



**UNITED STATES EQUESTRIAN FEDERATION, INC.
BOARD OF DIRECTORS – 2025 ANNUAL MEETING
CENTRAL BANK CENTER – LEXINGTON, KENTUCKY**

**FIRST MEETING
SATURDAY, JANUARY 25, 2025
8:00 A.M. EST**

MINUTES

Board Members Present: Tom O'Mara, Judy Werner, Judy Sloan, Tom Brennan, Allison Brock, Will Faudree, Ling Fu Wylie, Lisa Gorretta, Deborah Johnson, Jon Kreitz, Beezie Madden, Joe Mattingley, Britt McCormick, Melissa Moore, Diane Pitts, Philip Richter, and Chester Weber

Board Members Absent: Max Amaya, Jacob Arnold, Ellie Brimmer, and Lauren Nicholson

Senior Team Present: Bill Moroney, Mike Delahanty, Hallye Griffin, Karen Homer Brown, Sonja Keating, Vicki Lowell, David O'Connor, Justin Provost, and Stephen Schumacher

Others Present: Sam Watson, Diarmuid Byrne, Daniel Göhlen, Aaron Kennon, Karen Adams, Leslie Mangan, Andi Davis, Chelsea Macaluso

1. Roll Call and Determination of a Quorum

Mr. O'Mara called the meeting to order at 8:03 a.m. EST. Following a call of the roll, Ms. Adams noted that a quorum was present.

2. Adoption of the Agenda

Mr. O'Mara requested that agenda item 13.2 from the second meeting be moved to the Executive Session in the first meeting. Mr. Richter moved, and Mr. Kreitz seconded a motion to adopt the agenda as amended. There was no further discussion and following a vote, the motion passed unanimously.

3. President's Opening Remarks

Mr. O'Mara welcomed the Board to this annual meeting and thanked the Board for their work throughout 2024.

4. Annual Conflict of Interest Disclosures

Ms. Keating requested that Directors declare conflicts concerning any item on the agenda at this time. No conflicts were declared. Ms. Keating reminded board members to complete their annual written conflict of interest disclosures.

5. Approval of Board Meeting Minutes – November 18, 2024

Mr. Kreitz moved, and Ms. Fu Wylie seconded the motion to approve of the minutes from the November 18, 2024, Board of Directors Meeting. There was no discussion, and the motion passed with Mr. Mattingley and Ms. Brock abstaining as they were not present at this meeting.

6. Ratify 2024 Ad Hoc Board actions

Ms. Pitts moved, and Ms. Johnson seconded a motion to approve the ratification of all 2024 team selections. Following discussion and a vote, the motion passed unanimously.

7. Member Service Project Updates

7.1 EquiRatings Presentation

Sam Watson and Diarmuid Byrne gave a presentation on their work with USEF to create a comprehensive data analytics and content plan focused on the fan experience for the US Equestrian Open.

7.2 Black Horse One Equestrian Hub Presentation

Founder and CEO Daniel Göhlen presented to the Board on the launch of the US Equestrian Hub, USEF's all-encompassing sports data platform. This collaboration aims to revolutionize the member experience and give breeders, buyers, sellers, and fans helpful information on performance and breeding.

7.3 EZ Entry System Presentation

Andi Davis, USEF Director of Software Development, and Chelsea Macaluso, Assistant Director Product and Data Services, presented a prototype of the new entry system that is currently in development and is designed to provide a simple, user-friendly, free, centralized entry system for organizers and members to use. It will begin testing in 2025 prior to rollout in 2026.

7.4 US Equestrian App

USEF Chief Information Officer Justin Provost detailed the user feedback and planned new features that will be included in the new, rebranded US Equestrian mobile app launching in 2025.

8. Clear Harbor Asset Management Report

Aaron Kennon, CEO of Clear Harbor Asset Management, provided an overview of the investment portfolio as well as current and predicted economic environment factors.

9. 2024 Treasurer Report & Review of Financial Statements

Ms. Sloan reported that 2024 ended strong even in an expensive Olympic year. Further, she stated that as Mr. Kennon noted in his report our portfolio continues in a strong financial position.

Mr. Delahanty reported on the draft/unaudited financials including a statement of activities and statement of financial position ending November 30, 2024. He noted we are up 3.3% ahead of projected revenues and incurred higher than expected expenses in the 2024 Olympic and Paralympic Games. He expanded on variances in operating costs by department.

10. Approval of the 2026 Budget Timeline

Ms. Gorretta moved, and Mr. Faudree seconded a motion to approve the timeline for the 2026 budget. Mr. Delahanty noted that the timeline is the same as what we utilized for 2025, shifting only a couple of deadlines a week earlier. Following discussion and a vote, the motion passed unanimously.

11. Consideration of Amended and Restated Bylaws

Ms. Brock moved, and Ms. Sloan seconded a motion to approve the Amended and Restated Bylaws as presented. Ms. Keating outlined the noteworthy changes and reminded the Board that the proposed amendments are supported by the Governance Committee and were posted online for a 30-day open comment period following an announcement to the membership. All committees, including the AAC had an opportunity to review and comment on the amendments. She stated that these Bylaws now include unethical treatment of the horse, Council responsibilities, and changes to the composition of the IDC so the Team USA Commission athlete representative would have an ex-officio non-voting seat. After discussion and vote, the motion passed unanimously.

12. Consideration of Proposed Rule Changes

12.1 Extraordinary Rule Changes

12.1a Consent to Approve Calendar

Mr. Brennan requested that the proposal to GR1211.4 (Tracking ID #089-24) be pulled from the Consent to Approve calendar and moved to the Voting Calendar. Mr. O'Mara noted that this rule will be referred forward to the next Board meeting. Mr. Kreitz moved, and Ms. Sloan seconded a motion to approve the remaining eleven extraordinary rule changes as presented. After discussion and vote, the motion passed unanimously.

<u>Tracking ID#</u>	<u>Rule Reference</u>	<u>Description</u>
090-24	GR414.4	Use of shockwave therapy on showgrounds
066-24	GR702.1	Horse welfare violations
061-24	GR801.6	Biometric sensors & equipment
093-24	AL101.19	Added requirements for officials, biosecurity
091-24	EV112.3	Use of a whip, abuse of horses
092-24	EV138.2	Return to play, medical requirements
068-24	EV145.8	Frangible technology requirement amendments
094-24	HJ136.1	Height protests
097-24	JP144.3	Use of unaltered video exception
095-24	VA105.1	Maximum use of horse per day
096-24	VA127.1	Penalties & deductions in Pas de Deux

12.1b Voting Calendar

Tracking ID #065-24 was pulled from this list to refer to the February Board meeting. Mr. Richter moved, and Mr. Faudree seconded the motion to approve these five extraordinary rule changes with individual discussion and vote on each proposal.

Tracking ID#107-24

Ms. Keating proposed amending language presented in the errata sheet as outlined below. Following discussion and vote the motion to approve this extraordinary rule

change to GR414.8 regarding prohibited administration of drugs on competition grounds was approved with the proposed amendment.

Any injectable prescription medication in any formulation without a manufacturer or compound pharmacy label that identifies all ingredients. ~~and proof of purchase.~~

Tracking ID# 063-24

After thorough discussion, the following amendments to the presented errata sheet were requested. The motion to approve this extraordinary rule change to GR801.1 regarding exhibitor safety equipment including protective headgear as amended passed unanimously.

1. Protective Headgear

e. It is the responsibility of the rider, the parent, *or* guardian, *or trainer* of the junior exhibitor to see to it that the headgear worn complies with appropriate safety standards...

2. Body Protecting Vest

11. Saddle Attachments. Beginning December 1, 2025, no piece of equipment shall be attached to a saddle that has a *rigid* upward pointing projection, hook or similar *rigid* object...

Tracking ID# 062-24

Following discussion, the following amendment was proposed. The motion to approve this extraordinary rule change to GR839.1 outlining prohibited practices & equipment as amended passed unanimously.

3. Augmented Nosebands. Any nosebands with an interior that is abrasive, *or not* *smooth*, is prohibited ...

Tracking ID# 065-24

This extraordinary rule change to GR848.1 on concussions, injuries & return was referred to the Mid-Year Board meeting.

Tracking ID# 064-24

Following discussion, the Board requested that this proposed extraordinary rule change to GR843.1 regarding blood on horses in competition be further reviewed and referred to the Mid-Year Board meeting, with modified effective date, for approval. After a vote, the motion was unanimously approved.

Tracking ID#067-24

Following discussion, the following amendment was proposed. The motion to approve this extraordinary rule change to GR1037.1 outlining a warning card system as amended passed unanimously.

GR1037 *Yellow* Warning Card System—~~Stewards and Technical Delegates~~

1. A Recorded Warning may be issued by a Judge, Steward, or Technical Delegate at a competition to any person for minor offenses, including behavior that should not be repeated and that does not warrant a more severe penalty, including a Yellow

Warning Card (e.g., instances of blood in a horse's mouth during a competition must result in at least a Recorded Warning and may warrant elimination).

12.2 FEI Rule Change Consent to Approve Calendar

Mr. Kreitz moved, and Mr. Madden seconded a motion to approve all 16 FEI rule changes on the Consent to Approve calendar. Following discussion and a vote, the motion passed unanimously.

<u>Tracking ID#</u>	<u>Rule Reference</u>	<u>Description</u>
116-24	DC913.2	Dress in Driving Marathon & Combined Marathon
117-24	DC925.3	Nosebands, ancillary equipment & blinkers
118-24	DC928.2	Lap belt attachment to carriage
115-24	DR104.5	Trot in FEI Young horse tests
114-24	DR120.5	Earphone/bud use while lunging
111-24	DR306.3	Dress code amendments
120-24	EV112.1	Unethical treatment of the horse
110-24	EV122.4	Reattempting jump of activated frangible obstacle
119-24	EV122.5	Additional attempts at obstacles
108-24	EV144.3	Amended finish line measurement
109-24	EV145.5	Amended number of jumping efforts
121-24	VA107.1	Use of point reins
122-24	VA117.8	Amended Freestyle technique score
123-24	VA118	Requirements of events by level
112-24	VA123.1	Amendment to Pas de Deux compulsories
113-24	VA127.3	Penalties & deductions in tests

At 11:30 a.m. the Board took a brief recess, returning at 11:48 a.m. to continue the meeting.

13. Board Election Report

Ms. Keating reported that two athletes were elected to the Board. Sydney Elliott will serve as USEF's athlete representative on the USOPC Team USA's Athlete Commission and Sharon White, will serve as the alternate. These individuals were elected through an athlete election process and will each serve a four-year term on the Board. Further, she noted that at the Mid-year Board meeting Mr. Kreitz achieved a retention vote to serve a second four-year term as Independent Director. Ms. Fu Wylie achieved a retention vote from the National Breeds and Disciplines Council at its January meeting to serve as the Morgan breed representative for a successive four-year term on the Board.

14. Approval of the 2025 Athlete Election Timeline

Ms. Brock moved, and Mr. Faudree seconded a motion to approve the athlete election timeline for 2025. There were no comments or questions and following a vote the motion passed unanimously.

15. Team USA Athletes' Commission Report

Ali Brock, USEF's athlete representative on the Team USA Athlete Commission, provided her final report as her term ends at this meeting. She recapped the evolution of the USOPC athlete body over her past eight years, including independence from the USOPC, an onboarding packet, and an increased focus on athlete mental health, welfare, and safety.

16. 2021-2024 Strategic Plan Report

Mr. Moroney provided a presentation on the past strategic plan, highlighting the quad goals, results, our business innovation group (BIG) ventures, digital & linear Network and partner content & promotions,

the development of the US Equestrian Open for Dressage, Eventing, and Jumping, strengthened horse welfare through biosecurity, social license to operate discussions, expanded benefits for our members, increased automation, and exposure for our products, programs and services, and the sport.

17. Old Business

There was no old business.

18. New Business

There was no new business.

19. Recognition of Outgoing Board members

Mr. O'Mara recognized and thanked Ms. Brock and Ms. Nicholson for their service to the Board and presented each with a gift of appreciation.

At 12:26 p.m. Mr. O'Mara requested that the audience and all staff, except Mr. Delahanty, Mr. Moroney and Ms. Keating, leave the meeting for a closed session of the Board.

20. Executive Session

20.1 Consideration of USEF Headquarters Financing Proposal

Mr. Moroney led discussion on this proposal to the Board. After thoughtful discussion, Mr. McCormick moved, Ms. Johnson second a motion to approve a Resolution to accelerate repayment of the bond on the USEF headquarters building at 4001 Wing Commander Way. Following a vote, the motion passed with Mr. Brennan abstaining.

Following conclusion of this discussion, Mr. Delahanty, Mr. Moroney and Ms. Keating left the Board meeting.

20.2 CEO Annual Performance Evaluation

The Board performed the CEO Annual Performance Evaluation in a closed session of the Board.

21. Adjourn.

There being no further business, Mr. O'Mara adjourned the meeting at 1:50 p.m. ET. Further, he noted that the second Board meeting would begin at 2:00 p.m. with the seating of new Directors.

Signed and submitted by Karen Adams



Recording Secretary

Attachment: Resolution 2025-03

RESOLUTION OF THE BOARD
TO ACCELERATE REPAYMENT OF BOND ON 4001 WING COMMANDER WAY BUILDING
(2025-03)

WHEREAS, in December 2017, the United States Equestrian Federation, Inc. (the "Federation") entered into a tax-exempt bond financing agreement for Six Million Four Hundred Thousand Dollars (\$6,400,000.00) (the "Bond") related to the construction a new headquarters building at the Kentucky Horse Park, more particularly described as 4001 Wing Commander Way, Lexington, KY 40511 (the "Building");

WHEREAS, monthly principal payments on the Bond began in August 2019. To date, the Federation has made sixty-five payments totaling just over One Million Dollars (\$1,000,000.00);

WHEREAS, the Federation Board of Directors (the "Board") recognizes the importance of maintaining a robust financial strategy to ensure long-term stability of the organization;

WHEREAS, the Board has reviewed the current financial standing and debt obligations of the Federation, and has determined that it is in the best interest of the organization to seek and accelerate the payment plan for the outstanding Bond in the amount of \$1,138,074.04 per annum, in accordance with the schedule in Attachment A; and

WHEREAS, the Board acknowledges the potential benefits of reducing the Federation's debt burden sooner than originally planned, including but not limited to, decreased interest expenses and increased financial flexibility.

