



**UNITED STATES EQUESTRIAN FEDERATION, INC.
BOARD OF DIRECTORS - 2024 ANNUAL MEETING
OMNI LOUISVILLE – LOUISVILLE, KENTUCKY**

**FIRST MEETING
SUNDAY, JANUARY 14, 2024
9:00 A.M. EST**

MINUTES

Board Members Present: Tom O’Mara, Judy Werner, Judy Sloan, Max Amaya, Jacob Arnold, Ellie Brimmer, Allison Brock, Matt Brown, Ling Fu Wylie, Lisa Gorretta, Deborah Johnson, Carol Kozlowski, Jon Kreitz, Joe Mattingley, Melissa Moore, Lauren Nicholson, Diane Pitts, Philip Richter, and Chester Weber

Senior Team Present: Bill Moroney, Kelly Bolton, Mike Delahanty, Terri Dolan, Hallye Griffin, Sonja Keating, Vicki Lowell, David O’Connor, Lisa Owens, Justin Provost, Debbie Saliling, and Stephen Schumacher

1. Roll Call and Determination of a Quorum

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

2. Adoption of the Agenda

Mr. O’Mara requested an amendment to move agenda item 14 to Executive session. Ms. Brock moved, and Ms. Brimmer seconded a motion to adopt the revised agenda. There was no discussion or further amendment and following a vote, the motion passed unanimously.

3. President’s Opening Remarks

Mr. O’Mara welcomed the Board to this annual meeting. He stated that we should be proud of the work we’ve done on the strategic plan and the results we have seen. This week is an opportunity for so many of our members to celebrate their accomplishments over the past year at the awards dinners.

4. Conflict of Interest Disclosure

Ms. Keating requested that the Directors declare conflicts concerning any item on the agenda at this time. Mr. O’Mara noted a conflict with the Presidential retention vote. No additional conflicts were declared.

5. Approval of Board Meeting Minutes – November 13, 2023

Ms. Kozlowski moved, and Ms. Gorretta seconded a motion to approve of the minutes from the November 13, 2023, Board of Directors Meeting. Following discussion and vote, the motion passed with Ms. Nicholson and Mr. Richter abstaining.

6. Ratify 2023 Ad Hoc Board actions

Ms. Gorretta moved, and Ms. Sloan seconded a motion to approve the ratification of all 2023 team selections. Following discussion and a vote, the motion passed unanimously.

7. Clear Harbor Asset Management Report

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

8. 2023 Treasurer Report & Review of Financial Statements

Ms. Sloan reported that 2023 was strong on the operational side and in our investment portfolio.

Mr. Delahanty reported on the Statement of Activities and Statement of Financial Position ending November 30, 2023. He noted that we don't anticipate any material changes once the audit is completed. He highlighted the Q4 numbers and noted that the high horse registration trend continued throughout the year. The investment portfolio ended the year at \$21.6MM having recouped early losses.

9. Approval of the 2025 Budget Timeline

Ms. Knowlton moved, and Ms. Moore seconded a motion to approve the 2025 budget timeline. Mr. Delahanty noted that the timeline is the same as the timeline used for 2024, with the final 2025 budget to be submitted for Board approval on November 18th. Following discussion and a vote, the motion passed unanimously.

10. Approval of the 2024 Athlete Election Timeline

Ms. Sloan moved, and Ms. Johnson seconded the motion to approve the 2024 athlete election timeline. There was no discussion and the motion passed unanimously.

11. Consideration of Amended and Restated Bylaws

Ms. Nicholson moved, and Ms. Johnson seconded a motion to approve the Amended and Restated Bylaws as presented. Ms. Keating outlined the noteworthy changes coming from the USOPC and the AAC nomenclature. All members and committees, including the AAC, had an opportunity to review and comment on the proposed amendments, following a 30-day consultation period announced to the membership. After discussion and vote, the motion passed unanimously.

