



**UNITED STATES EQUESTRIAN FEDERATION, INC.  
BOARD OF DIRECTORS - 2019 ANNUAL MEETING  
HILTON WEST PALM BEACH, FLORIDA**

**FIRST MEETING  
SATURDAY, JANUARY 12, 2019  
9:00 A.M. EST**

**MINUTES**

**Board Members Present:** Murray Kessler, Elisabeth Goth, Chester Weber, Tom Brennan, Allison Brock, Jane Clark, Lisa Gorretta, Catherine Haddad Staller, Nancy Harvey, Valerie Kanavy, Pete Kyle, Beezie Madden, Misdee Miller, Cindy Mugnier, Tom O'Mara, Diane Pitts, Philip Richter, Judy Sloan, Judy Werner

**Council Chairs Present:** Mary Babick, Bob Bell and Joe Mattingley

**Senior Team Present:** Bill Moroney, Kelly Bolton, Will Connell, David Harris, Sonja Keating, Vicki Lowell, Lori Nelson, Lisa Owens and Justin Provost

**1. Roll Call and Determination of a Quorum**

Mr. Kessler called the meeting to order at 9:00 a.m. EST. Following a call of the roll, Ms. Adams noted that a quorum was present.

**2. Adoption of the Agenda**

Mr. Kessler amended the agenda to add an Executive session prior to adjournment for an Audit Committee Report. Mr. O'Mara moved and Ms. Pitts seconded the motion to adopt the agenda as amended. There was no discussion and the motion carried unanimously.

**3. President's Opening Remarks**

Mr. Kessler welcomed the Board members and thanked them for their efforts over the past year. A tremendous amount of work was accomplished and the Board had to make some very important decisions for the betterment of equestrian sport.

**4. Approval of Board Meeting Minutes – November 12, 2018**

Ms. Miller requested a statement about the overage of the IDC budget be included under point 7. Ms. Sloan moved and Ms. Goth seconded approval of the November 12, 2018 Board of Directors Meeting minutes as amended. There was no discussion and the motion to approve the minutes passed, with Ms. Clark and Mr. Kyle abstaining.

**5. Conflict of Interest Disclosure**

Ms. Keating requested that Directors declare conflicts concerning any item on the agenda at this time. Ms. Harvey disclosed a conflict with agenda items 11.1e and 12.1.

**6. Presidential Modification Report**

A report of Presidential Modifications granted since the November Board meeting was presented to the Board for informational purposes. There were no comments or questions.

**7. 2018 CFO Report & Review of Financial Statements**

Mr. Harris reported that we ended 2018 with a surplus of \$404k from continuing operations versus a budgeted surplus of \$87k. The total surplus for the year, including the unrealized loss on the investment portfolio, was \$262k. Additionally, we did not need to access \$400k from reserves to cover the overage in the IDC budget due to WEG that the Board approved in November.

Mr. Harris reported on the statements of financial position for the 12 months ending November 30, 2018. Mr. Kessler noted that the 2019 budget is tight this year and there is no Development Fund, so priorities will need to be discussed within each Council and funding allocated accordingly.

Mr. Harris stated that he would circulate the current investment policy to the Board as well as a report on the Disaster Relief Fund donations and payments.

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

Mr. Kyle moved and Ms. Sloan seconded the motion to put the extraordinary rule change calendars on the floor for approval. Ms. Keating stated that the three changes on the Disapprove Calendar were referred from a previous board meeting and no new drafts were submitted. There was no discussion and the motion to approve the extraordinary rule changes listed below passed unanimously.

**Consent Approve Calendar**

<u>Tracking ID #</u>	<u>Rule Reference</u>	<u>Subject</u>
368-18	GR1004	Guest Card
365-18	GR1011	Apprentice Judge card application

**Consent Disapprove Calendar**

<u>Tracking ID#</u>	<u>Rule Reference</u>	<u>Subject</u>
353-18	EQ103	Microchips
352-18	HU101	Microchips
351-18	JP100	Microchips

**9. Approval of Bylaw Amendments**

Mr. O'Mara moved and Ms. Gorretta seconded approval of the amendment to Bylaw 441 regarding Athlete Drug Testing. Following discussion, the motion passed unanimously.