THEREFORE, IT IS HEREBY RESOLVED, that the Board hereby approves and authorizes the acceleration of payments on the outstanding Bond in accordance with the schedule in Attachment A, subject to the terms and conditions deemed appropriate and feasible by the Federation Officers.

BE IT FURTHER RESOLVED that the Chief Financial Officer is hereby directed to take all necessary actions to implement the accelerated payment plan.

BE IT FURTHER RESOLVED that the Board shall review the progress and impact of the accelerated payment plan on the Federation's financial position at its Annual Meeting each year and make any adjustments as deemed necessary to ensure the plan's effectiveness and alignment with the Federation's strategic objectives.

CERTIFICATION

I HEREBY CERTIFY that the foregoing is a true and correct copy of a resolution presented to and adopted by the Federation's Board of Directors at a Meeting duly called and held in person at the 2025 Annual Meeting on the 25th day of January, 2025, at which a quorum was present and voted, and that such resolution is duly recorded in the minutes.

General Counsel:



Sonja S. Keating



ATTACHMENT A

Early Payment of Long-Term Debt Obligation

Current Payment Schedule				Proposed New Payment Schedule				Add'l Payment
Payment #	Date	Principal Balance	Principal Payment	Payment #	Date	Principal Balance	Principal Payment	
65	1/21/2025	\$ 5,391,957.89	\$ 17,444.47	65	1/21/2025	\$ 5,391,957.89	\$ 17,444.47	\$ 1,138,074.04
66	2/21/2025	\$ 5,375,364.21	\$ 16,593.68	66	2/21/2025	\$ 4,237,290.18	\$ 16,593.68	
67	3/21/2025	\$ 5,357,393.07	\$ 17,971.14	67	3/21/2025	\$ 4,219,319.04	\$ 17,971.14	
68	4/21/2025	\$ 5,340,710.70	\$ 16,682.37	68	4/21/2025	\$ 4,202,636.67	\$ 16,682.37	
69	5/21/2025	\$ 5,323,543.43	\$ 17,167.27	69	5/21/2025	\$ 4,185,469.40	\$ 17,167.27	
70	6/23/2025	\$ 5,307,655.53	\$ 15,887.90	70	6/23/2025	\$ 4,169,581.50	\$ 15,887.90	
71	7/21/2025	\$ 5,289,527.46	\$ 18,128.07	71	7/21/2025	\$ 4,151,453.43	\$ 18,128.07	
72	8/21/2025	\$ 5,272,670.94	\$ 16,856.52	72	8/21/2025	\$ 4,134,596.91	\$ 16,856.52	
73	9/22/2025	\$ 5,256,207.62	\$ 16,463.32	73	9/22/2025	\$ 4,118,133.59	\$ 16,463.32	
74	10/21/2025	\$ 5,238,395.40	\$ 17,812.22	74	10/21/2025	\$ 4,100,321.37	\$ 17,812.22	
75	11/21/2025	\$ 5,221,407.66	\$ 16,987.74	75	11/21/2025	\$ 4,083,333.63	\$ 16,987.74	
76	12/22/2025	\$ 5,204,376.34	\$ 17,031.32	76	12/22/2025	\$ 4,066,302.31	\$ 17,031.32	
77	1/21/2026	\$ 5,186,870.50	\$ 17,505.84	77	1/21/2026	\$ 4,048,796.47	\$ 17,505.84	
78	2/23/2026	\$ 5,170,609.26	\$ 16,261.24	78	2/23/2026	\$ 2,894,461.19	\$ 16,261.24	\$ 1,138,074.04
79	3/23/2026	\$ 5,152,163.55	\$ 18,445.71	79	3/23/2026	\$ 2,876,015.48	\$ 18,445.71	
80	4/21/2026	\$ 5,134,101.56	\$ 18,061.99	80	4/21/2026	\$ 2,857,953.49	\$ 18,061.99	
81	5/21/2026	\$ 5,116,421.21	\$ 17,680.35	81	5/21/2026	\$ 2,840,273.14	\$ 17,680.35	
82	6/22/2026	\$ 5,099,544.00	\$ 16,877.21	82	6/22/2026	\$ 2,823,395.93	\$ 16,877.21	
83	7/21/2026	\$ 5,081,355.70	\$ 18,188.30	83	7/21/2026	\$ 2,805,207.63	\$ 18,188.30	
84	8/21/2026	\$ 5,063,964.99	\$ 17,390.71	84	8/21/2026	\$ 2,787,816.92	\$ 17,390.71	
85	9/21/2026	\$ 5,046,529.65	\$ 17,435.34	85	9/21/2026	\$ 2,770,381.58	\$ 17,435.34	
86	10/21/2026	\$ 5,028,631.82	\$ 17,897.83	86	10/21/2026	\$ 2,752,483.75	\$ 17,897.83	
87	11/23/2026	\$ 5,011,938.33	\$ 16,693.49	87	11/23/2026	\$ 2,735,790.26	\$ 16,693.49	
88	12/21/2026	\$ 4,993,124.85	\$ 18,813.48	88	12/21/2026	\$ 2,716,976.78	\$ 18,813.48	
89	1/21/2027	\$ 4,975,507.73	\$ 17,617.12	89	1/21/2027	\$ 2,699,359.66	\$ 17,617.12	
90	2/22/2027	\$ 4,958,257.25	\$ 17,250.48	90	2/22/2027	\$ 1,544,035.15	\$ 17,250.48	\$ 1,138,074.04
91	3/22/2027	\$ 4,939,319.35	\$ 18,937.90	91	3/22/2027	\$ 1,525,097.25	\$ 18,937.90	
92	4/21/2027	\$ 4,921,155.29	\$ 18,164.06	92	4/21/2027	\$ 1,506,933.19	\$ 18,164.06	
93	5/21/2027	\$ 4,902,946.12	\$ 18,209.17	93	5/21/2027	\$ 1,488,724.02	\$ 18,209.17	
94	6/21/2027	\$ 4,885,097.59	\$ 17,848.53	94	6/21/2027	\$ 1,470,875.49	\$ 17,848.53	
95	7/21/2027	\$ 4,866,798.87	\$ 18,298.72	95	7/21/2027	\$ 1,452,576.77	\$ 18,298.72	
96	8/23/2027	\$ 4,849,663.31	\$ 17,135.56	96	8/23/2027	\$ 1,435,441.21	\$ 17,135.56	
97	9/21/2027	\$ 4,830,875.16	\$ 18,788.15	97	9/21/2027	\$ 1,416,653.06	\$ 18,788.15	
98	10/21/2027	\$ 4,812,441.79	\$ 18,433.37	98	10/21/2027	\$ 1,398,219.69	\$ 18,433.37	
99	11/22/2027	\$ 4,794,759.38	\$ 17,682.41	99	11/22/2027	\$ 1,380,537.28	\$ 17,682.41	
100	12/21/2027	\$ 4,775,839.42	\$ 18,919.96	100	12/21/2027	\$ 1,361,617.32	\$ 18,919.96	
101	1/21/2028	\$ 4,757,664.72	\$ 18,174.70	101	1/21/2028	\$ 1,343,442.62	\$ 18,174.70	\$ 1,138,074.04
102	2/22/2028	\$ 4,739,837.21	\$ 17,827.51	102	2/22/2028	\$ 187,541.07	\$ 17,827.51	
103	3/21/2028	\$ 4,720,393.06	\$ 19,444.15	103	3/21/2028	\$ 168,096.92	\$ 19,444.15	
104	4/21/2028	\$ 4,702,076.07	\$ 18,316.99	104	4/21/2028	\$ 149,779.93	\$ 18,316.99	
105	5/22/2028	\$ 4,683,712.08	\$ 18,363.99	105	5/22/2028	\$ 131,415.94	\$ 18,363.99	
106	6/21/2028	\$ 4,664,913.26	\$ 18,798.82	106	6/21/2028	\$ 112,617.12	\$ 18,798.82	
107	7/21/2028	\$ 4,646,067.76	\$ 18,845.50	107	7/21/2028	\$ 93,771.62	\$ 18,845.50	
108	8/21/2028	\$ 4,627,560.05	\$ 18,507.71	108	8/21/2028	\$ 75,263.91	\$ 18,507.71	
109	9/21/2028	\$ 4,609,004.84	\$ 18,555.21	109	9/21/2028	\$ 56,708.70	\$ 18,555.21	
110	10/23/2028	\$ 4,590,783.54	\$ 18,221.30	110	10/23/2028	\$ 38,487.40	\$ 18,221.30	
111	11/21/2028	\$ 4,571,373.94	\$ 19,409.60	111	11/21/2028	\$ 19,077.80	\$ 19,409.60	
112	12/21/2028	\$ 4,552,296.14	\$ 19,077.80	112	12/21/2028	\$ 0.00	\$ 19,077.80	
113	1/22/2029	\$ 4,533,924.63	\$ 18,371.51	113	1/22/2029	\$ -	\$ -	
114	2/21/2029	\$ 4,514,753.84	\$ 19,170.79	114	2/21/2029	\$ -	\$ -	
115	3/21/2029	\$ 4,494,787.99	\$ 19,965.85	115	3/21/2029	\$ -	\$ -	
116	4/23/2029	\$ 4,476,636.22	\$ 18,151.77	116	4/23/2029	\$ -	\$ -	
117	5/21/2029	\$ 4,456,582.03	\$ 20,054.19	117	5/21/2029	\$ -	\$ -	
118	6/21/2029	\$ 4,437,588.07	\$ 18,993.96	118	6/21/2029	\$ -	\$ -	
119	7/23/2029	\$ 4,418,912.71	\$ 18,675.36	119	7/23/2029	\$ -	\$ -	
120	8/21/2029	\$ -	\$ 4,418,912.71	120	8/21/2029	\$ -	\$ -	



**UNITED STATES EQUESTRIAN FEDERATION, INC.
BOARD OF DIRECTORS - 2024 ANNUAL MEETING
CENTRAL BANK CENTER – LEXINGTON, KY**

**SECOND MEETING
SATURDAY, JANUARY 25, 2025
2:00 P.M. EST**

MINUTES

Board Members Present: Tom O'Mara, Judy Werner, Tom Brennan, Sydney Elliott, Ling Fu Wylie, Lisa Gorretta, Deborah Johnson, Jon Kreitz, Joe Mattingley, Britt McCormick, Melissa Moore, Diane Pitts, Philip Richter, and Chester Weber

Board Members Absent: Max Amaya, Jacob Arnold, Ellie Brimmer, Beezie Madden, Judy Sloan, Philip Richter, and Sharon White

Senior Team Present: Bill Moroney, Mike Delahanty, Hallye Griffin, Karen Homer Brown, Sonja Keating, Vicki Lowell, David O'Connor, Justin Provost, and Stephen Schumacher

Others Present: Karen Adams and Leslie Mangan

1. Roll Call and Determination of a Quorum

Mr. O'Mara called the meeting to order at 2:05 p.m. EST. Following a call of the roll, Ms. Adams noted that a quorum was present.

2. Adoption of the Agenda

Mr. O'Mara requested that we add an approval of modified drugs and medications penalty guidelines as item 8.3 that came out of the Hearing Committee meeting Wednesday. Ms. Pitts requested that agenda item 7.3 be moved to the Executive Session. Ms. Gorretta moved, and Mr. Kreitz seconded the motion to adopt the agenda as amended. Following a vote, the motion to approve the amended agenda passed unanimously.

3. Welcome New Directors

Mr. O'Mara welcomed to the Board two new members - Sydney Elliott, the new USOPC Athletes' Commission representative and Sharon White, the alternate athlete representative.

4. Annual Conflict of Interest Disclosures

Ms. Keating reported that each Director must read, acknowledge, and submit their annual Conflict-of-Interest disclosure form on their Member Dashboard and reminded Directors to update disclosures throughout the year as needed.

5. Conflict of Interest Declaration

Ms. Keating requested that the Directors declare any conflicts with items on this agenda. Mr. O'Mara declared a conflict with his son, TJ O'Mara, included on the National Hunter Committee population in agenda item 7.4. Ms. Keating stated that he will abstain from vote on this agenda item.

6. Election of three 2025 Executive Committee Members and Announcement of 2025 Executive Committee

Pursuant to the Bylaws and as communicated in a written report provided to the Board in advance of the meeting, Mr. O'Mara placed into nomination Mr. Amaya to serve as the International Disciplines Council Member for 2025, Mr. McCormick to serve as the National Breeds & Disciplines Council member, and Ms. Pitts to serve as the Independent Director member on the 2025 Executive Committee and provided his reasoning in selecting these individuals. She noted that the Athlete Directors selected Ms. Brimmer (Para Equestrian), Ms. Elliott (Eventing), and Mr. Weber (Driving) to serve as Athlete representatives on the Executive Committee.

6.1 International Disciplines Council Member

Ms. Keating stated that pursuant to the Bylaws Mr. O'Mara has placed into nomination Max Amaya to serve a one-year term as the IDC Director. She opened the floor for additional nominations. Hearing no additional nominations, the floor was closed, and Mr. Amaya was elected by acclamation to serve a one-year term on the Executive Committee.

6.2 National Breeds & Disciplines Council Member

Ms. Keating stated that Mr. O'Mara has placed into nomination Britt McCormick to serve as the NBDC Director for a one-year term. She opened the floor for additional nominations. Hearing no additional nominations, the floor was closed, and Mr. McCormick was elected by acclamation to serve a one-year term on the Executive Committee.