12. Consideration of Proposed Rule Changes

12.1 Extraordinary Rule Changes

Ms. Knowlton moved, and Mr. Weber seconded a motion to approve all eight extraordinary rule changes with the opportunity for discussion and to vote on each. The motion passed unanimously.

Tracking ID#087-23

After discussion and vote, the motion to approve this rule change to HJ126 outlining Children's Hunter points and limited entries passed unanimously.

Tracking ID#088-23

After discussion and vote, the motion to approve this rule change to EN105.4 regarding crewing details such as timing on race day to be added to the prize list passed unanimously.

Tracking ID#089-23

After discussion and vote, the motion to approve this rule change to EN110.2 regarding course finish line adjustment passed unanimously.

Tracking ID#092-23

After discussion and vote, the motion to approve this rule change to AR106.10 prohibiting the change of a horse's saliva passed unanimously.

Tracking ID#097-23, 099-23, 100-23, and 104-23

After discussion and vote, the motion to approve these four rule changes to VA102-126, VA105.1, VA126.7, and VA124 outlining horse welfare and safety updates in the Vaulting chapter passed unanimously.

12.2 FEI Rule Changes

Mr. Weber moved, and Ms. Moore seconded a motion to approve the five proposed FEI rule changes listed below. Following discussion and a vote, the motion passed unanimously.

<u>Tracking ID#</u>	<u>Rule Reference</u>	<u>Description</u>
098-23	VA114.1	Horse welfare in the team & pas de deux events
105-23	VA119.1	Vaulting movement update for Individual Compulsories
106-23	VA116.1	Vaulting movement update for Team Compulsories
107-23	VA126.1	Vaulting movement update for Scoring Penalties
108-23	VA117.1	Limit time that Squad can perform for horse welfare

13. Resolutions

13.1 Resolution 2024-01 – 2024 Board Ad Hoc for Team Selection

Mr. Brown moved, and Ms. Brimmer seconded a motion to approve Board Resolution 2024-01. 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 approve team selection. After discussion, the motion passed unanimously.

13.2 Resolution 2024-02 – 2025 Florida Competition Calendar

Ms. Sloan moved, and Ms. Brock seconded a motion to approve Board Resolution 2024-02. Mr. Moroney stated that this resolution is very similar to those passed in 2021, 2022, and 2023, except that the application date has been adjusted to create greater efficiency with the process. Beginning with the 2026 competition year, we expect to move to the perpetual permission process absent any concerning changes in the competition environment. After discussion and vote, the motion passed unanimously.

13.3 Resolution 2024-03 - Resolution to Revoke Resolution 2022-04 banning Russian and Belarusian Athletes from Competing in U.S. National Competition, approved by the Board of Directors on March 7, 2022

Ms. Nicholson moved, and Mr. Brown seconded the motion to approve Board Resolution 2024-03. Ms. Keating noted that on March 7, 2022, the USEF board adopted this resolution to align with the USOPC, other NGBs, and the FEI to ban Russian and Belarusian athletes from competing in our national competitions. Following discussion and vote, the motion was unanimously disapproved.

14. Nominating Committee Report

Ms. Keating reported that the National Breeds & Disciplines Council confirmed through retention vote that Melissa Moore will serve a successive term as the Saddlebred representative on the Board for four years (2024-2028). The International Breeds and Disciplines Council confirmed a retention vote for Lisa Gorretta to serve a successive term of four years (2024-2028) in the Dressage seat on the Board and Will Faudree was elected to serve as the Eventing representative on the Board for a four-year term (2024-2028). The Active Athletes Committee confirmed the retention vote for Jacob Arnold to serve a successive term as an Athlete Director on the Board for four years (2024-2028) and Beezie Madden was elected to serve a four-year term (2024-2028) in the open athlete seat.

Further, Ms. Keating stated that the Nominating Committee communicated to the Board on November 8, 2023, that Tom Brennan is put forward as their nomination for the open Independent Director seat for a four-year term (2024-2028).

