



December 14, 2018

Dear Members of the US Eventing Community,

I have just come off a week in New Orleans presenting the US Eventing Strategic Plan and Eventing Pathway at the USEA Annual Meeting and Convention. Questions were raised during the presentation, which opened a dialogue to help clarify and further define the US Eventing Programs. Many of you were part of these discussions and I appreciate all of the feedback. I would like to elaborate on how I will be implementing a Performance Advisory Team to challenge my thinking and ensure I make educated decisions at all times.

In my previous roles I have worked closely with a team of expert advisors and found it extremely valuable. In the past, it has been in an unofficial set-up. However, in my role with US Eventing it is clear that the Team appointments and structure must work in a very transparent way. Leslie Law and I will be using these experts on a one-on-one or group basis, but we will also invite input from outside experts when warranted. I would like to note that this is not a formal Committee and want to address any conflict of interest (perceived or real). This group has a purely advisory role and no authority in decision-making. The main object of this Team is to review and critique the Program and plans to ensure we keep the bar set high at all times to achieve the goals as outlined in the Strategic Plan.

The appointment of these advisors in no way diminishes the role of the Team Staff, especially Joanie Morris and her team, Dr. Susan Johns and Andy Thomas.

I am very pleased to have such an experienced and inspiring team of highly dedicated US Eventing experts consulting me. The composition and working structure is outlined below.

- Performance Director

Erik Duvander: responsible for leading the US eventing program and delivering success of US Eventing

- Leader of Development Potential and U25 program

Leslie Law: Olympic individual gold medalist and seven Championship medals for Great Britain

- European-based Eventing Expert

Ian Stark OBE: Sixteen championship medals for United Kingdom; CCI4*- L Course Designer.

- US-based Eventing Expert

Karen O'Connor: Six Championship medals and represented US at five Olympics and three WEG.





- Universal Eventing Expert

Derek di Grazia: former chair of the High Performance Working Group. CCI5* Course Designer, US Team Rider

- Chairman of Selectors

Robert Costello (subject to confirmation of the Selectors by the Board of Directors): former chair of the High Performance Committee, Olympian, Pan American Games Team Gold Medalist, event organizer, and Chairman of Selectors since 2013.

All members of the Advisory Team will have to sign the USEF Conflict of Interest policy and declare any athletes with whom they are connected with at the time of discussion. The advisors will not have input into the athlete's goals, targets or funding allocations if a conflict of interest is perceived.

Looking forward to a very successful 2019,

Erik Duvander
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Outline of Performance Advisory Team as Approved by the Eventing Sport Committee:

Purpose

Maintain a diverse and flexible Performance Advisory Team that supports the long-term success of the US Eventing Team. This group will consist of Eventing performance-focused experts who have the ability to supply expertise from all areas of performance sport (e.g. SSM).

Provide strategic advice to the Performance Director as well as observations and advice on the progress and needs of athlete / horse combinations on the programs. Monitor the program and performance. Challenge and provide constructive feedback to ensure quality and progress. Contribute with creative thinking and problem solving.

Advise on selection of riders and combinations for programs analyzing character and ability for training lists and national team events. Along with the Team Staff (as appropriate), assist with the identification of KPIs and targets to underpin and support the approval of individual athlete funding.

Maintain broad scope across US and European Eventing, in performance and trends.

Function

Serve as critical advisory team to Performance Director and the Leader of the Development and U25 programs.

Engage in 4-5 yearly meetings and maintain regular one on one relationships with the Performance Director.

Composition of Performance Advisory Team

Members identified by Performance Director for each championship cycle could include:

- Performance Director
- Leader of Development Potential and U25 program
- European-based Eventing expert
- US based Eventing expert
- Universal Eventing expert
- Chairman of Selectors



Critical Success Factors

1. Honest, transparent, and respectful communication
2. Knowledge and trust will be held in equal value
3. Complete confidentiality and disclosure of any and all conflicts of interest
4. Management of members' independent conflicts (personal and business)
5. Self-policing between members
6. Performance Director remains Point of Contact for Athletes; communication must not be diluted
7. Former members of HPWG and Emerging Athletes Working Group, in addition to other experts of the Eventing Community, shall be implemented as valuable resources
8. Strategic thinking will drive decisions

