assembly took place in South Africa last week with good conversation and much work done. He noted that he looks forward to the new USEF Annual meeting two-day seminar format January 12 and 13 and board meetings on January 14.

4. Conflict of Interest Declaration

Ms. Keating requested that Directors declare conflicts with any item on the agenda. There were no conflicts declared.

5. Approval of Board Meeting Minutes – September 26, 2022

Ms. Sloan moved, and Mr. Kreitz seconded the motion to approve the minutes from the Board meeting held on September 26, 2022. Following discussion and a vote the minutes were approved with Mr. Amaya and Mr. Mattingley abstaining.

6. Presidential Modification Report

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

7. Ratify Ad Hoc Selections and FEI Calendar Group actions

Ms. Fu Wylie moved, and Mr. Amaya seconded the motion to ratify the actions of the Ad Hoc Selections and FEI Calendar Groups as presented and required under Board approved Resolutions 2017-07 and 2020-08. After discussion and vote, the motion passed unanimously.

8. Approval of the 2023 Proposed Budget and Budget Appendix

Mr. Kreitz moved, and Mr. Richter seconded approval of the 2023 budget and budget appendix. Following thorough discussion and vote, the motion passed unanimously. Ms. Sloan noted that she is pleased to present a balanced budget for 2023 and noted that we estimate budgeting at 1.25% above 2022. Mr. Delahanty stated that ten months of actuals and two months of representative budget are presented for review with estimation of coming in on budget ending 2022. Further, he noted that some line items are currently understated as we estimate additional expenses to come in and we are not carrying forward any surplus as we have in prior years.

Mr. Delahanty stated that following a meeting of each Council approving their individual budgets, rolling into the complete proposed budget for 2023. Further, Mr. Delahanty reviewed the financial position noting that for comparison the numbers are made up of 10 months of actual and 2 months of budget. He reviewed the revenue and expense sides noting that the budget presented is a most-likely scenario with assumptions of 1.25% growth projected for 2023 included in the budget. Additionally, a large factor to note is that the USOPC funding increases year over year, the Foundation grant decreases 14% year over year for revenue budget of \$33,333,596.00. A new revenue stream of USEFNetwork partner has been added.

On the expense side, the largest line item is staff wages and benefits. Mr. Delahanty noted that a 6% staff increase was approved by the Board but that no additional increases are being presented. The benefit costs increased substantially; Ms. Bolton negotiated down to a 26% year over year increase. Insurance renewal costs are an estimate as we continue to await final costs. Legal costs continue to increase due to Safe Sport and while in past years we have carried over funds, we have now reached the threshold where insurance will cover these expenses. For 2023, Executive and Legal expenses have been separated out and reported separately. Mr. Delahanty noted that we have hired new auditors which brings a slight savings. IT costs include a telecom changeover savings and laptop expense in lieu of depreciation. Compliance increases are due to growing staff and travel expenses. Regulations continues to hold steady year over year. The equine clean sport budget increases with additional testing in 2023 balancing out to planned numbers and negotiated testing fees past 2024 when our current agreement expires. On the National disciplines side, we know expenses will still come in later this year and a savings due to no Saddle Seat World Cup being held in 2023. The International disciplines budget includes just over \$1MM for the Pan American Games in Chile, less year over year than the World Championships in 2022. Additionally, the 2022 Endurance World Championships was rebid and now will be held in 2023, which has not been included in the budget. The FEI stated that the organizing committee will cover a larger position of athlete expenses so we don't expect a significant cost will need to be requested.

Covering the investment portfolio, Interest rate swap for derivative contracts is budgeted in a neutral position as we can't accurately project year end.

Not included in the base budget for 2023 are the continued Endurance consultant of \$50k to cover planning through mid-2023, equine and human safety and welfare at \$100k, and \$100k to build out a Coach Development program including expansion of the Para pilot program. The Endurance World Championship proposal is not contemplated in this number, but rather will come forward once all details have been provided.

9. Licensed Officials Document Amendments

9.1 Approval of Licensed Officials Policies and Procedures Amendments

Mr. Kreitz moved, and Ms. Sloan seconded the motion to approve the amendments to the Licensed Officials Policies and Procedures with the errata sheet included as Appendix A. Ms. Brazzil stated that the bulk of the National amendments were done in September with this most recent version now including Eventing and Vaulting amendments. Ms. Brazzil stated that the majority of our affiliates do not have a requirement for annual membership, but rather for maintenance only required by USDF. Further, any Affiliate can request that an amendment include this requirement. Following discussion and vote, the motion passed unanimously.

9.2 Approval of Licensed Officials FEI Licensing Information Document Amendments

Mr. Kreitz moved, and Ms. Sloan seconded the motion to approve amendments to the Licensed Officials FEI Licensing Information Document. Ms. Brazzil stated these procedures outline the requirements for officials who wish to officiate FEI competitions and now include amendments for the Eventing and Vaulting disciplines. After discussion and a vote, the motion carried unanimously.

10. Approval of Special Competition Request – 2023 FEI Jumping, Dressage and Vaulting World Cup Finals

Ms. Pitts moved, and Mr. Kreitz seconded the motion to approve the Special Competition request for the 2023 FEI World Cup Finals for Jumping, Dressage, and Vaulting. Mr. Connell stated that this event is supported and recommends this approval. After discussion and a vote, the motion passed, with Ms. Gorretta abstaining.

11. Approval of 2023-2025 National Breed & Non-FEI Discipline Committee Population

Ms. Gorretta moved, and Ms. Kozlowski seconded the motion to approve the Affiliate and USEF population of the National Breed and Non-FEI Discipline sport committees for a two-year term. The USEF AAC will meet on December 12th to approve the athlete members of each committee. Following discussion and a vote the motion passed with Ms. Johnson, Ms. Fu Wylie, and Ms. Werner abstaining.

12. Approval of Amendments to the USEF Safe Sport Policy

Ms. Pitts moved, and Mr. Weber seconded the motion to approve the amended USEF Safe Sport Policy. Ms. Keating outlined the proposed amendments are a result of feedback on best practices following NGB Safe Sport audits. Following Board approval, the amended policy will take immediate effect. Further, Ms. Keating stated that we will amend as mandated the USEF policy with any changes due to the changing environment to safeguard our athletes. Following discussion and vote, the motion passed unanimously.

13. Ratify Eventing Administrative Working Group

Ms. Pitts moved, and Ms. Gorretta seconded the motion to ratify the appointment of the Eventing Administrative Working Group less the athletes. The AAC will approve the athlete appointments. Ms. Braun stated that this group will absorb the duties of three previous working groups resulting in an overall transition process coming out of the Eventing Elite Program Task Force's work. After discussion and a vote, the motion passed with Ms. Knowlton and Mr. Brown abstaining.

14. Old Business

There was no old business.

15. New Business

Ms. Goth stated that she would like the Board to look at the rules that outline the safety protocols for all USEF licensed competitions. Mr. O'Connor noted that he is working with our Human and Equine Safety and Welfare Committee to follow up on this issue and that it will be a topic of conversation at the USEF Annual Meeting.

16. Adjourn

There being no further business, the meeting adjourned at 4:21 p.m. EST.

Signed and submitted:

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

Karen Adams

Recording Secretary