14.1 Election of Independent Director for 4-Year Term (2024-2028)

Ms. Keating stated that pursuant to the Bylaws, the Nominating Committee has placed into nomination Tom Brennan for the open seat of Independent Director for a term of four years, from January 2024 to January 2028. Ms. Keating opened the floor for additional nominations for Independent Director. Hearing none, Mr. Brennan was elected unanimously as an Independent Director for a four-year term.

15. Old Business

There was no old business.

16. New Business

There was no new business.

17. Recognition of Outgoing Board members

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

At 10:37 a.m. Mr. O'Mara requested that the audience and all staff leave the meeting for a closed session of the Board.

18. Executive Session

Mr. O'Mara left the Board room at 10:38 due to his conflict of interest with item 18.1.

18.1 Retention vote for President for Successive 4-Year Term (2025-2029)

Ms. Johnson moved, and Ms. Wylie seconded a motion to retain Tom O'Mara as USEF President for a successive four-year term from January 2025 through January 2029. Following discussion about what USEF has achieved under Tom's leadership as well as what a remarkable ambassador he is for USEF, the motion passed unanimously.

Mr. O'Mara rejoined the Executive Session at 11:01 a.m.

18.2 USOPC Board Assessment

Ms. Keating reported on the Board assessment provided by the USOPC.

18.3 CEO Annual Performance Evaluation

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

19. Adjourn.

There being no further business, Mr. O'Mara adjourned the meeting at 11:45 a.m. EST. Further, he noted that the second Board meeting would begin at 12:00 p.m. with the seating of new Directors.

Signed and submitted by Karen Adams



Recording Secretary

**Attachments: Resolution 2024-01
Resolution 2024-02**

**RESOLUTION OF THE BOARD
TO APPOINT AN AD HOC SELECTION GROUP
(2024-01)**

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 a Para-Equestrian Athlete Director, subject to the Conflict of Interest 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 2024 Annual Meeting on the 14th day of January, 2024, 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 MODIFY GR315 FOR PURPOSES OF
REVIEWING FIRST TRIMESTER 2025 COMPETITIONS IN FLORIDA
(2024-02)**

WHEREAS, the Board of Directors of the United States Equestrian Federation, Inc. (the “Federation Board”) previously empowered its Chief Executive Officer to contemporaneously review all Mileage Exemption Requests for Hunter, Jumper, and Hunter/Jumper Licensed Competitions in Florida occurring within the first trimester of the 2022, 2023, and 2024 competition years, i.e. December 1, 2021 – March 31, 2022; December 1, 2022 – March 31, 2023; December 1, 2023 – March 31, 2024, and approved certain required portions of General Rule 315.

WHEREAS, this process was highly effective in creating a competition calendar in Florida that effectively managed the calendaring needs of Federation members and provided a universal consideration of the competition landscape at that time of year in that region.

WHEREAS, due to the success of this process related to the 2022, 2023, and 2024 competition calendars, the Federation Board wishes to empower its Chief Executive Officer to contemporaneously review all Mileage Exemption Requests for Hunter, Jumper, and Hunter/Jumper Licensed Competitions in Florida occurring within the first trimester of the 2025 competition year, i.e. December 1, 2024 – March 31, 2025, and approve certain required portions of General Rule 315.

WHEREAS, due to the concentration of horses in Florida during the first trimester of the competition year caused by the seasonal migration of competitors, in addition to the Federation’s attempt to effectively manage the competition calendar in Florida to provide sufficient Licensed Competitions to meet the needs of Federation members, a singular review of all relevant Hunter, Jumper, and Hunter/Jumper Mileage Exemption Requests taking place within Florida from December 1, 2024 through March 31, 2025, will provide the Federation the most universal consideration of the competition landscape at that time of year in that region.

WHEREAS, GR315.3 governs the Mileage Exemption Request process and prescribes certain deadlines by which each Mileage Exemption Request must comply and contemplates the Mileage Exemption Request process as a rolling process.