**10. Report of the Nominating Committee**

Ms. Malone reported on the actions of the Nominating Committee in 2018. The National Breeds & Disciplines Council re-elected Ms. Harvey to fill the Arabian Board seat for a four-year term. The International Disciplines Council elected Robert Costello to fill the Eventing Board seat vacated by Ms. Pitts for the remaining one-year term; and Joe Mattingley to fill the FEI Non-Olympic discipline Board seat for a four-year term. The Eligible Athletes elected Margie Engle to fill the open eligible athlete Board seat for a four-year term.

Ms. Malone reported the Nominating Committee's recommendations for the election of open positions on the Board - Ms. Goth as Vice President, Mr. O'Mara as Secretary/Treasurer and Ms. Pitts as

Independent Director. Ms. Haddad Staller moved and Ms. Gorretta seconded the motion to approve the report of the Nominating Committee. There was no discussion and the motion passed unanimously.

Mr. Kessler asked Mr. Ward, parliamentarian for this Board meeting, to conduct the three elections.

10.1 Election of Vice President

Mr. Ward stated that the Nominating Committee put forward Ms. Elisabeth Goth as its nomination for the Vice President seat for a term of four years. Mr. Ward opened the floor for additional nominations for Vice President. Hearing none, Ms. Goth was elected by acclamation and was declared the Vice President for a four-year term. Ms. Goth abstained from vote.

10.2 Election of Secretary/Treasurer

Mr. Ward stated that the Nominating Committee put forward Mr. Thomas O'Mara as its nomination for the Secretary/Treasurer seat for a term of four years. Mr. Ward opened the floor for additional nominations for Secretary/Treasurer. Hearing none, Mr. O'Mara was elected by acclamation and was declared the Secretary/Treasurer for a four-year term. Mr. O'Mara abstained from vote.

10.3 Election of Independent Director

Mr. Ward stated that the Nominating Committee put forward Ms. Diane Pitts as its nomination for the Independent Director seat for a term of four years. Mr. Ward opened the floor for additional nominations for Independent Director. Hearing none, Ms. Pitts was elected by acclamation and was declared the Independent Director to serve a four-year term. Ms. Pitts abstained from vote.

**11. Consideration of Sport Requests Recommended for Approval by Councils.**

11.1 Special Competition Requests

a. Deeridge Derby #335441

Mr. Brennan moved approval of granting special competition status to Deeridge Derby with the following amendments: remove Pony Derby classes and allow only one class per height section to be run in the Green Hunter Incentive classes. Ms. Harvey seconded the motion. There was no further discussion and the motion passed with Mr. O'Mara, Ms. Madden and Mr. Kessler opposed.

b. USEF Junior Hunter Finals East #337928 and c. USEF Junior Hunter Finals West #338012

Mr. Weber moved and Ms. Goth seconded the motion to approve special competition status for Junior Hunter Finals East and West. The location and dates of both have already been approved. There was no further discussion and the motion passed unanimously.

d. Franktown Meadows International Hunter Derby #328075

Mr. Brennan moved to approve granting special competition status to Franktown Meadows International Hunter Derby with the provision outlined by USHJA and the National Council that they not be allowed to host an unrated class (the Non-Pro Hunter Classic) as it detracts from the special classes included in the event. Ms. Goth seconded the motion. There was no further discussion and the motion as amended passed unanimously.

At this time, Ms. Harvey left the room as she had declared a conflict with 11.1e and 12.2.

e. Rolex Central Park Horse Show #336930

Mr. Connell stated that the IDC reviewed this request and approved with the following two conditions: Eventing runs subject to the criteria for Eventing Showcases and Arena Eventing (EV157, Annex 3) and that the Board allow the flexibility for the competition rating to downgrade from a 5-star to a 4-star due to horse stabling space constraints at Central Park which are not yet finalized. Ms. Goth moved and Mr. Richter seconded approval of granting special competition status to the Central Park Horse Show with the two mentioned conditions. There was no further discussion and the motion passed unanimously.

