



January 25, 2019

Dear US Equestrian Affiliate Leadership,

The USEF Board of Directors held two meetings on Saturday, January 12, 2019 in person. At the first meeting, 19 directors, 3 Council Chairs and 9 senior staff members were present. At the second meeting, 18 directors, 3 Council Chairs and 9 senior staff members were present.

Included below is a summary of the agenda items, reports and actions taken by the BOD at the meeting.

First Meeting

I. President's Opening Remarks

US Equestrian President Murray 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.

II. Presidential Modifications

The report included four Presidential Modifications approved since the last Board meeting.

III. 2018 CEO Report and Review of Financial Statements

David Harris reported on the statements of financial position for the 12 months ending November 30, 2018 noting that we ended 2018 with a surplus of \$262,000. Therefore, we do not need to activate on the Board action to access reserves to offset WEG overages.

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.

IV. Extraordinary Rule Change Proposals

The following consent calendars were approved by the Board.

- Consent Approve Calendar (Both proposals approved)

<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 (All three proposals disapproved)

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

V. Approval of Bylaw Amendments

The Board approved an amendment to Bylaw 441 regarding Athlete Drug Testing. The information is not new, but it helps ensure that athletes follow all rules of WADA, USADA, FEI and USOC.

VI. Report of the Nominating Committee and Elections

The National Breeds & Disciplines Council re-elected Nancy 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 Diane 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.

The Nominating Committee recommended the following individuals for election to the open positions on the Board - Elisabeth Goth as Vice President, Tom O'Mara as Secretary/Treasurer and Diane Pitts as Independent Director.

Ashley Ward, parliamentarian for this Board meeting, conducted the three elections. With no other candidates being nominated for Vice President, Secretary/Treasurer and Independent Director, the above three candidates were elected by acclamation with each candidate abstaining from the vote for their position.

VII. Consideration of Sport Requests by Councils

The Board approved the following requests, some subject to conditions:

- Special Competition Status for 2019 Deeridge Derby #335441, removing the Pony Derby classes and permitting only one class per height section for the Green Hunter Incentive classes.
- Special Competition Status for the USEF Junior Hunter Finals East #337928 and USEF Junior Hunter Finals West #338012.
- Special Competition Status for the Franktown Meadows International Hunter Derby #328075 with the condition that the unrated class (Non-Pro Hunter Classic) cannot be held.
- Special Competition Status for the Rolex Central Park Horse Show #336930 subject to the following two conditions: Eventing runs subject to the agreed-upon criteria 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.
- Appointment of an Ad Hoc of the Board to approve the location and dates of the 2019 USEF Endurance National Championship.



VIII. Approval of Heritage Designation

The Tryon Spring 6 Tryon Riding & Hunt Club Charity Horse Show and the Charity Fair Horse Show were both approved for Heritage designation.

IX. Licensed Officials Requests

- Approval of Social Media Policy – The Board approved the policy with an amendment 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.”***
- Approval of Licensed Officials Requirements – The Board approved the requirements with amendments to leave the Hunter Breeding license under Hunter Breeding and an adjustment in Eventing star levels.

Alina Brazzil presented the online application process for Licensed Officials showing improvements in the process for both USEF and the Affiliates. A tremendous amount of work was done to create an Affiliate Management Portal so that our Affiliates can easily track officials throughout the process, and a color-coded Applicant License Checklist of necessary requirements has been created for ease of use by officials. The criminal background check has been moved to the front end of the process.

X. Recognition of Outgoing Board Members

The President acknowledged and thanked the outgoing Board members for their dedication to the Federation and presented them each with a gift. These directors included Pete Kyle, Misdee Miller and Chester Weber.

Second Meeting

I. President’s Opening Remarks

US Equestrian President Murray Kessler welcomed the new Board members including Robert Costello, Margie Engle and Joe Mattingley.

II. Safe Sport

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. General Counsel Sonja 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 USSCS. Sonja reported that US Equestrian pays a fee which is calculated each year for the operation of the Center for all 50 NGBs.

III. Consideration of Rule Change Proposals

- Consent Approve Calendar - Two rule changes (Tracking ID# 280-18 and 281-18) were moved from this Calendar to the Voting Calendar. The Board approved the Consent Approve Calendar with the removal of the rules noted above.



- Consent Disapprove Calendar – The Board approved the Consent Disapprove Calendar as presented. Therefore, all these rules 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

- Voting Calendar – The voting calendar including the two rules moved from the Consent Approve Calendar were considered by the Board and the actions are included below.
 - Tracking ID #322-18 – Approved by the Board as amended to insert before the proposed language in GR302.1b ***“The approval of a new or renewal License Application shall not be unreasonably withheld”*** and change the effective date from 12/1/19 to 2/1/19.
 - Tracking ID #321-18 – Approved by the Board after amending the effective date from 12/1/19 to 2/1/19.
 - Tracking ID #280-18 and 281-18 – Approved by the Board after amending the effective date from 12/1/19 to 2/1/19.
 - Tracking ID #349-18 - Approved by the Board as amended to state, “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.”
 - Tracking ID #214-18 - Approved by the Board as amended to strike the language in section 8 ~~“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.”~~
 - Tracking ID #127-18 – Referred to the February meeting of the Board to allow time for a rewrite of the rule and to show GR1039.1 alongside it.
 - Tracking ID #326-18 – Approved by the Board as amended 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.”***
 - Tracking ID #213-18 - Referred to the February meeting of the Board to allow time for a rewrite of the rule.



- Tracking ID #287-18, 286-18 and 285-18 – Approved by the Board as amended to state, ***“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 lunging horses on competition grounds.”***
- Tracking ID #279-18 – Approved by the Board as presented.
- Tracking ID #022-18 – Approved by the Board as presented.
- Tracking ID #252-18 – Approved by the Board as amended to include the four competition standards amendments provided in the errata sheet, to include the Accident Preparedness language in HJ105.1c.1-.2 proposed in Tracking ID #335-18 to GR901.18 and to strike language in HJ105.1e.iii and HJ105.1f.i 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.”***
- Tracking ID #307-18 – Disapproved by the Board in favor of the proposal above, Tracking ID # 252-18.
- Tracking ID #335-18 – Disapproved by the Board as it was incorporated into Tracking ID # 252-18.
- Tracking ID #334-18 – Disapproved by the Board as it was incorporated into Tracking ID # 252-18.
- Tracking ID #186-18 – Disapproved by the Board and Ellen DiBella and Sonja Keating will work on a new proposal to address the needs in Western Dressage.

IV. Board Training

Kelly Bolton, our new HR Director provided a training session to the Board and audience members which 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.

V. Approval of Committee Appointments

The Board approved the following Committee appointments.

- 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.
- 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.
- 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.

- 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.
- 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. (Note: Since the BOD meeting, the AERC was suspended from Affiliate status and cannot appoint these five persons to the Endurance Sport Committee.)
- 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.
- 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.
- 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.

VI. Council Reports

- International Disciplines Council – Joe Mattingley presented 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. Sonja Keating was asked to conduct a safety review based on the criteria in which we collect data on falls, collapses and fatalities and report back to the Board. Ali 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.
- National Breeds and Disciplines Council Chair Mary Babick provided a written report to the Board.
- Administration and Finance Council Staff Liaison David Harris provided a written report to the Board.



VII. CEO Report

Bill 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.

VIII. USET Foundation Report

Philip 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 \$3.44MM 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, the IDC may need to re-prioritize its allocations.

IX. PAST Act Update

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 116th Congress will vote on this bill.

Thank you for taking the time to read this report and if you have any questions, please contact me.

Best regards,

Bill