6.3 Independent Director

Ms. Keating stated that Mr. O'Mara has placed into nomination Diane Pitts to serve a one-year term as the Independent Director. She opened the floor for additional nominations. Hearing no additional nominations, the floor was closed, and Ms. Pitts was elected by acclamation to serve a one-year term on the Executive Committee.

7. Approval of Committee Population

7.1 Advisory and Administrative Committees – Adaptive Sport, Awards, Budget & Finance, Competition Management, Legislative, and Veterinary

Mr. Mattingley moved, and Ms. Pitts seconded approval of the population of six committees. After discussion, the motion to approve the population of the committees passed, with Mr. Brennan, Ms. Johnson, Mr. Kreitz, Ms. Madden, Ms. Pitts, Mr. Richter, and Ms. Sloan abstaining.

Adaptive Sport Committee

The population of the Adaptive Sport Committee for a two-year term ending January 2027 includes Joann Benjamin as Chair, Ellie Brimmer, Robin Brueckmann, Marilyn Kulifay, and Kerri Sowers.

Awards Committee

The population of the Adaptive Sport Committee for a four-year term ending January 2029 includes Charlotte Skinner-Robson as Chair, Tina Bruce, Nancy Conley, Duane Esser, Daphne

Foran, Sara Kozumplik, Misdee Miller, Cindy Mugnier, Cheryl Rubenstein, Gareth Selwood, and George Williams.

Budget & Finance Committee

The population of the Budget & Finance Committee for a two-year term ending January 2027 includes Judy Sloan as Chair, Clay Green, Jon Kreitz, Philip Richter, and athletes James Fairclough, Beezie Madden, and Kate Shoemaker.

Competition Management Committee

The population of the Competition Management Committee for a four-year term ending January 2029 will include Janine Malone as Chair, Linda Bibbler, Derek Braun, TJ Campbell, Shelley Campf, Vinnie Card, Pamela Hardin, Kimberly Herslow, Kent Moeller, Matt Morrissey, Ali Nilforushan, Noah Rattner, Jan Stevens, and Michael Stone.

Legislative Committee

The population of the Legislative Committee for a four-year term ending January 2029 includes Deborah Johnson as Chair, Thomas Brennan, and athletes Ling Fu Wylie, Jacob Arnold, and Chris Hickey.

Veterinary Committee

The population of the Veterinary Committee for a four-year term ending January 2029 will include Dr. A. Kent Allen as Chair, Dr. Mark Baus, Dr. Hugh Behling, Dr. Emily Sandler Burtness, Margie Engle, Elisabeth Goth, Deborah Johnson, Dr. Stacey Kent, Dr. Catherine Kohn, Dr. Rick Mitchell, Melissa Moore, Dr. Tim Ober, Dr. Duncan Peters, Martha Rattner, Susan Schoellkopf, and Dr. Kim Snyder.

7.2 Committees of the Board & Corporation – Audit & Ethics Committees

Mr. Kreitz moved, and Mr. Faudree seconded the motion to approve the Audit and Ethics Committees. After discussion, the motion passed with Ms. Pitts, Ms. Werner, and Mr. Mattingley abstaining.

Audit Committee

The population of the Audit Committee for a one-year term ending January 2026 are Diane Pitts as Chair, Judy Werner, and athletes Ellie Brimmer and Joe Mattingley.

Ethics Committee

The population of the Ethics Committee for a one-year term ending January 2026 are Diane Pitts as Chair, Debbie Bass, Judy Werner, and athletes Ali Brock and Joe Mattingley.

7.4 National Breed/Discipline Committees – American Saddlebred, Andalusian/Lusitano, Arabian, Carriage Pleasure Driving, Connemara, Friesian, Hackney, Morgan, National Hunter, Paso Fino, Roadster, Saddle Seat Equitation, Shetland Pony, Welsh, Western, and Western Dressage.

Mr. Kreitz moved, and Mr. Faudree seconded the motion to approve the Audit and Ethics Committee. After discussion, the motion passed with Mr. Brennan, Ms. Johnson, Mr. McCormick, Ms. Moore, Ms. Werner and Mr. O'Mara abstaining.

American Saddlebred Committee

The population of the American Saddlebred Committee for a two-year term ending January 2027 includes ASHBA appointees Allen Bosworth, Sandy Currier, Christy Parker, Joan Todd, and

Kristen Cater; USEF appointees Melissa Moore (Chair), Kent Moeller, Mark Bodnar, Judy Werner, and Betsy Boone; and athletes Rachel Seifert, Allison Deardorff, Gen Hess, Tiffany Wheeler, and Austin Hazelwood.

Andalusian/Lusitano Committee

The population of the Andalusian/Lusitano Committee for a two-year term ending January 2027 includes IALHA appointees Jennifer Stewart, Corinne Stern, Courtney McDonald, and Tonna Faxon; USEF appointees Kaeli Dressler (Chair), Carmen Hansen, Linda Denniston, Wayne Hipsley, and Martin Perez; and athletes Martin Arnold, Erica Peet, Molly Gengenbach, Kimberley Brunson, and Rose Watt.

Arabian Committee

The population of the Arabian Committee for a two-year term ending January 2027 includes AHA appointees Deborah Johnson (Chair), Nancy Harvey, Jan Decker, Kathy Callahan-Smith, and Joan Shelton-Palelek; USEF appointees Carol Spangler, Janet Henderson, Dave Daugherty, Duane Esser, and Cecile Hetzel-Dunn; and athletes Debbie Price, Jim Hitt, Katharyn Hart, Andy Sellman, and Cathy Vescey.

Carriage Pleasure Driving Committee

The population of the Carriage Pleasure Driving Committee for a two-year term ending January 2027 includes USEF appointees Chris Knox (Chair), Jill Ryder, William Venditta, Kail Palmer-Miller, Sonya Bickford, Gail Aumiller, Mike Rider, and Stacy Giere; and athletes Misdee Miller, Chris Bickford, Dallas Bolen, and Kathleen Whaley. There is no recognized affiliate for this discipline, so USEF appoints all members.

Connemara Committee

The population of the Connemara Committee for a two-year term ending January 2027 includes ACPS appointees Fonda Eigel, Cathy Blackmon, Christine Knox (Chair), and Marynell Eyles; USEF appointees Linda Haines, Wayne Quarles, and Jennifer Garutti; and athletes Carol Kozlowski, Nora Goldfarb, Elliot Timmons, and Donna Miller.

Friesian Committee

The population of the Friesian Committee for a two-year term ending January 2027 includes IFSHA appointees Dorothy “DJ” Brown (Chair), Shirley Trail, and Bruce Griffin; USEF appointees Todd Macuga, Stephanie Snyder, and Gwendolyn Schmidt; and athletes Courtney Morrell-Dressel, Lauren Riehle, and Michelle Sumner.

Hackney Committee

The population of the Hackney Committee for a two-year term ending January 2027 includes AHHS appointees Andrew Freseth (Chair), Randy Harper, and Ricky Harris; USEF appointees Bob Funkhouser, John Warther, and Melissa Wahl; and athletes Maureen Quackenbush, Karen Waldron, and Rose Marie Wheeler.

Morgan Committee

The population of the Morgan Committee for a two-year term ending January 2027 includes AMHA appointees Steven Handy, Kelly McFaul (Chair), Carol Fletcher Churchill, Elizabeth Viets-Wallen, and Cindy Mugnier; USEF appointees Molly O’Brien, Adam Lagosz, Dallas Bolen, and Dwayne Knowles; and athletes Sharon Boyce Bender, Mattie Luedeker, C.A. “Tony” Lee III, Ryne Swope, and Ling Fu Wylie.

National Hunter Committee

The population of the National Hunter Committee for a two-year term ending January 2027 includes USHJA appointees Britt McCormick, Robin Rost Brown, Patty Roberts, Kathleen Rice, and Colleen McQuay; USEF appointees Carl Weeden (Chair), Tom Brennan, TJ O'Mara, Ali Sweetnam, and Jim Hagman; and athletes Jenny Karazissis, Nick Haness, Martha Ingram, Michael Tokaruk, and Shelley Campf.

National Show Horse Committee

The population of the National Show Horse Committee for a two-year term ending January 2027 includes NSHR appointees Duane Esser (Chair) and Joyce Hamblin; USEF appointees Barbara Wright and Lorraine Mikosz; and athletes David Mikosz, Kevin Price, and Zach White.

Paso Fino Committee

The population of the Paso Fino Committee for a two-year term ending January 2027 includes PFHA appointees Jeanne Griggs, Andrea Lord, Alex Zapata, and Ellen Perez; USEF appointees Robin Ratliff (Chair), Shannon Johnson, Richard Shaffer, and Daniel Muniz; and athletes Nicholas Burgos, Staige Debenedetti, Jacqueline Holland, Karen Kraushaar, and Milda Minter.

Roadster Committee

The population of the Roadster Committee for a two-year term ending January 2027 includes ARHPA appointees James Nichols, Chad Cole (Chair), and Kim Krumpler; USEF appointees Melissa Moore, Kelly Lockhart, and Randy Harper; and athletes Debbie Foley, Rose Marie Wheeler, and Kim Cowart.

Saddle Seat Equitation Committee

The population of the Saddle Seat Equitation Committee for a two-year term ending January 2027 includes USEF appointees Christy Parker (Chair), Shelly Fisher, Betsey Boone, Jolene Galvin-Yerckie, Meredith Meeder, Kristen Meeder, Jody LaSalle, and Cindy Zubrod Boel; and athletes Dawson Archibald, Mattie Luedeker, Macey Miles, and Alayna Applegate. There is no recognized affiliate for this discipline, so USEF appoints all members.

Shetland Pony Committee

The population of the Shetland Pony Committee for a two-year term ending January 2027 includes USEF appointees Sandy Croote (Chair), Alex Longares, Ronald Bartholomew, and Deborah Howell; and athletes Cathy Harris and Karen Luchetta. There is no recognized affiliate for this breed, so USEF appoints all members.

Welsh Committee

The population of the Welsh Committee for a two-year term ending January 2027 includes WPCSA appointees Sally Steinmetz (Chair), Tracy Dopko, and Shawn Bigley; USEF appointees Molly Rinedollar, Meg Wills O'Daniel, and Shari Beecher; and athletes Ruth Wilburn, Megan Burtness, and Candace Upchurch Reece.

Western Committee

The population of the Western Committee for a two-year term ending January 2027 includes USEF appointees Patt Jean Lebon (Chair), Darrell Bilke, Kathy Callahan-Smith, Beverly Henning-Lemaster, Carol Jones, and Charlotte Kurtz; and athletes Erin Silver, Trevor Gerardi-Miller, and

Megan Gallagher. There is no recognized affiliate for this discipline, in which case USEF appoints all members.

Western Dressage Committee

The population of the Western Dressage Committee for a two-year term ending January 2027 includes WDAA appointees Cindy Butler (Chair), Ann Judge, Franci Newsome, and Ida Morris; USEF appointees Patty Jean Lebon, Stacia Wert-Gray, and Jim Porcher, and athletes Scot MacGreggor, Kristen Whittaker, Glynis Walford, and Joyce Swanson.

8. Resolutions

8.1 Resolution 2025-01 – 2025 Board Ad Hoc for Team Selection

Mr. Weber moved, and Mr. Kreitz seconded a motion to approve Board Resolution 2025-01 for the appointment of an Ad Hoc for the purpose of team selection. Ms. Keating noted that this is the annual resolution to allow the USEF President to appoint a three-member Ad Hoc of the Board to review and approve team selection. After discussion and a vote, the motion passed unanimously.

8.2 Resolution 2025-02 – Dissolve Breeders' Committee

Mr. Faudree moved, and Mr. Brennan seconded a motion to approve the Board Resolution 2025-02 for the dissolution of the USEF Breeders' Committee. After discussion and vote, the motion passed unanimously.

8.3 Approval of Modifications to the USEF Equine Drugs & Medications Penalty Guidelines

Mr. Brennan moved, and Mr. Kreitz seconded a motion to approve the modifications to the USEF Equine Drugs and Medications Penalty Guidelines. Ms. Keating stated that the Hearing Committee met in Lexington on Wednesday and requested the Board approve increased penalties for violations of the 12-hour rule and increased penalties for violations in categories III and IV. After discussion and vote, the motion passed unanimously.

9. USET Foundation Report

Mr. Richter, USET Foundation Treasurer, was unavailable for this report, but asked Mr. O'Mara to note that the Foundation was proud to have provided a \$4M grant in 2024 and looks forward to a continued collaborative relationship with USEF in 2025.

10. Council Reports

10.1 International Disciplines Council Report

A written report was provided in the Board materials. Ms. Gorretta had nothing to add.

10.1a Approval of Sport Consent Calendar

Mr. Kreitz moved, and Mr. Faudree seconded the motion to approve the consent calendar for sport for two requests – the 2025 Eventing Young Rider Championship Selection Procedures and the 2025 USA Dressage CDIO Selection Procedures. After discussion and vote, the motion passed with Ms. Gorretta abstaining.

10.2 National Breeds & Disciplines Council Report

Mr. McCormick stated that 2024 was a good year. The Council is improving its relationship with the breeds and looks forward to continuing their collaboration this year.

10.3 Member Services Council Report

A written report highlighting the Council's work in 2024 was provided to the Board. Mr. Kreitz did not have anything additional to report.

11. Old Business

There was no old business.

12. New Business

There was no new business.

13. Executive Session

At 2:33 p.m. Mr. O'Mara requested that all attendees, Council Chairs, and all staff except Mr. Moroney and Ms. Keating leave the meeting for an Executive session of the Board.

The following topics were considered by the Board during closed session.

7.3 Sport Committees – Dressage, Eventing, Jumping & Para-Equestrian

Mr. Faudree moved, and Ms. Fu Wylie seconded the motion to approve the Sport committees for Eventing, Dressage, Jumping, and Para-Equestrian.