11.2 Appointment of an Ad Hoc of the Board to approve the location and dates of the 2019 USEF Endurance National Championship

Ms. Goth moved and Mr. Richter seconded approval for the 2019 USEF Endurance National Championship to be approved by an Ad Hoc of the Board. There was no further discussion and the motion passed unanimously.

**12. Approval of Heritage Designation Requests**

12.1 Tryon Spring 6 TR&HC Charity Horse Show and 12.2 Charity Fair Horse Show

Ms. Pitts moved and Ms. Mugnier seconded the motion to put both Heritage requests on the floor for approval. Mr. Moroney stated that it is the horse show itself that receives the designation, not the venue. There was no further discussion and the motion to approve both competitions passed unanimously.

Ms. Harvey rejoined the meeting after the vote was taken.

**13. Licensed Officials**

13.1 Approval of Licensed Officials Social Media Policy

Ms. Pitts moved and Ms. Gorretta seconded approval of the Social Media Policy for Licensed Officials. After some discussion on point one under What You Should Not Do, Ms. Haddad Staller moved and Ms. Sloan seconded the motion to amend it to read, ***“Do not use your personal cell phone, computer, tablet or any other similar device for social media while officiating for the entire length of the competition.”*** There was no further discussion and the motion passed with Mr. Weber and Mr. O’Mara opposed.

13.2 Approval of Licensed Officials Requirements

Ms. Brazzil stated that each Recognized Affiliate had the opportunity to review and submit their own requirements which are now compiled into what is being presented today. Ms. Brazzil requested that these requirements be approved with the following changes: the National Council requested that the Hunter Breeding license remain under Hunter Breeding; and the International Council requested an adjustment in Eventing star levels. Ms. Harvey moved and Mr. O’Mara seconded approval of the Licensed Officials Requirements as presented for each breed and discipline with the amendments requested by the Sport Councils. There was no additional discussion and the motion passed unanimously.

13.3 Licensed Officials Updates Presentation

Ms. Brazzil presented the online application process for Licensed Officials showing improvements in the process for both USEF and the Affiliates. A lot of work was done to create an Affiliate Management Portal for our Affiliates to easily track officials throughout the process

and a color-coded Applicant License Checklist of necessary requirements for ease of use by officials. The criminal background check has now been moved to the front end of the process.

**14. Recognition of Outgoing Board members**

Mr. Kessler thanked Mr. Kyle, Mrs. Miller and Mr. Weber for their service to the Board and presented a gift to each outgoing member.

**15. Executive Session**

At 11:02 a.m. Mr. Kessler requested that the room be cleared for discussion amongst Board members.

**16. Adjourn.**

At the conclusion of Executive session, the Board adjourned the meeting at 11:40 a.m. EST.

Signed and submitted:

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

Karen Adams, Recording Secretary



**UNITED STATES EQUESTRIAN FEDERATION, INC.  
BOARD OF DIRECTORS - 2019 ANNUAL MEETING  
HILTON WEST PALM BEACH, FLORIDA**

**SECOND MEETING  
SATURDAY, JANUARY 12, 2019  
12:00 P.M. EST**

**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 and Judy Werner

**Board Members Absent:** Margie Engle

**Council Chairs Present:** Mary Babick, Bob Bell and Joe Mattingley

**Senior Team Present:** Bill Moroney, Kelly Bolton, Will Connell, David Harris, Sonja Keating, Vicki Lowell, Lori Nelson, Lisa Owens and Justin Provost

**1. Roll Call and Determination of a Quorum.**

Mr. Kessler called the meeting to order at 12:06 p.m. EST. Following a call of the roll, Ms. Adams noted that a quorum was present.