WHEREAS, in order to contemporaneously consider all Mileage Exemption Requests for Hunter, Jumper, and Hunter/Jumper Licensed Competitions taking place within Florida from December 1, 2024 through March 31, 2025, certain portions of GR315 must be modified, including the following:

1. Amending GR315.3.b as follows: “If the Priority Date Holder(s) does not agree to the exemption request, then the Applicant shall submit the Mileage Exemption Request Form to the Federation ~~in accordance with these rules~~. The Applicant shall submit the Mileage Exemption Request Form, fully completed, to the Federation **by no later than April 15, 2024** ~~no earlier than 360 calendar days and no later than 180 calendar days before the start date of the proposed competition~~. The fully completed Mileage Exemption Request Form must be accompanied with the non-refundable application fee. A mileage exemption request will not be accepted unless the Mileage Exemption Request Form is fully completed and the application fee is paid in full. Within 21 days of acceptance of a properly submitted request and application fee, the Federation will notify the Applicant and the Priority Date Holder(s) that the request is being processed. The notification will

include a copy of the submitted Mileage Exemption Request Form and a Mileage Exemption Response Form for the Priority Date Holder(s) to complete. The Priority Date Holder(s) has 10 calendar days from the date of the Notification letter to submit to the Federation, with a copy to the Applicant, a fully completed Mileage Exemption Response Form. The Priority Date Holder(s) must provide written comments explaining the basis for their objection to the mileage exemption request, based on the criteria listed in paragraph 2 above.”

2. Amending GR315.3.c as follows: In the case of mileage exemption renewal requests where an agreement has been reached with the affected competition(s), the following applies: **By no later than September 1, 2024, after** ~~Within 15 calendar days~~ of receipt of a completed Mileage Exemption Response Form and the terms and conditions of an agreement **by no later than April 15, 2024**, if such agreement was reached between the affected parties, the request will be reviewed by the Federation and a determination will be made whether to grant the renewal request.
3. Amending GR315.3.d as follows: In the case of first time mileage exemption requests or renewal requests where an agreement could not be reached with the affected competition(s) or the affected competition(s) failed to timely respond **within 10 days**, the following applies: ~~Within 10 calendar days of receipt of a completed Mileage Exemption Response Form from Priority Date Holder(s) objecting to the request, or the expiration of the 10 day response period if no completed Mileage Exemption Response Form is submitted,~~ the Federation will notify the applicable Recognized Breed/Discipline Affiliate and provide all documentation received in the process from any party. Within the time prescribed by the Federation, the applicable Recognized Breed/Discipline Affiliate is invited to submit written feedback for consideration by the Federation in reaching a decision whether to approve or disapprove the request, including specific feedback on the criteria listed in paragraph 2 above. If the Federation learns that an individual with a conflict of interest was present when an Affiliate considers its recommendation under this Chapter, then such recommendation will be not be considered by the Federation.
4. Amending GR315.8 as follows: The Federation will provide a written decision to the Applicant and Priority Date Holder(s) **by no later than September 1, 2024** ~~within 30 days of receipt of the Recognized Affiliate's recommendation. If the 30 day time period cannot be met, the parties will be notified in writing when they can expect to receive a decision.~~

THEREFORE, IT IS HEREBY RESOLVED, that the Federation Board, effective immediately, empowers its Chief Executive Officer to contemporaneously review all Mileage Exemption Requests for Hunter, Jumper, and Hunter/Jumper Licensed Competitions in Florida occurring within the first trimester of the 2025 competition year and approves the following modifications to GR315, specifically for the purpose of considering said Mileage Exemption Requests:

1. **GR315.3.b:** If the Priority Date Holder(s) does not agree to the exemption request, then the Applicant shall submit the Mileage Exemption Request Form to the Federation. The Applicant shall submit the Mileage Exemption Request Form, fully completed, to the Federation by no later than April 15, 2024. The fully completed Mileage Exemption Request Form must be accompanied with the non-refundable application fee. A mileage exemption request will not be accepted unless the Mileage Exemption Request Form is fully completed and the application fee is paid in full. Within 21 days of acceptance of a properly submitted request and application fee, the Federation will notify the Applicant and the Priority Date Holder(s) that the request is being processed. The notification will include a copy of the submitted Mileage Exemption Request Form and a Mileage Exemption Response Form for the Priority Date Holder(s) to complete. The Priority Date Holder(s) has 10 calendar days from the date of the Notification letter to submit to the Federation, with a copy to the Applicant, a fully completed

Mileage Exemption Response Form. The Priority Date Holder(s) must provide written comments explaining the basis for their objection to the mileage exemption request, based on the criteria listed in paragraph 2 above.

2. **GR315.3.c:** In the case of mileage exemption renewal requests where an agreement has been reached with the affected competition(s), the following applies: By no later than September 1, 2024, after receipt of a completed Mileage Exemption Response Form and the terms and conditions of an agreement by no later than April 15, 2024, if such agreement was reached between the affected parties, the request will be reviewed by the Federation and a determination will be made whether to grant the renewal request.
3. **GR315.3.d:** In the case of first time mileage exemption requests or renewal requests where an agreement could not be reached with the affected competition(s) or the affected competition(s) failed to timely respond within 10 days, the following applies: The Federation will notify the applicable Recognized Breed/Discipline Affiliate and provide all documentation received in the process from any party. Within the time prescribed by the Federation, the applicable Recognized Breed/Discipline Affiliate is invited to submit written feedback for consideration by the Federation in reaching a decision whether to approve or disapprove the request, including specific feedback on the criteria listed in paragraph 2 above. If the Federation learns that an individual with a conflict of interest was present when an Affiliate considers its recommendation under this Chapter, then such recommendation will be not be considered by the Federation.
4. **GR315.8:** The Federation will provide a written decision to the Applicant and Priority Date Holder(s) by no later than September 1, 2024.

Any departure from these modifications must be approved by the Federation 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 its 2024 Annual Meeting duly called and held in person on the 14th day of January, 2024, 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 - 2024 ANNUAL MEETING
OMNI LOUISVILLE - LOUISVILLE, KY**

**SECOND MEETING
SUNDAY, JANUARY 14, 2024
12:00 P.M. EST**

MINUTES

Board Members Present: Tom O'Mara, Judy Werner, Judy Sloan, Max Amaya, Jacob Arnold, Tom Brennan, Ellie Brimmer, Ali Brock, Will Faudree, Ling Fu Wylie, Lisa Gorretta, Deborah Johnson, Mary Knowlton, Jon Kreitz, Beezie Madden, Joe Mattingley, Melissa Moore, Lauren Nicholson, Diane Pitts, Philip Richter, and Chester Weber

Senior Team Present: Bill Moroney, Kelly Bolton, Mike Delahanty, Terri Dolan, Hallye Griffin, Sonja Keating, Vicki Lowell, David O'Connor, Lisa Owens, Justin Provost, Debbie Saliling, and Stephen Schumacher

1. Roll Call and Determination of a Quorum

Mr. O'Mara called the meeting to order at 12:15 p.m. EST. Following the roll call, Ms. Adams noted that a quorum was present.

2. Adoption of the Agenda

Ms. Gorretta moved, and Ms. Pitts seconded the motion to adopt the agenda. There was no discussion and following a vote, the motion passed unanimously.

3. Welcome New Directors

Mr. O'Mara welcomed previous board members Tom Brennan, elected during the first meeting as Independent Director and Beezie Madden elected as an athlete representative. Additionally, he welcomed the new Director Will Faudree, elected as the IDC Eventing representative.

Ms. Keating stated that in Executive Session at the end of the first board meeting, Mr. O'Mara was unanimously voted to serve a successive term as Federation President for a four-year term beginning January 2025 and ending January 2029.