Eventing Sport Committee

The population of the Eventing Sport Committee for a four-year term ending January 2029 includes USEA appointees Lou Leslie, Molly Pellegrini, Sharyn Antico, Siobhan O'Brien, Rusty Lowe; USEF appointees Jonathan Elliott, Debbie Furnas, Max Corcoran, Valerie Pride, Ellen Ahearn; and athletes Lauren Nicholson (Chair), James Alliston, Sydney Elliott, Will Faudree, Lynn Symansky. After discussion and a vote, the motion failed unanimously.

Dressage Sport Committee

The population of the Dressage Sport Committee for a four-year term ending January 2029 includes USDF appointees Amy Bradley, Lisa Gorretta (Chair), Heather Peterson, Kevin Reinig, and Bill Warren; USEF appointees Michael Osinski, Pierre St. Jacques, Noah Rattner, Akiko Yamazaki, and Chris Hickey; and athletes Katherine Bateson-Chandler, Ali Brock, Olivia LaGoy-Weltz, Katie Duerrhammer, and Lisa Wilcox. After discussion and vote, the motion passed unanimously.

Jumping Sport Committee

The population of the Jumping Sport Committee for a four-year term ending January 2029 will include USHJA appointees Kaitlin Campbell, David Distler, Brooke Kemper, Mandy Porter, and Charlotte Skinner-Robson; USEF appointees Max Amaya, Beezie Madden (Chair), Dan Reed, Michael Stone, and Jimmy Torano; and athletes Katie Dinan, Brianne Goutal, Lillie Keenan, Spencer Smith, and McLain Ward. After discussion and vote, the motion passed unanimously.

Para-Equestrian Sport Committee

The population of the Para-Equestrian Sport Committee for a four-year term ending January 2029 will include USDF appointees Eleanor Brimmer, Bettina Longaker, Mike Tomlinson (Chair), and Joan Williams; USEF appointees Barbara Grassmyer, Lisa Hellmer, Kerri Sowers, and Tina Wentz, and athletes Rebecca Hart, Fiona Howard, Kate Shoemaker, and Roxanne Trunnell. After discussion and vote, the motion passed unanimously.

13.1 General Counsel Report

Ms. Keating provided a litigation update for the Board.

13.1a Litigation Report

Ms. Keating provided a report on current and threatened litigation.

13.1b Board of Directors Fiduciary Duties

Ms. Keating highlighted the fiduciary duties of our Board.

13.2 USEF Equine Research Funding

Mr. Moroney spoke to the board on funding for equine research.

13.3 CEO Report

Mr. Moroney provided a report to the Board.

14. Adjourn

At the conclusion of the Executive Session, the meeting adjourned at 4:55 p.m. EST.

Signed and submitted by Karen Adams



Recording Secretary

Attachments: Resolution 2025-01

Resolution 2025-02

**RESOLUTION OF THE BOARD
TO APPOINT AN AD HOC SELECTION GROUP
(2025-01)**

WHEREAS, the Board of Directors of the United States Equestrian Federation, Inc. (the “Federation Board”) wishes to empower its President to appoint an Ad Hoc Selection Group to review and approve selection of teams and individual athletes to represent the United States in international competition.

NOW THEREFORE, it is

RESOLVED, that effective immediately, the Federation Board empowers its President to appoint, from time to time, three members of the Federation Board, one of whom must be an Athlete Director, to review and approve the selection of teams and individual athletes to represent the United States in international competition. If such selection involves the Para-Equestrian discipline then the Ad Hoc Selection Group must include the Para-Equestrian Athlete Director, subject to the Conflict of Interest and Gifts & Entertainment Policy.

CERTIFICATION

I HEREBY CERTIFY that the foregoing is a true and correct copy of a resolution presented to and adopted by the Federation’s Board of Directors at a Meeting duly called and held in person at the 2025 Annual Meeting on the 25th day of January, 2025, at which a quorum was present and voted, and that such resolution is duly recorded in the minutes.

Recording Secretary:



Karen Adams

**RESOLUTION OF THE BOARD
TO DISSOLVE A COMMITTEE
(2025-02)**

WHEREAS, the United States Equestrian Federation, Inc. (the "Federation") Board of Directors ("Board") wishes to dissolve the Breeders' Committee that was created in the Resolution of the Board to Create Committees, dated January 15, 2016. The Breeders' Committee shall be dissolved through this Resolution of the Board.

THEREFORE, IT IS HEREBY RESOLVED, that effective immediately and until further action by the Federation's Board, the Breeders' Committee shall be dissolved and the respective charter is no longer effective.

CERTIFICATION

I HEREBY CERTIFY that the foregoing is a true and correct copy of a resolution presented to and adopted by the Federation's Board of Directors at a Meeting duly called and held in person at the 2025 Annual Meeting on the 25th day of January, 2025, at which a quorum was present and voted, and that such resolution is duly recorded in the minutes.

Recording Secretary:



Karen Adams



UNITED STATES EQUESTRIAN FEDERATION, INC.

BOARD OF DIRECTORS MEETING

FEBRUARY 17, 2025

3:00 P.M. EST

MINUTES

Board Members Present: Tom O'Mara, Judy Werner, Judy Sloan, Max Amaya, Jacob Arnold, Tom Brennan, Ellie Brimmer, Sydney Elliott, Will Faudree, Ling Fu Wylie, Lisa Gorretta, Deborah Johnson, Jon Kreitz, Beezie Madden, Joe Mattingley, Britt McCormick, Melissa Moore, Diane Pitts, Chester Weber, and Sharon White

Board Members Absent: Philip Richter

USEF Senior Team Present: Bill Moroney, Mike Delahanty, Hallye Griffin, Sonja Keating, Vicki Lowell, David O'Connor, Justin Provost, and Stephen Schumacher

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

Mr. O'Mara noted that the Driving selection procedures in agenda item, 8.2 will be removed from consideration at today's meeting. Mr. Kreitz moved, and Ms. Sloan seconded the motion to adopt the agenda as amended. There was no discussion, and the motion passed unanimously.

3. President's Opening Remarks

Mr. O'Mara thanked the Board members for getting on the call today on this Federal holiday. He stated that we received a lot of good feedback following our annual meeting. He noted that the Longines League of Nations just concluded in Abu Dhabi and second leg of this League will be hosted at WEC Ocala next month.

In Affiliate news - our Saddlebred Affiliate, ASHBA, recently voted to renew its affiliate agreement with USEF. The Arabian Affiliate, AHA, is appointing a task force to look at the value of its affiliation with USEF.

4. Conflict of Interest Declaration

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

5. Approval of Annual Meeting Board Minutes

5.1 First Board Meeting – January 25, 2025

Ms. Gorretta moved, and Ms. Sloan seconded the motion to approve the minutes from the first Board meeting at the USEF Annual Meeting held on January 25, 2025. Following discussion and a vote the minutes were approved, with Mr. Amaya, Mr. Arnold, and Ms. Brimmer abstaining as they were not present at this Board meeting and Ms. Elliott and Ms. White abstaining as they were not Board members or present at the meeting.

5.2 Second Board Meeting – January 25, 2025

Mr. Faudree moved, and Mr. Kretz seconded the motion to approve the minutes from the second Board meeting at the USEF Annual Meeting held on January 25, 2025. After discussion and vote the minutes were approved with Mr. Amaya, Mr. Arnold, Ms. Brimmer, Ms. Madden, and Ms. Sloan abstaining as they were not present at this meeting.

6. Treasurer Report and Review of Financials

Ms. Sloan reported that we are off to a strong start for the year, with revenue landing at 8.4% ahead of plan.

Mr. Delahanty reported that both December 2024 and January 2025 finished strong. Spending is very low, and we are currently under budget across the board. Following a rough start to the markets in December, we already see a healthy recovery in January.

In follow up to the board approval of a resolution to pay an additional payment of \$1.13MM on the building construction bond, Mr. Delahanty stated that the bank confirmed that we can submit early payments and trade down the swap to match the principal. As a result of unwinding the swap, we will receive funds back of approximately \$25-30k. By paying down the bond, we will not have a \$4MM balloon payment and the building will be paid off in 2028.

7. Ratification of the Eventing Sport Committee Population

Mr. O'Mara read to the Board the proposed population of the Eventing Sport Committee to include USEA appointees: Lou Leslie, Molly Pellegrini, Sharyn Antico, Siobhan O'Brien, and Rusty Lowe; USEF appointees Jonathan Elliott, Debbie Furnas, Max Corcoran, Valerie Pride, and Ellen Ahearn; and athletes James Allison, Sydney Elliott, Will Faudree, Lauren Nicholson, and Lynn Symansky. Additionally, Sharon Antico will serve as Chair and Jonathan Elliott will serve as Vice Chair for a one-year term. Mr. Faudree moved, and Ms. Gorretta seconded the motion to ratify the population of the Eventing Sport Committee for a four-year term, and appointment of the Chair and Vice Chair for one year. Following discussion and a vote, the motion passed, with Mr. Faudree and Ms. Elliott abstaining.

8. Consideration of Sport Requests

8.1 Approval to appoint an Ad Hoc of the Board to approve Special Competition status for the North American League World Cup Jumping bids

Ms. Madden moved, and Ms. Werner seconded approval for the appointment of a Board Ad Hoc to approve special competition status for a new host for the North American League World Cup Jumping event. Ms. Haydon stated that the previous organizer has withdrawn from hosting this event, so we have put this back out for bid. Following discussion and vote, the motion passed unanimously.

9. Approval of Referred Rule Change Proposal

Ms. Pitts moved, and Ms. Gorretta seconded the motion to refer this extraordinary rule change to GR1211.4, tracking ID 089-24, to the Mid-year Board meeting. After discussion and vote, the motion passed unanimously.

10. Approval of Penalty Guidelines for Unethical Treatment of the Horse

Ms. Brimmer moved, and Ms. Pitts seconded the motion to approve the Unethical Treatment of the Horse Penalty Guidelines. Following thorough discussion and vote, the motion passed unanimously.

11. CEO Report

Mr. Moroney stated that a reminder will go out to organizers this week on biosecurity compliance with our processes following an event over the weekend. The National Breeds & Disciplines Department hosted a

webinar last week on USEF Lite which was recorded and will be posted on the USEF Lite page of our website. Discussion continues with Dr. Mark Hart on a Human Sports Science Medicine program. A guide to the stirrup rule is being developed in advance of its effective date. Last, a FEI discipline Affiliate Leadership Summit is planned for late April at the USEF office.

12. Old Business

There was no old business.

13. New Business

There was no new business.

14. Executive Session

At 3:47 p.m. Mr. O'Mara requested that staff, except Mr. Moroney and Ms. Keating leave the meeting for an Executive session of the Board.

The following items were discussed in the Executive Session.

14.1 General Counsel Report

Ms. Keating provided a litigation report to the Board.

15. Adjourn

At the conclusion of the Executive Session the meeting adjourned at 3:50 p.m. EST.

Signed and submitted:



Karen Adams
Recording Secretary



UNITED STATES EQUESTRIAN FEDERATION, INC.

BOARD OF DIRECTORS MEETING

APRIL 21, 2025

3:00 P.M. EDT

MINUTES

Board Members Present: Tom O'Mara, Judy Sloan, Max Amaya, Jacob Arnold, Tom Brennan, Ellie Brimmer, Sydney Elliott, Will Faudree, Ling Fu Wylie, Lisa Gorretta, Deborah Johnson, Jon Kreitz, Beezie Madden, Joe Mattingley, Britt McCormick, Melissa Moore, Diane Pitts, Philip Richter, Chester Weber, and Sharon White

Board Members Absent: Judy Werner

USEF Senior Team Present: Bill Moroney, Karen Homer Brown, Mike Delahanty, Hallye Griffin, Sonja Keating, Vicki Lowell, David O'Connor, Justin Provost, and Stephen Schumacher

1. Roll Call and Determination of a Quorum

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

2. Adoption of the Agenda

Mr. O'Mara noted that the agenda has been amended to add into Executive session a new item 11.2, Consideration of Hotel Contracts. Mr. Kreitz moved, and Ms. Sloan seconded the motion to adopt the agenda as amended. There was no further discussion, and the motion passed unanimously.

3. President's Opening Remarks

Mr. O'Mara stated that the competition season is underway, and we are seeing a lot of exciting events taking place. Excellent results from our Show Jumping Team at the League of Nations in Ocala last month. The US Equestrian Open Jumping Final in Wellington ran spectacularly. The Dressage and Eventing Open qualifiers are ongoing and the Finals falling later in the year. He thanked the Board for their investment in this valuable asset.

4. Conflict of Interest Declaration

Ms. Keating requested that Directors declare conflicts with any item on the agenda. Mr. Weber stated a conflict with agenda items 7.4 and 7.6. Mr. Arnold noted conflict with agenda item 7.6. No additional conflicts were declared.

5. Approval of Board Meeting Minutes – February 17, 2025

Mr. Kreitz moved, and Ms. Moore seconded the motion to approve the minutes from the February 17, 2025, Board meeting. Following discussion and a vote the minutes were approved, with Mr. Richter abstaining as he was not present at this Board meeting.

6. Treasurer Report and Review of Financials

Ms. Sloan reported that we are in a strong position despite the uncertain times we are facing. The horse registration volume is down; however, the revenue is not far off due to fee increases for services related to competitions. We are carefully monitoring key revenue streams and connecting with our affiliates as to their experience.

Mr. Delahanty reported that revenue is 1% shy of the budget on weaker horse recording revenue, which timing related to Marketing and USET funding largely offsets. Membership revenue, up over 5% vs. the prior year, is also looking strong. The volume of competing member numbers is up a little over 2% year to date. Expenses remain favorable. We expect most expense lines will even out as the year progresses, except for some of the savings shown in Employee Compensation and Veterinary. Management has been asked to be vigilant with their spending and update contingency plans should we take any strong hits on the revenue side.

The investment portfolio will likely continue to struggle for the near term due to market volatility. Our investment team has moved more conservatively into the bands laid out in our investment policy based on market performance.