**2. Adoption of the Agenda.**

Mr. Kessler requested amendments to the agenda including the following: removal of 6.1 as there are no FEI rule changes; 11, 11.1, and 11.2 as these policies are not yet available; adding response to question during Executive session on Safe Sport after point 5; and removal of Executive session as that was added to the end of the first meeting. Ms. Sloan moved and Ms. Goth seconded the motion to adopt the agenda as amended. There was no discussion and the motion carried unanimously.

**3. Welcome New Directors**

Mr. Kessler welcomed Mr. Costello, Ms. Engle and Mr. Mattingley as new members of the Board.

**4. Code of Ethics and Conflict of Interest Policy**

Ms. Keating stated that each director is responsible for reading and completing each year the Code of Ethics and Conflict of Interest disclosures. A reminder and instructions for completing online were sent out earlier this month.

**5. Conflict of Interest Disclosure**

Ms. Keating requested that Directors declare conflicts concerning any item on the agenda at this time. No conflicts were declared.

### Safe Sport Question from Executive Session

Mr. Kessler stated that a question came up during Executive session regarding a rumor that is circulating that NGBs are compensated for reporting individuals to the US Center for SafeSport. Ms. Keating replied that there is no truth to this rumor and neither US Equestrian nor any of its employees are compensated for the number of reports made to the USCSS. Ms. Keating reported that US Equestrian pays a fee which is calculated each year for the operation of the Center for all 50 NGBs.

## 6. Consideration of Rule Change Proposals

### 6.1 Consent Approve Calendar

Mr. Brennan requested that two rule changes (280-18 and 281-18) be moved from this Calendar to the Voting Calendar. Ms. Gorretta moved and Ms. Pitts seconded the motion to approve the Consent Approve Calendar with the removal of the rules noted above. There was no further discussion and the motion to approve the Consent Approve Calendar passed unanimously.

### 6.2 Consent Disapprove Calendar

Ms. Goth moved and Ms. Gorretta seconded the motion to approve the Consent Disapprove Calendar as presented. There was no discussion and the motion to disapprove all rule changes on the Consent Disapprove Calendar passed unanimously; therefore all were disapproved.

<u>Tracking ID#</u>	<u>Rule</u>	<u>Tracking ID#</u>	<u>Rule</u>
346-18	GR8	115-18	DR121
338-18	GR839.5	116-18	DR121
350-18	GR846	120-18	DR121.7
215-18	GR901.8	119-18	EV115.2
212-18	GR1109	025-18	HU157.8
015-18	GR1304.25	117-18	HU188
343-18	GR1306.4	118-18	HU188.6
355-18	DR119	023-18	JP111

### 6.3 Voting Calendar

Ms. Werner moved and Ms. Pitts seconded the motion to put all rules listed on the Voting Calendar as well as the two rules pulled from the Consent Approve Calendar on the table for discussion individually. The motion passed unanimously.

### Tracking ID #322-18

Mr. Brennan requested that due to the broad scope of CEO authority included in this rule change that language be inserted right before the proposed language in GR302.1b to take into consideration CEO changes and environmental factors. ***“The approval of a new or renewal License Application shall not be unreasonably withheld.”***

Mr. O’Mara, member of the Competition Task Force, stated that the intended effective date should be amended to **2/1/19**. Ms. Owens stated that applications are being received for the 2020 competition year and believes that by moving up the effective date, it is unlikely to impact any application currently in the system.

Ms. Goth moved and Mr. Brennan seconded the motion to approve this rule change to Chapter 3 with the two amendments listed. There was no further discussion and the motion to approve as amended passed unanimously.

Tracking ID #321-18

After some discussion on what would be included in the special competition category, Mr. O’Mara moved and Ms. Goth seconded the motion to approve this rule change to GR309 with an amended effective date of **2/1/19**. There was no further discussion and the motion to approve as amended passed, with Mr. Brennan opposed.

Tracking ID #280-18 and 281-18

Mr. Brennan moved that these two rule changes to HU167 and HJ201.2 be approved with an amended effective date of **2/1/19** as they relate to the above two approved changes. The motion was seconded by Ms. Sloan. There was no further discussion and the motion to approve these rule changes as amended passed unanimously.

Tracking ID #349-18

Ms. Goth moved and Ms. Sloan seconded approval of this rule change to GR615.5 using the amended language provided by Ms. Keating to address the concerns expressed by committees. “All final and non-appealable suspensions and bans shall be imposed upon the listed individual, **and** all horses completely or in part owned **by the listed individual** ~~and business within which the listed individual appears to have an ownership interest.~~” There was no further discussion and the motion passed unanimously.

Tracking ID #214-18

Ms. Sloan moved and Ms. Goth seconded approval of this rule change to GR703 striking the language in section 8 provided by Ms. Keating to address the concerns expressed by committees. ~~“Federation Participants, as defined in GR1303, are prohibited from being coached or trained by any individual deemed ineligible by the U.S. Center for SafeSport within thirty (30) days prior to or thirty (30) days after Federation Licensed or endorsed competitions. Exception: If this ineligibility is imposed within the thirty (30) days prior to or during a Federation Licensed or endorsed competition, this rule shall not apply to said competition.”~~ There was no further discussion and the motion passed unanimously.

Tracking ID #127-18

After some discussion on the merits of 6a and language in point 6, noting a potential impact to GR1039.1, Mr. Brennan moved and Ms. Gorretta seconded the motion to refer this rule change to the February Board meeting to allow time for a rewrite of the rule and to show GR1039.1 alongside it. There was no further discussion and the motion to refer GR1039.6 was unanimously approved.

Tracking ID #326-18

Mr. Brennan requested a modification to the language in the GR1214.1.1 to state, **“Results for all non-breed competitions restricted to Hunter, Jumper and Equitation classes over fences also include the fence height for each exhibitor.”** The motion was seconded by Ms. Gorretta. There was no further discussion and the motion was unanimously approved as amended.

Tracking ID #213-18

After some discussion and suggested language changes, Ms. Goth moved and Ms. Gorretta seconded the motion to refer this rule change to GR1301.7 to the February Board meeting. The Board tasked Ms. Keating to work with the Officers to redraft the language for a new draft. There was no further discussion and the motion passed unanimously.



Tracking ID #287-18, 286-18 and 285-18

After much discussion Mr. Brennan moved and Ms. Clark seconded the motion to amend language in EQ105.7e, USEF Hunter Schooling Rules Appendix A and JP103.9 to read, ***“The unsafe use of electronic devices, as determined by the competition Steward in their sole discretion, including cell phones, with or without earphones/buds while mounted is prohibited in all areas designated for schooling and exercise and while lungeing horses on competition grounds.*** There was no further discussion and the motion to amend these three rule changes passed unanimously.

Tracking ID #279-18

After some discussion about postponing the effective date, the Board agreed that this is a safety issue and we must act now. Shows in which this creates a hardship may apply for a Presidential Modification. There was no further discussion and the rule change to HJ113.19 was unanimously approved.

Tracking ID #022-18

As a similar proposal was submitted by the Affiliate and approved by the Board on electronic devices in JP103.9, this rule was unanimously defeated.

Tracking ID #252-18

Ms. Goth moved to include the four amendments included on the provided errata sheet. Mr. Brennan seconded this motion. There was no further discussion and the motion passed unanimously.

Ms. Goth moved to include the Accident Preparedness language in HJ105.1c.1-.2 proposed in Tracking ID #335-18 to GR901.18. There was no further discussion and the motion passed unanimously.

Mr. Brennan moved and Ms. Goth seconded the motion to strike language in HJ105.1e.iii and HJ105.1f.i noting that it is the responsibility of the owner to notify competition management if they are bringing their own veterinarian or farrier and instead state in HJ105.1e.iii, ***“An owner or trainer may utilize a veterinarian of their choice without being subjected to an additional fee from the competition for doing so.”*** This language also applies to HJ105.1f.i, ***“An owner or trainer may utilize a farrier of their choice without being subjected to an additional fee from the competition for doing so.”***

With all three amendments approved, the Board unanimously voted to approve this rule change proposal as amended. There was no further discussion and the motion passed unanimously.