7. Consideration of Sport Requests

7.1 Approval of the 2026 U.S. FEI Eventing Calendar Policies and Procedures

Ms. Pitts moved, and Ms. Sloan seconded approval of the U.S. FEI Calendar for Eventing Policies and Procedures. Ms. Griffin stated that this covers 1*, 2* and 3* Short levels with a timeline update. Following discussion and vote, the motion passed unanimously.

7.2 Approval of the 2026-2027 FEI Calendar Policies & Procedures for Dressage and Para Dressage

Ms. Brimmer moved, and Ms. Gorretta seconded approval of the 2026-2027 FEI Calendar for Dressage and Para Dressage Policies and Procedures. Ms. Roberts noted that this is an update from 2025 with no significant changes. Currently a small working group is looking at the Florida calendar which may require an update to the procedures. After discussion and a vote, the motion passed unanimously.

7.3 Approval of the 2026-27 USEF/NAYC Dressage and Para Dressage Calendar Policies & Procedures

Mr. Kreitz moved, and Ms. Brimmer seconded approval of the 2026-27 USEF/NAYC Calendar for Dressage and Para Dressage Policies and Procedures. Ms. Roberts noted that no significant changes have been made although a complete calendar review is underway which could result in future changes. After discussion and vote, the motion passed unanimously.

Mr. Weber was moved to the waiting room for discussion of agenda item 7.4.

7.4 Approval of the 2026 FEI Driving World Championships for Four-In-Hand Horses Selection Procedures

Mr. Kreitz moved, and Ms. Elliott seconded approval of the 2026 Selection Procedures for the FEI Driving World Championships for Four-In-Hand Horses. Mr. Morrissey noted that some amendments have been made to allow substitution for horses following selection and athletes must complete at least two CAI3*-H4 or above between January 1, 2025, and three days prior to the FEI nominated entry date and at least one qualifying result must have been completed after January 1, 2026. Following discussion and a vote, the motion passed unanimously.

Mr. Weber rejoined the meeting following the conclusion of discussion of agenda item 7.4.

7.5 Approval of the 2026 FEI Driving World Championships for Single Horses Selection Procedures

Ms. Brimmer moved, and Ms. Sloan seconded approval of the 2026 Selection Procedures for the FEI Driving World Championships for Single Horses. Mr. Morrissey noted that these procedures are similar to the 2024 procedures now outlining that athletes must complete at least two CAI3* or above between January 1, 2025, and three days prior to the FEI nominated entry date and at least one qualifying result

must have been completed after January 1, 2026. Following discussion and a vote, the motion passed unanimously.

Mr. Arnold and Mr. Weber were moved to the waiting room for discussion and vote of agenda item 7.6.

7.6 Approval of the 2025 FEI Driving World Championships Selection Procedures amended Qualification Period end date

Ms. Sloan moved, and Ms. Brimmer seconded approval to extend the qualification period end date for the 2025 FEI Driving World Championships for Pairs, Ponies and Para Driving beyond the published June 30, 2025, date. Following thorough discussion, the Board unanimously disapproved the motion citing concerns about the timing of the request and integrity of the selection procedure and selection process.

Following discussion of agenda item 7.6, Mr. Weber and Mr. Arnold rejoined the meeting.

7.7 Approval of allocation of the 2026-2027 FEI North American Youth Championships

Ms. Madden moved, and Mr. Amaya seconded approval of the 2026-2027 allocation for the 2026 and 2027 FEI North American Youth Championships. Ms. Griffin stated the IDC met to review the four bids received and recommended that Great Lakes Equestrian Center in Traverse City, Michigan, be awarded the bid for the next two years. This bid only includes Jumping and Dressage. Two West coast bids did include all three disciplines, however after thorough review, they determined the Traverse City bid best met the needs of two of the disciplines and Eventing will determine the need for a National Championship based on other North American nation participation. Following discussion and vote, the motion passed, with Diane Pitts voting against the motion.

7.8 Approval of U.S. Show Jumping Youth Teams Selection Procedures

Ms. Sloan moved, and Ms. Gorretta seconded approval of the selection procedures for U.S. Show Jumping youth teams. Erin Keating stated that updated language was amended regarding substitutes for the Youth Nations Cup Finals, from the next three highest placed U.S. athlete/horse combinations in the Final overall individual standings of each age category from NAYC, to discretionary selection. Following discussion and a vote, the motion passed unanimously.

7.9 Approval of the 2026 U.S. FEI Jumping Calendar of CSI5* events

Mr. Mattingley moved, and Ms. Madden seconded approval of the 2026 U.S. FEI Jumping Calendar of CSI5* events. Ms. Haydon stated that the Jumping Calendar Working Group met last month and recommended approval of the 2026 5* events calendar, and disapproval of the request by Major League Show Jumping CSI5*/CSI2* in January. Instead, they recommend two CSI5* events in Thermal. Further, due to the FEI timeline the 5* events are submitted separately to the FEI to include a full year which adds in two 2027 events. After discussion and a vote, the motion passed unanimously.

7.10 Approval of the 2026 USEF Saddle Seat Medal Final Specifications

Ms. Moore moved, and Ms. Fu Wylie seconded approval of the specifications for the 2026 USEF Saddle Seat Medal Final and Adult Amateur Medal Final Specifications. Ms. McSweeney stated that only qualification period date changes were made to maintain consistency for both Finals year over year. After discussion and a vote, the motion passed unanimously.

8. CEO Report

Mr. Moroney reported that due to economic instability we are closely watching horse entry numbers, as well as other key revenue streams. We continue to update our contingency plans should the economy affect how we do business. The FEI Affiliate leaders will meet in Kentucky this week to discuss specific initiatives and have in-

depth conversations in person with our senior leaders. The Foundation and USEF have memorialized our joint efforts regarding promotion of each organization and their distinct roles and responsibilities.

On the sport front, the Defender Kentucky Three-Day event will run this week at the Kentucky Horse Park as we look forward to good competition and facetime with our constituents. The Jumping Final of the US Open Series was a tremendous success with strong participation at the inaugural event.

9. Old Business

Ms. Pitts thanked Mr. Kreitz, Mr. O'Connor and Mr. Weber for restarting the horse-drawn caisson program at Arlington National Cemetery.

10. New Business

There was no new business.

11. Executive Session

At 4:11 p.m. Mr. O'Mara requested that staff, except Mr. Moroney and Ms. Keating, Ms. Griffin, and Mr. Delahanty leave the meeting for an Executive session of the Board.

The following items were discussed in the Executive Session.

11.1 General Counsel Report

Ms. Keating provided a litigation report to the Board.

11.2 Consideration of Hotel Contracts

Ms. Gorretta moved, and Mr. Kreitz seconded a motion to authorize the Chief Executive Officer to bind the Federation by contract for accommodations for LA2028, not to exceed one million dollars (\$1,000,000.00), inclusive of deposit payments in 2025 not to exceed Two Hundred Seventy-Five Thousand Dollars (\$275,000.00). Following discussion and vote, the motion passed unanimously.

12. Adjourn

At the conclusion of the Executive Session the meeting adjourned at 4:25 p.m. EDT.

Signed and submitted:



Karen Adams
Recording Secretary



**UNITED STATES EQUESTRIAN FEDERATION, INC.
MID-YEAR BOARD OF DIRECTORS MEETING
ORIGIN HOTEL – LEXINGTON, KY
JUNE 16-17, 2025**

MINUTES

Board Members Present: Tom O'Mara, Judy Werner, Judy Sloan, Max Amaya, Jacob Arnold, Tom Brennan, Ellie Brimmer, Will Faudree, Ling Fu Wylie, Lisa Gorretta, Deborah Johnson, Jon Kreitz, Joe Mattingley, Britt McCormick, Melissa Moore, Diane Pitts, Philip Richter, and Sharon White

Board Members Absent: Sydney Elliott, Beezie Madden, and Chester Weber

USEF Senior Team Present: Bill Moroney, Karen Homer Brown, Mike Delahanty, Hallye Griffin, Sonja Keating, Vicki Lowell, Justin Provost, and Stephen Schumacher

1. Roll Call and Determination of a Quorum

Mr. O'Mara called the Mid-Year meeting to order at 8:30 a.m. EDT. Following a call of the roll, Ms. Adams noted that a quorum was present.

2. Adoption of the Agenda

Mr. Mattingley moved, and Mr. Kreitz seconded the motion to adopt the agenda. There was no discussion, and the motion passed unanimously.

3. President's Opening Remarks

Mr. O'Mara welcomed Board members and thanked them for traveling to Lexington. Mr. O'Mara noted that the September 15th Board meeting was shifted to August 26th and notice has been sent. He highlighted the five informational reports included in the materials. We have a robust agenda today, especially the workshop presentations and discussions.

Further, he stated that sport plans put in place through strategic plan initiatives are moving forward. We will continue to review issues as they arise.

4. Conflict of Interest Declaration

Ms. Keating requested that Directors declare conflicts with any item on the agenda. No conflicts were identified or declared.

5. Approval of Board Meeting Minutes – April 21, 2025

Ms. Sloan moved, and Mr. Kreitz seconded the motion to approve the minutes from the April 21, 2025, Board meeting. After a vote, the motion passed with Ms. Werner abstaining as she was not present at this meeting.

6. Board Workshop

At 8:40 a.m. the Board moved into closed Executive session to discuss the following items.

6.1 Today's Challenges, Achieving Success, and Future of USEF Presentation

Mr. Moroney provided a presentation to the Board.

6.2 LA28 Plans and All About the Horse Campaign

LA28 Plans

Ms. Griffin presented a report on the 2028 Olympic and Paralympic Games.

All About the Horse Campaign

After thoughtful discussion, Ms. Pitts moved, and Mr. Richter seconded the motion to approve the expenditure to Avoq in 2025 to cover the expenses of approximately \$250,000.00 outside of the 2025 budget. With this work being done, we can move forward with issuing an RFP for other identified agencies to present their final campaign presentations at the 2026 USEF Annual Meeting. Following discussion and a vote, the motion passed unanimously.

At 1:25 p.m. the Board recessed for Lunch. At 2:05 p.m. the Board reconvened.

6.3 Equine Welfare Stoplight Presentation

Mr. Moroney presented the horse welfare observation deck for Board members.

6.4 USEF Fee Structure Presentation and Approval

Following thorough discussion, Mr. McCormick moved, and Mr. Faudree seconded the motion to approve Option 1, the one-time fee adjustments, with an increase of the Show Pass fee to \$85 and implementation of both the show pass fee and administrative fee on 12/1/25 with the remaining fee increases effective 4/1/26 and a branding plan delivered along with the proposed budget by the November 2025 Board meeting. After thorough review and a vote, the motion passed with Mr. Mattingley opposed.

At 4:30 p.m. the Board concluded its Executive session and continued the agenda in open session.

Ms. Brimmer moved, and Ms. Gorretta seconded the motion to approve the amendment to shift agenda items 7-7.4 to the beginning of the day tomorrow. There was no dissent, and the motion passed.

8. Audit Committee Report

Ms. Pitts, Chair of the Audit Committee, presented the Audit report to the Board. The Committee met and discussed the management letter, audited financials, and Audit Report with Blue and Company, and had the opportunity to meet privately with the Audit firm. The committee also met with Mr. Delahanty concerning checks and balances and safety procedures in place for USEF financials.

Allen Norvell from Blue & Co, LLC reported that the audit was clean and there were no significant findings or difficulties encountered in performing the audit.

8.1 Approval of 2024 Audit Report and 2024 SAS 114 Letter

Mr. Richter moved, and Ms. Sloan seconded the motion to approve the Audit Report and SAS 114 Letter for the period beginning on December 1, 2023, and ending on November 30, 2024. Once approved by the Board, these items will be finalized by Blue and Company and posted to our website.

8.2 Approval of 2023 Form 990 Tax Return (12/1/23-11/30/24)

Mr. Brennan moved, and Ms. Gorretta seconded the motion to approve the 2023 Form 990 Tax Return and 990T filed for unrelated business expenses for fiscal year 2024. After discussion and a vote, the motion passed unanimously.

9. Treasurer Report & Review of Year-to-Date Financials

Treasurer Judy Sloan reported that she is pleased with the budget performance to date this year.

CFO Mike Delahanty presented the financials through May 31, 2025, the first half of our fiscal year, noting that revenue of \$16.4MM, fell 2.4% short of budgeted levels for this year and 2.0% ahead of prior year when adjusting for USET and USOPC contributions in a non-Olympic year. Overall, most line items are falling in line with expectations except horse registration and services which we continue to monitor. Operating expenses of \$16.4MM are 5.3% below budget. Some of this favorability is expected to erode due to time-related expenses. Lower spending resulted in an operating surplus of \$12k for the first half of 2025. In April and May our investment portfolio performance has turned around providing a net impact of \$351k, adding \$51k to the budget favorability of \$566k year to date. In February 2025, we paid down the building loan of \$1.13MM out of operating funds without utilizing investments.

10. Team USA Athletes' Commission Report

Ms. Elliott, USEF's representative on the USOPC Athletes Commission, was not available for an in-person report but provided a written report included in the Board materials. Commission alternate representative Ms. White reported that the Commission continues to improve Safe Sport and communication with the US Center for SafeSport. The Commission is making progress on direct athlete support and providing opportunities for new forms of support for athletes. Indirect support including health insurance, and access to mental health resources, are also a priority.

11. Approval of Amended CDIO Selection Procedures

Mr. Brennan moved, and Mr. Faudree seconded the motion to approve the CDIO selection procedure amendments. Ms. Griffin stated that this is for Nations Cup to reduce from 70% to 68% allowing more opportunity for team selection based on data provided by Equiratings portraying scores from other nations in team competition. After discussion and vote, the motion passed unanimously.

12. Approval of Upper Right Marketing Agreement

Ms. Keating stated that we pay Upper Right \$10,000 per month to exclusively manage and host the ShopUSEF website and stores USEF inventory in their warehouse. Should the cost of doing business increase by 25% or more, the parties will negotiate an increase or cancel the contract. Mr. Brennan moved, and Mr. Arnold seconded the motion to approve the Upper Right marketing agreement. There was no further discussion, and the motion passed unanimously.