Mr. Kessler thanked the Board and committees for their hard work to get these changes to standards in place. He tasked the Compliance department with enacting these standards and reporting back to the Board on their effectiveness.

Tracking ID #307-18

As the Affiliate had proposed an identical rule change, upon vote this rule change proposal to HJ102 was unanimously defeated.

Tracking ID #335-18

As the Board had voted to incorporate this rule change to GR846.2 into HJ105.1c3 under Tracking ID #252-18, the Board voted and this rule change was unanimously defeated.

Tracking ID #334-18

As the Board had voted to incorporate this rule change to GR901.8 into HJ102 under Tracking ID #252-18, the Board voted unanimously to defeat this rule change proposal.

Tracking ID #186-18

Ms. Di Bella and Ms. Keating are working on drafting a new rule change proposal for those with disabilities and dispensations and will link to Para where necessary. There was no further discussion and the motion to approve this rule change failed unanimously.

**7. Board Training**

Mr. Kessler welcomed Kelly Bolton our newly hired HR Director. Ms. Bolton touched on several topics including civility, respect, professionalism, responsible conduct, integrity, the cost of being unprofessional and conduct to refrain from engaging in, communication, professional etiquette and manners, timing of communication as well as social media and digital etiquette.

**8. Approval of Committee Repopulation**

Ms. Goth moved and Ms. Clark seconded the motion to put all committees on the floor for discussion. There was no dissent and the motion passed unanimously.

Ms. Keating read into record the population for the Ethics committee and noted that the AERC Affiliate appointees will be approved by their Board later this week. Mr. Brennan moved and Mr. Richter seconded approval of the population of the Governance Committee, Veterinary Committee, Driving Sport Committee, and Endurance Sport Committee pending the approval of AERC appointees by the AERC Board, the replacement member on the Para Sport Committee, Reining Sport Committee and Vaulting Sport Committee. There was no further discussion and the motion passed, with the Board members put forward to serve on each committee abstaining.

8.1 Ethics Committee

The Ethics Committee will be populated for a one-year term. The committee put forward includes Lisa Blackstone as Chair, Ali Brock, Joe Mattingley, Cynthia Richardson and Judy Werner.

8.2 Governance Committee

The Governance committee will be populated for a one-year term. The committee put forward includes Diane Pitts as Chair, Lisa Blackstone, Lisa Gorretta, Elisabeth Goth, Pam Hardin as Athlete, Cindy Mugnier and Cynthia Richardson.

8.3 Veterinary Committee

The Veterinary Committee will be populated for a two-year term. The committee put forward includes Kent Allen as Chair, Mark Baus, Hugh Behling, Bret Day, Elisabeth Goth, Dwight Hooten, Stacey Kent, Catherine Kohn, James Meyer, Richard Mitchell, Karen Nyrop, Tim Ober, Duncan Peters, Martha Rattner, Emily Sandler Burtness, Susan Schoellkopf, Stephen Soule, Judy Werner, Margie Engle, Lillian Heard, Adrienne Lyle, Misdee Miller, Allison Spring, and Katherine Flynn as a Non-Voting Advisor.

#### 8.4 Driving Sport Committee

The Driving Sport Committee will be populated for a four-year term. The committee put forward includes Presidential appointees Ellen Ettenger, James Fairclough, Jill Ryder and Chester Weber; Affiliate appointees Dan Rosenthal, Marc Johnson, Shelly Temple and Daphne White; and eligible athletes Donna Crookston, Misdee Miller and Tracey Morgan.

#### 8.5 Endurance Sport Committee

The Endurance Sport Committee will be populated for a four-year term. The committee put forward includes Presidential appointees Melody Blittersdorf, Valerie Kanavy, Joe Mattingley, Sue Phillips-Jaffee, and Jan Stevens; Affiliate appointees Holly Corcoran, Carolyn Hock, Lynn Kenelly, Cheryl Newman and Emmett Ross; and eligible athletes Gwen Hall, Heather Reynolds and Cheryl Van Deusen. The AERC Board meets next week and will confirm their appointees.