13. Consideration of Policy Updates

13.1 Whistleblower & Anti-Retaliation Policy

Ms. Pitts moved, and Mr. Kreitz seconded the motion to approve the updated Whistleblower and Anti-Retaliation policy. Ms. Keating presented the proposed updates to this policy, noting that we removed any specific staff members from the policy instead keeping it general and expanding the definition of independent contractor. Further, the Governance Committee reviewed and approved the amended policy. After discussion and a vote, the motion passed unanimously.

13.2 Code of Conduct

Ms. Johnson moved, and Mr. Amaya seconded the motion to approve the updated Code of Conduct. Ms.

Keating presented the proposed updates stating that changes include only non-substantive clean-up language which the Governance Committee reviewed and approved. After discussion and a vote, the motion passed unanimously.

14. 2025 U.S. Center for SafeSport Audit Report

Ms. Keating presented the 2025 SafeSport Audit to the Board stating that the Scottsdale Arabian Horse Show was selected for audit. We received a clean audit with the recommendation to strengthen areas which have already been corrected. Ms. Keating thanked and acknowledged the work of the Safe Sport staff.

15. Approval of Resolution 2025-04 regarding LA28 Prepaid Expenses

Ms. Pitts moved, and Mr. Kreitz seconded the motion to approve Resolution 2025-04 for LA28 prepaid expenses. Ms. Keating reminded the Board that at the April 21, 2025, meeting the Board approved \$1MM plus up to \$275k in deposits. It became apparent that this amount will not suffice, and we need nimbleness in contracting for the Games. This Resolution would authorize the USEF CEO to enter into contracts related to LA28 as long as all three Officers approve the terms and the amount. Following discussion and a vote, the motion passed unanimously.

The Board concluded discussion and recessed at 5:06 p.m. on June 16, 2025.

The Board reconvened in open session at 8:00 a.m. on June 17, 2025.

7. CEO Report

Mr. Moroney provided a report to the Board highlighting our sport department, the Florida and California competition calendars, human safety and welfare; legislation affecting horse sports including the HPA, the international movement of horses, and a new tax bill; the US Equestrian Open Series; USEF Veterinary Summit; National Breeds & Disciplines and FEI Affiliate Summits; and a thank you to our dedicated USEF staff.

Included in the report is an article on AED machines. The Board should consider a requirement for all competitions to have an AED on site during competitions. More information is forthcoming following additional research.

Further, a report on the increase in prohibited equipment use through the Presidential Modification process was presented along with the current policy of competing unjudged (hors concours) so as not to approve the use of equipment that could inadvertently provide an advantage over other competitors.

7.1 Approval of USEF Statement of Position on Equine End of Life Decisions

Ms. Richter moved, and Ms. Brimmer seconded the motion to approve the USEF statement of position on Equine End of Life Decisions. Mr. Moroney stated this is the same statement approved in 2010, and the Board is being asked to reaffirm this is still our position. After discussion and vote, the motion passed unanimously.

7.2 Approval of USEF Statement of Position on Equine Overuse

Ms. Werner moved, and Ms. Gorretta seconded the motion to approve the USEF statement of position on Equine Overuse. After discussion and vote, the motion passed unanimously.

7.3 Approval of USEF Statement of Position on Equine Safety and Welfare

Mr. Kreitz moved, and Ms. Gorretta seconded the motion to approve the USEF statement of position on Equine Safety & Welfare. After discussion and vote, the motion passed unanimously.

7.4 Strategic Plan Progress Report

Mr. Moroney provided a progress report to the Board on the current 2025-2028 strategic plan, which includes the five goals and initiatives broken out by the duties of the Executive team. A status update will be provided at the August Board meeting.

16. Consideration of Rule Change Proposals

16.1 Withdrawal of Tracking ID# 089-24

Ms. Pitts moved, and Ms. Brimmer seconded the motion to approve the withdrawal of Tracking ID# 089-24 to GR1211.4. Ms. Keating noted that the proponent submitted different versions of the rule change and a different version included in the Consent to Approve calendar. Following a vote the motion passed unanimously.

16.2 Referred Rules Calendar

Ms. Moore moved, and Ms. Johnson seconded the motion to approve the referral of all rules contained on this calendar to the next Board meeting. After a vote, the motion passed unanimously.

<u>Tracking #</u>	<u>Rule #</u>	<u>Description</u>
039-24	EQ119.15	Removal of UPHA contact & Challenge Cup program
040-24	HK107.3	Removal of UPHA contact & Challenge Cup specifications
041-24	MO209.17	Removal of UPHA office address
045-24	SB108.4	Removal of UPHA Classic program details
059-24	GR312	Adjustments to Channel 2 Hunter competition format
065-24	GR848.1	Return to sport process and requirements after a fall
125-24	HU100.1	Update to equine welfare
126-24	EQ104.1	Update to equine welfare
224-24	GR314.2	Establish mileage boundary for Regional and National Hunter

16.3 Consent to Approve Calendar

Ms. Keating stated that Tracking ID# 175-24 has been moved from the Voting Calendar to this calendar. Ms. Gorretta moved, and Mr. Kreitz seconded the motion to approve the Consent to Approve Calendar, with the addition of 175-24, thereby approving all 102 rule changes contained within it. Following a vote, the motion as amended passed unanimously.

<u>Tracking #</u>	<u>Rule #</u>	<u>Description</u>
145-24	GR312.6	USHJA updated points & programs
054-24	GR821.1	Maximum allowed opportunity classes in Western Dressage
031-24	GR1006.2	Increase apprenticing opportunities for vaulting officials
043-24	GR1006.2	Allows each Arabian judge to have an Apprentice
027-24	GR1015.1	Special cards for 'r' C1 Stewards
036-24	GR1132.6	Point accumulation in USHJA Hunter sections
089-24	GR1211.4	Clarifies ring count to by phase in Eventing competitions
210-24	AL114	Best Movement Class & Scoresheet alignment
209-24	AL236.3	Use & location of Sport Horse In-Hand Showmanship scoresheet
211-24	AL236.10	Definition of "balding" for penalty
201-24	AR106.8	Allows the banding of manes and forelocks at Reining events
225-24	AR110.2	Achievement Leveling Program status change
203-24	AR125.2	Removes designated runner exemption
204-24	AR177.2	Equipment & tack inspection

200-24	AR222.3	Arabian Trail Course Designers
199-24	AR228.1	Gaits in Arabian Trail classes
221-24	AR229.1	Walk/trot division additions
205-24	AR235.3	Box drive in Reined Cow horse classes
207-24	AR294.3	Use and posting of Showmanship score card
206-24	AR298.11	Penalty and elimination if pattern not completed
208-24	AR317.1	Adult Amateur Walk-Trot/Jog class addition
151-24	CP108.1	Whip requirements in Carriage Pleasure Driving
149-24	CP115.5	Allowance/usage of boots
150-24	CP203.1	Protocol for driving vehicle substitution
152-25	CP207.1	Clarification of Hunting Attire
155-24	CP210.4	Definition of reinback
153-24	CP217.3	Use of tests during a workout in a working class
154-24	CP221.3	Reinsmanship class tests
156-24	CP522.3	Template by level to calculate immediate score
158-24	DC958	Required times for Para Driving into Cones course timetables
157-24	DC966	Licensed officials transportation and expenses
177-24	DR119.1	Qualifying criteria posted on USEF website
178-24	DR119.5	Class permission for riding Hors de Concours
180-24	DR119.11	Qualifying criteria posted on USEF website
196-24	DR121	Remove class references in rule book to website
194-24	DR121.4	Remove USEF High Performance class reference
193-24	DR121.13	Remove brands of approved nose nets & add definition
192-24	DR121.19	Size of numbers
191-24	DR122.3	Festival Qualifying criteria posted on USEF website
181-24	DR124.6	Remove blood rules
189-24	DR125.4	Update Technical Delegate requirements
182-24	DR126.2	Remove USEF High Performance class reference
190-24	DR126.2	Add best practices requirements for competition management
183-24	DR128.2	24 Hour Rule clarification for USEF National Championships
184-24	DR129.6	Remove USEF High Performance class reference
185-24	DR133.1	Age of riders allowed to ride stallions
186-24	DR135.4	Adopt FEI fees for USEF levels in national competitions
187-24	DR209.3	Conduct of in-hand classes
025-24	EQ106.3	Defines allowable spurs
128-24	EQ109.9	Equitation class course requirements
127-24	EQ109.12	Use of poles in Equitation courses
129-24	EQ113.1	Simplify test for short stirrup riders
148-24	EV Appendix 1	Use of liverpools in Beginner Novice & Novice levels
146-24	EV104.8	Definition of Technical Elimination
161-24	EV109.1	Loss of qualification in Modified level
160-24	EV145.2	Portable fences as obstacles on cross-country
057-24	GR202.1	Participation by non-members with Show Pass fee
034-24	GR301.1	Remove obsolete vaulting classes
056-24	GR310.3	Add mandatory designation of coach/trainer on entry blank
028-24	GR1006.5	Conflict of interest rules for licensed officials and apprentices
030-24	GR1033.5	Stewards and Technical Delegates in Vaulting competitions
032-24	GR1040.4	Conflict of interest for Vaulting Stewards and TDs
044-24	GR1128.1	Trophy category rearrangement in Connemara division

132-24	HJ130.1	Measurement form completion
195-24	HJ130.1	Microchip scans in divisions requiring measurement
124-24	HU Appendix A	Prohibits extraneous materials from schooling arenas
142-24	HU Appendix A	Draw rein use in Hunter schooling over fences
026-24	HU106.6	Definition of permissible spurs in Hunter competition
137-24	HU136.8	Elimination if rider does not return for conformation portion
163-24	HU144.2	Restrictions on riders in Children's Hunter Pony section
138-24	HU148.7	Restricts stallions from Junior/Amateur Handler classes
139-24	HU154.3	Equitable splitting of sections
140-24	HU173.2	Pony Hunter Derby HOTY point values
175-24	JP Appendix A	Defines permissible items in schooling area
179-24	JP Appendix A	Hazardous materials in Jumper schooling areas
172-24	JP111.3	Definition of allowable spurs for Jumpers
141-24	JP117.1	Young jumper adjustable fence height
188-24	JP118.5	Restriction of 5* riders in Junior/Amateur sections
144-24	JP118.6	Clarification of cross-entry in restricted classes
173-24	JP124.4	Clarification of jump equipment and scoring
174-24	JP136.18	Process for correction of judging error
176-24	MO103.4	Increase horse maximum length of toe
214-24	PF102.5	Calling class placement in a Championship class
213-24	PF105.6	Versatility gaits
215-24	PF112	Alignment of standards
219-24	PF125.4	Clarifies schooling status for horses
223-24	PF130	Removes International Fino references
212-24	PF145.2	How exhibitors are to execute the Versatility class
220-24	PF145.2	Removes "collected" from Versatility classes
217-24	PF152	Adds new division to Amateur Adult Equitation
216-24	PF155.1	Permitted use for divisional judging
218-24	PF155.1	Elimination of entry requirements for Costume class
197-24	SB152.2	Permitted leather rim pad for country pleasure horses
166-24	WD107.3	Correct method for performing the Back/back series/swing
165-24	WD121.1	Western-style colorful bridles allowed
227-24	WD121.6	Requirement for fastened girth or cinch on Western saddle
168-24	WD121.8	List of permitted whips
169-24	WD121.9	Permitted equipment in competition and warm-up
228-24	WD121.10	Artificial tails permitted unless weighted
164-24	WD123.1	Armed Forces and police uniforms allowed
167-24	WD128.1	Blood in a horse's mouth or sides
202-24	WD130.3	Addition of two new test levels
198-24	WD131.4	Freestyle subchapter
222-24	WS142.5	Off pattern penalty in Ranch Horse Trail section

6.4 Consent to Disapprove Calendar

Ms. Keating stated that Tracking ID# 171-24 to JP102.1 will be removed from the Consent to Disapprove calendar and instead referred to the November Board meeting to align this rule with the FEI whip rule change after the General Assembly. Ms. Gorretta moved, and Mr. Kreitz seconded the motion to approve the Consent to Disapprove Calendar, with the removal of 171-24, thereby approving all 18 rule changes contained within it. After discussion and vote, the motion passed unanimously.

<u>Tracking #</u>	<u>Rule #</u>	<u>Description</u>
019-24	GR1215.8	Noise level in stabling area
042-24	DR121.1	Safety stirrups in Dressage competition
051-24	DR121.1	Breakaway safety stirrups in Dressage competition
029-24	DR121.3	Noseband use in Dressage competition
035-24	DR121.11	Protective boots in Dressage competition
021-24	EQ104.1	Open sores in Equitation division
024-24	EQ104.1	Excessive use of the whip in Equitation division
037-24	EQ106.7	Unsafe use of cell phones & electronic devices
147-24	EV108.4	Withdrawal from FEI Eventing competition
049-24	FR184.6	Allowing the use of whips in Friesian division
050-24	FR185.1	Optional attire in Friesian division
048-24	FR187.2	Allowance of trail class entries for all Friesian levels
047-24	FR192.5	Allow use of whips in Friesian division
052-24	GR411.1	Use of medication for urgent farrier care
033-24	GR1040.3	FEI Vaulting Steward & TD to serve in both roles
130-24	HJ105.1	Allowance for Concussion in Sport Group be mad available
022-24	HU100.1	Open non-bleeding sores from spurs
023-24	HU100.1	Excessive use of a whip

16.5 Voting Calendar

Mr. Brennan moved, and Ms. Johnson seconded a motion to approve all 14 proposed rule changes on the Voting calendar with time for discussion on each. There was no dissent, and the motion passed unanimously.

Tracking ID# 038-24

Following thorough discussion and vote the motion to approve the rule change to GR127.3 which would allow mules to be eligible to compete in Eventing competitions failed with seven for and nine against and one abstained.

Tracking ID# 243-24

After discussion Mr. Amaya moved, and Mr. Arnold seconded a motion to refer this rule change to GR803 regarding the use of whips to the November Board meeting in order to pull all division rules and review them as a group at the November Board meeting with a recommended implementation date.