#### 8.6 Para-Equestrian Sport Committee

The Para-Equestrian Sport Committee has a single replacement of Regina Cristo to fill an open seat due to a member resignation.

#### 8.7 Reining Sport Committee

The Reining Sport Committee will be populated for a four-year term. The committee put forward includes Presidential appointees Pete Kyle, Frank Merrill, Mandy McCutcheon and Gary Carpenter; Affiliate appointees Rick Weaver, Jennifer Hoyt, Cheryl Cody and Colleen McQuay; and eligible athletes Shane Brown, Troy Heikes and Gabe Hutchins.

#### 8.8 Vaulting Sport Committee

The Vaulting Sport Committee will be populated for a four-year term. The committee put forward includes Presidential appointees Linda Bibbler, Sue Detol, Patti Littman, Toni Amoroso, Bob Weber and Julie Divita; Affiliate appointees Rosie Brown, Craig Coburn, Katherine Ray, Jodi Rinard, Emma Seely and Kristian Roberts; and eligible athletes Carolyn Bland, Caroline Morse and Sydney Schimack.

### **9. Council Reports**

#### 9.1 International Disciplines Council

Mr. Mattingley presented to the Board the Strategic Operational Plan proposed by the IDC. Utilizing the mission and vision to review the responsibilities of the Council, its core parameters, operating objectives, success targets and KPIs, an Operating Platform was created. A dashboard measures the operating objectives against targets for governance, sport development and effectiveness on the field of play.

Ms. Keating was asked to provide safety data on falls, collapse and fatality for horse and human and report back to the Board.

Ms. Brock reported on the CAP training she attended at the USOC noting that USEF needs a coaching program and much of what she learned could be adapted to equestrian using levels of certification from elite level coaches to trainers.

#### 9.2 National Breeds and Disciplines Council

Ms. Babick said that she had nothing to add to the written report provided. There was no discussion and no questions were asked.

9.3 Administration and Finance Council

Mr. Harris stated that he had nothing to add to the written report provided. There was no discussion and no questions were asked.

**10. CEO Report**

Mr. Moroney reported on the current status of areas including sport, organizational analytics, Recognized Affiliates and volunteer relationships, FEI, USOC, budgeting, staffing, licensed officials, task force actions, the new Member Services Council, and provided a strategic plan by the numbers document for review.

Mr. Kessler asked that new HR Director Kelly Bolton please research performance review processes, and provide information to the Governance committee for its review and recommendation to the Board.

The USOC evaluation tool which is conducting the Board review process this year will be provided to Mr. Kessler upon completion to be shared with our Board.

**11. USET Foundation Report**

Mr. Richter reported that 2018 brought success across all disciplines. The Foundation's role is as a partner to USEF to help athletes achieve their goals and win medals. The Foundation provided a grant of \$3.440MM to USEF in 2018, and over \$42MM has been provided in total since the relationship began. It is more difficult to identify potential donors due to market volatility, an increase in charitable organizations and the increased cost of team participation. The Foundation's annual meeting takes place next week and will provide the guaranteed commitment to USEF afterwards, but an initial grant of \$2.5MM is under discussion. Mr. Kessler stated that the 2019 budget included \$3MM, so depending on the Foundation grant number, a certain number will need to be reallocated.

**12. PAST Act Update**

Mr. Keith Dane, Director of Equine Protection at the Humane Society of the United States, reported on proposed legislation on the Horse Protection Act of 1970 noting that amendments were introduced in 2013 which need horse industry and more widespread Congressional support. Mr. Dane stated that he is optimistic that the 116<sup>th</sup> Congress will vote on this bill.

**13. Old Business**

There was no old business.

**14. New Business**

There was no new business.

**15. Adjourn**

There being no further business, Mr. Mattingley moved to adjourn the meeting at 3:12 p.m. EST.

Signed and submitted:



Karen Adams, Recording Secretary