Tracking ID# 064-24

Following discussion, Mr. Richter moved, and Mr. Amaya seconded a motion to refer this rule change to GR843.1-3 including new language in an errata sheet to address requested amendments from various committees and councils into three subsections: the General section (.1); In the field of play for blood in the mouth (.2a) or Blood Other than the mouth (.2b); and Outside the Field of play (.3), In the field of play for blood in the mouth (.3a) or Blood Other than the mouth (.3b); to the August Board meeting passed unanimously. It was requested that guidelines for implementation be drafted and considered alongside the rule rewrite.

Tracking ID# 170-24

After discussion and a vote, the motion to approve the rule change to EQ111.7 proposing the Talent Search Final qualifying criteria and requirements for officials be removed from the rule book and onto the USEF website passed unanimously. It was requested that review be conducted for possible relocation to the Jumper rules instead of the Equitation rules. Ms. Griffin noted that a task force was

recently appointed to review all specifications included in the rule book for consideration of removal and placement on the USEF website.

Tracking ID# 240-24

Following discussion and vote, Ms. Johnson moved, and Ms. Brimmer seconded the motion to approve this rule change to GR402.1 regarding the collection of hair samples for drug testing at competitions with the new language included in the errata sheet and an amended effective date of 7/1/25 and a substance list being created passed unanimously. Clear communication will be sent out to our membership outlining the approved changes with the effective date and a link to the information on the USEF website.

Tracking ID# 046-24

Ms. Keating stated that the Federation would like a contact list of all on-site veterinarians to disseminate timely biosecurity or isolation information. After discussion and a vote, Mr. Amaya moved, and Ms. Moore seconded the motion to approve this rule change to GR843 regarding the registration of all Veterinarians providing veterinary services on competition grounds with the amendments outlined below passed unanimously.

~~Any veterinarian providing veterinary care on competition grounds must register with the Federation.~~
~~1. Competition Management must ensure the official veterinarian is registered with the Federation prior to the start of the competition. Trainers must ensure that~~ **2. Any veterinarian providing veterinary services to horses in their care are at Federation licensed or endorsed competitions must be registered with the Federation within 24 hours of providing veterinary services.**

Tracking ID# 241-24

Following discussion and vote, the motion to approve this rule change to GR1040.3 permitting USEF and FEI Combined Driving Technical Delegates holding both licenses may serve in both roles at dually licensed competitions passed unanimously.

Tracking ID# 131-24

After discussion and a vote, the motion to approve the rule change to HJ106.2-3 requiring show numbers be worn and visible at all times while the horse is out of its stall or during haul-ins out of the trailer failed, with Ms. Gorretta abstaining.

At 10:00 a.m. the Board recessed for a short break. At 10:15 a.m. the Board reconvened.

Tracking ID# 133-24

Following discussion and vote, the motion to approve this rule change to HU106.1 allowing nose nets in Hunter competitions failed unanimously.

Tracking ID# 136-24

After discussion and vote the motion to approve the rule change to HU107.5 requiring that the show number be worn on the rider's back, consistent with Jumper and Equitation rules, failed unanimously.

Tracking ID# 135-24

Following discussion and vote, the rule changes to HU116.4 and EQ107.9 which establishes the process for approaching a judge at a competition passed unanimously.

Tracking ID# 134-24

After discussion and a vote, the motion to approve the rule change to HU118.3 outlining the process for soundness review following a class failed unanimously.

Tracking ID# 162-24

After discussion and a vote, the motion to approve the rule change to HU135.5.d amending the Maximum height in the definition of a Small Hunter failed unanimously.

Tracking ID# 143-24

Following discussion, Mr. Brennan, Mr. McCormick seconded a motion to approve the rule change to EQ192.1.a.-b adding new Soundness language through 2 methods, Option A and Option B, with the amendment to strike point 2 under HU139 passed unanimously.

17. Old Business

There was no old business.

18. New Business

There was no new business.

19. Adjourn

At the conclusion of the meeting the Board the meeting adjourned at 10:43 a.m.

Signed and submitted:



Karen Adams
Recording Secretary

Attachment: Resolution 2025-04

2025-04
RESOLUTION OF THE BOARD
TO AUTHORIZE EXPENDITURES FOR LA28 OLYMPIC & PARALYMPIC GAMES

WHEREAS, the United States Equestrian Federation, Inc. (“Federation”) Board of Directors (the “Board”) recognizes the need to secure essential services and accommodations for the LA28 Olympic & Paralympic Games (“LA28”) now;

WHEREAS, the Board recognizes that the Bylaws restrict the Executive Committee and the Chief Executive Officer’s authority to obligate the Federation to unbudgeted expenditures exceeding \$150,000.00;

WHEREAS, the contracts necessary to secure essential services and accommodations for LA28 are expected to exceed the \$150,000.00 threshold, and require pre-paid expenditures in excess of \$150,000.00; and

WHEREAS, the Board aims to prevent the Federation from a missed opportunity to secure essential services and accommodations for LA28.

THEREFORE, IT IS HEREBY RESOLVED, that the Board hereby approves and authorizes the Chief Executive Officer to enter into contracts for essential services and accommodations with a contract value exceeding one hundred and fifty-thousand dollars \$150,000.00, including pre-paid expenses, subject to approval by the Federation President, Vice President, and Treasurer/Secretary.

BE IT FURTHER RESOLVED the Chief Financial Officer will include any pre-paid expenditures for LA28 in his financial reporting to the Board.

CERTIFICATION

I HEREBY CERTIFY that the foregoing is a true and correct copy of a resolution presented to and adopted by the Federation’s Board of Directors at a Meeting duly called and held in person at the 2025 Mid-Year Meeting on the 17th day of June, 2025, at which a quorum was present and voted, and that such resolution is duly recorded in the minutes.

Recording Secretary:


Karen Adams



UNITED STATES EQUESTRIAN FEDERATION, INC.

BOARD OF DIRECTORS MEETING

AUGUST 26, 2025

3:00 P.M. EDT

MINUTES

Board Members Present: Tom O'Mara, Judy Werner, Judy Sloan, Max Amaya, Jacob Arnold, Tom Brennan, Sydney Elliott, Will Faudree, Ling Fu Wylie, Deborah Johnson, Jon Kreitz, Beezie Madden, Joe Mattingley, Britt McCormick, Melissa Moore, Diane Pitts, Philip Richter, and Chester Weber

Board Members Absent: Ellie Brimmer, Lisa Gorretta, and Sharon White

USEF Senior Team Present: Bill Moroney, Karen Brown, Mike Delahanty, Hallye Griffin, Sonja Keating, Vicki Lowell, David O'Connor, and Stephen Schumacher

1. Roll Call and Determination of a Quorum

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

2. Adoption of the Agenda

Mr. O'Mara stated that agenda item 11 has been removed from the agenda. Ms. Sloan moved, and Mr. Kreitz seconded the motion to adopt the agenda as amended. There was no discussion and the motion passed unanimously.

3. President's Opening Remarks

Mr. O'Mara stated that many competitions have taken place since our mid-year meeting. He highlighted several events including the North American Youth Championships for Jumping and Dressage, the Junior Hunter Finals East and West, Pony Finals, and the Dressage Festival of Champions. Mr. O'Mara congratulated the Eventing Team on their podium finish at Arville and Mr. Arnold on his and the team's performance at the FEI World and Pair Driving Championship. Mr. O'Mara noted the three Olympic disciplines that share in the inaugural year of the US Equestrian Open series and thanked the Board for this investment.

Mr. O'Mara noted that the Council reports were included in the materials and recommended those be read as they contain information. Also included are the list of Presidential modifications granted since June and his travel and event attendance report.

Last, Mr. O'Mara stated that following the 2025 Annual Meeting there were a lot of comments regarding the lack of Board member presence. To ensure everyone makes plans to attend, he noted that the schedule has been included.

4. Conflict of Interest Declaration

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

5. Approval of Mid-Year Board Meeting Minutes – June 16-17, 2025

Ms. Sloan moved, and Mr. Richter seconded the motion to approve the minutes of the Mid-Year Board meeting held June 16-17, 2025. Following discussion and a vote the minutes were approved, with Ms. Elliott, Ms. Madden, and Mr. Weber abstaining as they were not present at this meeting.

6. Treasurer Report and Review of Financials

Ms. Sloan reported that, overall, the Federation was tracking close to plan as expense savings through the first eight months have been able to more than offset lower than planned revenue.

Mr. Delahanty reported that year-to-date revenues of \$22.9 million fell 0.9%, short of the budget. While this is 5.8% below prior year levels, revenue effectively grew 1.9% when adjusting for USOPC/USET Foundation funding during a non-Olympic year. The shortfall to budget continues to be due to lower than planned annual horse recordings, which are down by 4.3% against 2024, and exacerbated by a bug in reporting systems that resulted in a portion of deferred revenue being recognized in 2024 instead of 2025.

Year-to-date operating expenses of \$23.3 million are 2% favorable to plan, driven by open positions and lower than planned legal fees. Net expense savings help to offset lower revenues and drive net operating results \$250k ahead of the plan.

Volatile investment markets have trended favorably in recent months, adding to the bottom-line favorability. Board approved investments outside of the budget include EquiRatings, EZ Entry development, and the U.S. Equestrian Open series are all tracking to plan.

Ms. Keating reported that the EZ Entry system development project is on track for testing and one-on-one training at the annual meeting. We expect to finish the year on budget for this item.

7. Consideration of Rule Changes

7.1 Amend Rule Change Tracking 191-24 to DR122 Previously Adopted at 2025 Mid-Year Board Meeting

Mr. Kreitz moved, and Mr. Faudree seconded the motion to approve the amendment to DR122, Tracking 191-24 which was previously adopted at the 2025 Mid-Year Board meeting. Ms. Gorretta requested this change due to the premature effective date that needs to align with the new tests that will be effective 12/1/26. Additionally, USDF needs ample time to provide education about the changes. The requested change is an update in the effective date to 12/1/26. There was no dissent and the motion passed unanimously.

7.2 Amend Rule Change Tracking 175-24 to JP Appendix A Previously Adopted at 2025 Mid-Year Board Meeting

Ms. Madden moved, and Ms. Sloan seconded the motion to approve the amendment to JP Appendix A, Tracking 175-24 that was previously adopted at the 2025 Mid-Year Board meeting. Ms. Haydon stated that late language changes inadvertently changed the purpose of the rule. This amendment removes the changes made during on the floor at the Mid-Year Board meeting thereby returning the proposal to the what the committee intended. There was no dissent and the motion passed unanimously.

7.3 Approval of the Consent to Refer Calendar

Mr. Kreitz moved, and Ms. Madden seconded the motion to approve all seven rules on the Consent to Refer calendar to allow further development. There was no dissent and the motion passed unanimously.

Mr. Moroney reported that UPHA has a draft Affiliate Agreement in progress and should the referral to the November meeting be approved today, he will update the UPHA leadership.

Referred to November 17, 2025 Meeting

<u>Tracking #</u>	<u>Rule #</u>	<u>Description</u>
039-24	EQ119.15	Removal of UPHA contact & Challenge Cup program
040-24	HK107.3	Removal of UPHA contact & Challenge Cup specifications
041-24	MO209.17	Removal of UPHA office address
045-24	SB108.4	Removal of UPHA Classic program details

Referred to January 18, 2026 Meeting

<u>Tracking #</u>	<u>Rule #</u>	<u>Description</u>
065-24	GR848.1	Return to sport process and requirements after a fall
125-24	HU100.1	Update to equine welfare
126-24	EQ104.1	Update to equine welfare

7.4 Approval of the Voting Calendar

Mr. McCormick moved, and Ms. Madden seconded the motion to approve all three rules on the Voting calendar with time for discussion and vote on each. There was no dissent and the motion passed unanimously.

Tracking 059-24 and Tracking 224-24

Mr. Moroney stated that a team of individuals formed jointly from the USHJA and USEF competition management committees to further discuss these changes. Mr. McCormick stated that the USHJA Board approved these rule changes and allows greater accessibility to the lower levels of the sport. Following discussion and a vote, the motion to approve these rule change as outlined in the errata sheet to GR312 providing amendments to the point charts for the Hunter divisions and caps on prize money per class at Channel II competitions and to GR314.2 providing amendments including the mileage multiplier in National and Premier competitions passed unanimously.

Tracking 064-24

Mr. Moroney reminded the Board of the discussion at the Mid-year meeting on the inclusion of a statement that if a more restrictive rule is located in a specific breed or discipline chapter, the rule that is more restrictive will apply. Further, a FAQ document is in development to provide some situational clarity around classes with multiple phases to provide to organizers and judges. Following discussion and a vote, the motion to approve this rule change as outlined in the errata sheet to GR843.1-3 regarding the presence of blood during competition passed with Mr. Brennan opposed.

8. Consideration of Amended and Restated Bylaws

Ms. Johnson moved, and Ms. Madden seconded approval of the Amended and Restated Bylaws. Ms. Keating stated that the Governance Committee reviewed the amendments and following a 30-day open comment period with our membership, the proposed amended Bylaws are presented. She noted that some changes are simple clean-up, and some are required by the USOPC. Further, she stated that the Governance Committee requested the Board discuss all financial thresholds including the increase in unbudgeted expenditures by the Executive Committee and USEF CEO. Following thorough discussion and a vote, the motion passed with Mr. Brennan and Ms. Pitts opposed.

9. Consideration of Amendments to the USEF Conflict of Interest Policy

Ms. Sloan moved, and Ms. Madden seconded approval of the Amended Conflict of Interest Policy. Ms. Keating outlined the changes noting the addition of a definition of family member, amended disclosure policy and procedure, additional language in the gifts and entertainment section, a change in enforcement for reporting of non-compliance, and a link to the USEF Whistleblower and Anti-Retaliation policy. These were all requested changes from the USOPC following the pre-audit policy review and are non-substantive. Following discussion and vote, the motion passed unanimously.

10. Consideration of Board Resolution 2025-05 for the compliance of USOPC policies

Ms. Madden moved, and Mr. Kreitz seconded approval of Board Resolution 2025-05. Ms. Keating said that from time to time the USOPC enacts changes to certain approved policies, procedures or practices necessary for NGBs to adopt and this Resolution allows the USEF CEO to approve changes to existing policies for the purpose of complying with USOPC requirements. The Governance Committee requested that additional language at the start of point 1 to state ***Upon recommendation of the Governance Committee, . . .***. Ms. Pitts moved, and Mr. Brennan seconded the motion to amend Resolution 2025-05 as outlined by Ms. Keating. Following discussion and vote, the motion passed unanimously.

11. Consideration of USEF Participation Policy for Women

This item was removed from consideration at this meeting and a policy will be presented at a future Board meeting.

12. Consideration of Lease for Ohio Office

Ms. Keating stated that the current landlord for the Ohio office is selling the property. We still have five years under the lease, but Dr. Schumacher has identified an opportunity for the new owner to buyout the lease and the D&M team relocate to a new space that will be fit up to our specifications. The buy-out will allow them to cover costs associated with moving and replace the outdated office furnishing. The new lease will be 89 months with the rent waived for the first five months. Mr. Delahanty has reviewed the financial details and, in the end, this is a more cost-effective option. Following discussion, Ms. Sloan moved, and Mr. Faudree seconded approval of the Ohio office lease. The motion passed unanimously.

13. CEO Report

Mr. Moroney provided a report highlighting several topics including Board succession planning, Town Hall meetings, American Horse Council initiatives, the All About the Horse campaign, the 2026 USEF Annual Meeting, USEF National Championships, the USEF Veterinary Summit, and budgeting for 2026.

He noted that the Town Hall at the Dressage Festival of Champions was well attended and received. The first three Town Halls were at Hunter/Jumper events, with additional events planned at other breed and discipline competitions as well as some virtual Town Halls throughout the remainder of the year.

14. Old Business

Mr. Faudree noted that following discussion on the euthanasia drug as part of the hair sample rule change at the Mid-Year meeting, he has heard in the field that there are some using these drugs purchased from irreputable Veterinarians or overseas. Mr. Moroney stated that we do not yet have a positive for the euthanasia drug, although we do now have the ability to test for all drugs that should never be found in a horse. Our integrity unit will be informed of all reported cases and involved in the investigation.

15. New Business

There was no new business.

16. Executive Session

At 4:45 p.m. Mr. O’Mara requested that staff, except Mr. Moroney and Ms. Keating, leave the meeting for an Executive session of the Board.

The following items were discussed in the Executive Session.

16.1 General Counsel Report

Ms. Keating provided a litigation report to the Board.

Following her report, Ms. Keating left the call.

16.2 CEO Communication Update

Mr. Moroney provided an update to the Board.

17. Adjourn

At the conclusion of the Executive Session the meeting adjourned at 4:58 p.m. EDT.

Signed and submitted:



Karen Adams
Recording Secretary

Attachment: Resolution 2025-05

RESOLUTION OF THE BOARD OF DIRECTORS
AUTHORIZING CEO TO APPROVE POLICY AMENDMENTS FOR USOPC COMPLIANCE
2025-05

WHEREAS the United States Equestrian Federation, Inc. ("Federation") Board of Directors (the "Board") recognizes the essential need for the Federation to maintain continuous compliance with the requirements, standards, and regulations set for by the United States Olympic & Paralympic Committee ("USOPC") applicable to national Governing Bodies ("NGBs"); and

WHEREAS compliance with USOPC requirements necessitate timely amendment to existing organizational policies, procedures, and practices, to ensure the Federation's good standing, eligibility, and effective governance.

NOW, THEREFORE, IT IS HEREBY RESOLVED, that:

1. Upon recommendation of the Governance Committee, the Chief Executive Officer ("CEO") is hereby authorized and empowered, on behalf of the federation, to approve and implement amendments to the Federation's policies, procedures, or practices as the CEO deems necessary and appropriate to maintain or achieve compliance with any current or future USOPC requirements, standards, or regulations for NGBs.
2. The CEO shall promptly report to the Board of Directors any policy amendments made pursuant to this authority, including a summary of the changes and the rationale for such amendments.
3. The Board of Directors retains the right to review, ratify, or further amend any such policy changes at its discretion during its regular or special meetings.
4. This resolution shall remain in full force and effect unless and until superseded, amended, or revoked by further resolution of the Board of Directors.

CERTIFICATION

I HEREBY CERTIFY that the foregoing is a true and correct copy of a resolution presented to and adopted by the Federation's Board of Directors at a Meeting duly called and held via Zoom videoconference on the 26th day of August 2025, at which a quorum was present and voted, and that such resolution is duly recorded in the minutes.

Recording Secretary:



Karen Adams



UNITED STATES EQUESTRIAN FEDERATION, INC.
BOARD OF DIRECTORS MEETING
NOVEMBER 17, 2025
3:00 P.M. EST

MINUTES

Board Members Present: Tom O'Mara, Judy Werner, Judy Sloan, Max Amaya, Jacob Arnold, Ellie Brimmer, Sydney Elliott, Will Faudree, Ling Fu Wylie, Lisa Gorretta, Deborah Johnson, Jon Kreitz, Beezie Madden, Joe Mattingley, Britt McCormick, Melissa Moore, Diane Pitts, Philip Richter, Chester Weber, and Sharon White

Board Members Absent: Tom Brennan

USEF Senior Team Present: Bill Moroney, Karen Brown, Mike Delahanty, Hallye Griffin, Sonja Keating, Vicki Lowell, Justin Provost, and Stephen Schumacher

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

Mr. O'Mara noted that we will add 13.1 as Sponsorship Discussion and move the Litigation Report to 13.2. Ms. Sloan moved, and Ms. Fu Wylie seconded the motion to adopt the agenda as amended. There was no discussion, and the motion passed unanimously.

3. President's Opening Remarks

Mr. O'Mara stated that it is a very busy time with both our FEI and National breeds and disciplines. He recently attended the US Equestrian Open Dressage Final which was spectacularly successful. He enjoyed great discussion and decision outcomes at the FEI General Assembly in Hong Kong.

4. Conflict of Interest Declaration

Ms. Keating requested that Directors declare conflicts with any item on the agenda.

5. Approval of Board Meeting Minutes – August 26, 2025

Ms. Pitts moved, and Mr. Kreitz seconded the motion to approve the minutes of the Board meeting held August 26, 2025. Following discussion and a vote the minutes were approved, with Ms. Brimmer, Ms. Gorretta, and Ms. White abstaining as they were not present at this meeting.

6. Treasurer Report and Review of Financials

Ms. Sloan reported that we have a slight miss on revenue due to the timing of deferred annual horse recording revenue which was booked in 2024 due to a reporting error that has been corrected. This revenue shortfall is partially offset by favorable operating expenses, and we expect expenses to remain below budget levels through the end of the fiscal year.

Mr. Delahanty reported on the financials ending October 31, 2025, noting the highlights of eleven months into our fiscal year. We are currently 2.3% short of budget mainly due to the horse recording issue and the timing of

the USET Foundation's grant payments within the year. Operating expenses of \$32.8MM are 1.6% favorable to budget which partially offsets the lower revenue. We gain an additional \$1.7MM of favorability on the bottom-line driven by continued strength of our investment activities. He outlined the balance sheet which remains strong with net assets over \$22MM.

7. Approval of the 2026 Proposed Budget and Budget Appendix

Ms. Sloan thanked the USEF staff for their hard work leading up to presenting this balanced budget to the Board. It has been approved by the Councils and recommended for approval by the Budget & Finance Committee.

Mr. Delahanty stated that the proposed budget is the consolidated budget following each Council's budget approval. The planned revenue for 2026 is \$39.7MM and includes \$2.7MM related to fee increases going into effect in the fiscal year and an additional \$270k from FEI fee increases passed through USEF. This represents 9.0% total growth over 2025 budgeted revenue, but organic growth, excluding the impact of fee increases is less than 1.0%.

Mr. Delahanty outlined the expense side noting a 5.3% increase over 2025 staff wages and benefits was driven by 10 incremental headcount and a 19% increase in the cost of medical benefits. Investments in EZ Entry and EquiRatings, funded outside of the 2025 budget have been rolled into the 2026 budget and are included on the lines for Executive/BIG and IT. The budget for most individual disciplines on the FEI Sport lines remains relatively flat, though the FEI Disciplines Central Sport budget includes an increase of \$1.23MM for World Championships in Aachen. We are remaining budget-neutral on investment gains/losses, outside of interest and dividends, due to the unpredictable nature of the markets.

Fee increases will be used as intended, to fund specific projects including veterinary research, EquiRatings, EZ Entry, Coach and staff development, staffing in technology, veterinary, regulations and several other initiatives. The US Equestrian Open series will remain outside of the budget in 2026.

The Jumping Discipline has requested \$749k in additional support. This request will be reviewed following year end numbers.

Following thorough discussion, Mr. Kreitz moved, and Ms. Brimmer seconded approval of the 2026 proposed budget and budget appendix. After a vote, the motion passed, with 18 voting in favor and Mr. Mattingley voting against.

8. Consideration of Sport Requests

Ms. Pitts moved, and Ms. Gorretta seconded approval of all six sport requests with time for discussion and separate vote on each. The motion passed unanimously.

8.1 Approval of the 2026 Grand Prix Dressage National Championship Selection Procedures

Kristen Brett stated that this Championship will be moved out of the Festival of Champions in 2026. The combinations will need to earn at least two scores in the Grand Prix test and one in a Grand Prix Special test, with one score earned after January 1st. Selection of the short list will be completed in May with definite entry selected in the summer. Following discussion and vote, the selection procedures for the 2026 Grand Prix Dressage National Championship passed unanimously.

8.2 Approval of the 2026 Targeted Eventing Team Opportunities Selection Procedures

Gemma Stobbs stated that only 2026 date references have changed in these procedures. A memo will be circulated to athletes once the targeted events are selected. After discussion and a vote, the motion passed unanimously.

8.3 Approval of the 2026 Untargeted Eventing Team Opportunities Selection Procedures

Gemma Stobbs noted that the only changes are to 2026 date references. Further, a memo will be sent to athletes once the events have been identified. Following discussion and a vote, the motion passed unanimously.

8.4 Approval of the 2026 USEF Eventing European Development Tour Selection Procedures

Gemma Stobbs stated that the tour consists of one confirmed event due to a U25 championship which may be a second event for selected athletes. Changes include the addition of a selection exclusion for athletes who competed at an Olympic or major games, the removal of a direct horse replacement in the selection process, the removal of a mandatory central training requirement. After discussion and vote, the motion passed unanimously.

8.5 Approval of the 2026 U.S. Dressage Festival of Champions Qualifying Requirements

Kristen Brett stated that following several years of discussion, the proposed change proposed affect developing horse and young horse combinations. Additionally, the Prix St. Georges test score may be used for qualification. After discussion and a vote, the motion passed unanimously.

8.6 Approval of the 2026 North American Youth Championships Jumping Zone 10 Selection Procedures

Erin Keating noted that selection trial challenges in Zone 10 using their hybrid model has precipitated a shift in selection. For 2026, an athlete/horse combination's top 12 scores based on the Zone 10 NAYC point chart will be used for selection. Following discussion and a vote, the motion passed unanimously.

9. Consideration of Licensed Officials Requests

Ms. Sloan moved, and Mr. Kreitz seconded approval of all three Licensed Officials requests with time for discussion and separate vote on each. The motion passed unanimously.

9.1 Licensing Information Document Amendments

Alina Brazzil stated that this document outlines requirements for U.S. FEI applicants and current officials as well as discipline-specific requirements. The amendments to the proposed LID are related to Eventing Stewards and Technical Delegates. Following discussion and a vote, the amended Licensing Information Document passed unanimously.

9.2 Social Media Policy Amendments

Ms. Sloan requested an amendment to the Statement of Public Policy language to say: ***about public and relevant actions and initiatives already announced by USEF.*** There was significant discussion about officials posting on social media while at a USEF competition. After discussion and vote, the Social Media Policy will be returned to the Licensed Officials committee for further work. Ms. Gorretta moved, and Ms. Sloan seconded the motion to refer this policy approval to the January Board meeting. After a vote, the motion passed unanimously.

9.3 Code of Ethics Policy Amendments

Ms. Gorretta moved, and Ms. Brimmer seconded the motion to refer approval of the Code of Ethics Policy to the January Board meeting. Following a vote, the motion passed unanimously.

10. CEO Report

Mr. Moroney reported on several topics including: Stirrup Guidelines, Horse Welfare Town Halls, equine overuse data collection and analysis, staff development with People Academy, coach development session with USCCE, the USOPC Assembly, EZ Entry system development, and All About the Horse campaign progress.

As a reminder, the EZ Entry system will be presented to the Board tomorrow, November 18th at 4:00 p.m. Additional opportunities will be provided at the USEF Annual Meeting including presentation and one-on-one appointments.

11. Old Business

Ms. Moore noted that there are some issues with the mandatory December 1st microchipping rule. Mr. Moroney stated that he will follow up with Ms. Moore, Ms. Werner, and Ms. Johnson this week in advance of the National Affiliate summit.

12. New Business

There was no new business.

13. Executive Session

At 4:27 p.m. Mr. O'Mara requested that staff, except Mr. Moroney, Ms. Keating, Ms. Lowell and Ms. Voss leave the meeting for an Executive session of the Board.

The following items were discussed in the Executive Session.

13.1 Sponsorship Discussion

The Board discussed sponsorships. Following conclusion, Ms. Lowell and Ms. Voss left the meeting.

13.2 General Counsel Report

Ms. Keating provided a litigation report to the Board.

12. Adjourn

At the conclusion of the Executive Session the meeting adjourned at 5:20 p.m. EST.

Signed and submitted:



Karen Adams
Recording Secretary