4. Annual Conflict of Interest Submission

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

5. Election of three 2024 Executive Committee Members and Announcement of 2024 Executive Committee

As communicated in a written report provided to the Board in advance of the meeting, Mr. O'Mara selected Ms. Gorretta to serve as the International Disciplines Council Member for 2024, Ms. Johnson to serve as the National Breeds & Disciplines Council member, and Mr. Kreitz to serve as the Independent Director member on the 2024 Executive Committee and provided his reasoning in selecting these individuals. Following the IDC Chair election on Friday in which Ms. Gorretta was elected, Mr. O'Mara stated that he amends his nomination for the International Disciplines Council seat to Mr. Amaya.

Ms. Keating noted that the Athlete Directors would be elected by the Athlete Directors immediately following this meeting. All seven Athlete Directors were present and voted unanimously in favor of Ms. Brimmer (Para Equestrian), Ms. Nicholson (Eventing), and Mr. Arnold (Driving) serving as the Athlete Representatives on the 2024 Executive Committee.

5.1 International Disciplines Council Member

Ms. Keating reported that pursuant to the Bylaws, Mr. O'Mara placed into nomination Mr. Amaya to serve a one-year term as the IDC Director representative on the Executive Committee. She opened the floor for additional nominations. Hearing no additional nominations, the floor was closed. Following a vote, Mr. Amaya was elected, with 19 in favor, one against, and Mr. Amaya abstaining from the vote.

5.2 National Breeds & Disciplines Council Member

Ms. Keating reported that pursuant to the Bylaws, Mr. O'Mara placed into nomination Ms. Johnson to serve a one-year term as the NBDC Director representative on the Executive Committee. She opened the floor for additional nominations. Hearing no additional nominations, the floor was closed. Following a vote, Ms. Johnson was elected, with 19 in favor, one against, and Ms. Johnson abstaining from the vote.

5.3 Independent Director

Ms. Keating reported that pursuant to the Bylaws, Mr. O'Mara has placed into nomination Mr. Kreitz to serve a one-year term in the Independent Director seat on the Executive Committee. She opened the floor for additional nominations. Hearing no additional nominations, the floor was closed. Following a vote, Mr. Kreitz was elected, with 19 in favor, one against, and Mr. Kreitz abstaining from the vote.

6. Approval of Committee Population and Ratification of Council Population

Ms. Knowlton moved, and Ms. Sloan seconded approval of the population of seven committees and ratification of the International Disciplines and National Breeds and Disciplines Councils as presented. After discussion, the motion to approve the population of the seven committees and both Sport Councils passed with Ms. Pitts, Ms. Werner, Ms. Brock, Mr. Brennan, Mr. Faudree, Ms. Gorretta, Ms. Johnson, Ms. Knowlton, Ms. Brimmer, Ms. Madden, Mr. Arnold, Mr. Mattingley, Mr. Richter, Ms. Fu Wylie, and Ms. Moore abstaining from voting on the committees they were appointed to as they are listed as members of a committee and/or Council.

6.1 Audit Committee

The population of the Audit Committee for a one-year term ending in January 2025 will include Judy Werner, Ali Brock, Joe Mattingley, Ellie Brimmer, and Diane Pitts.

6.2 Ethics Committee

The population of the Ethics Committee for a one-year term ending January 2025 will include Lisa Blackstone as Chair, Debbie Bass, Judy Werner, and two AAC-appointed athletes Ali Brock and Joe Mattingley.

6.3 Governance Committee

The population of the Governance Committee for a two-year term ending January 2026 includes Tom Brennan as Chair, Lisa Gorretta, Deborah Johnson, Diane Pitts, and two AAC-appointed athletes Jacob Arnold and Shannon Lilley.

6.4 Hearing Committee

The population of the Hearing Committee for a two-year term ending January 2026 will be composed of Lisa Blackstone and Judy Werner to serve as Co-Chairs, Debbie Bass, Katherine Cooper, Duane Esser, Janine Malone, Tim Roesink, Danielle Torano, and four AAC-appointed athletes Jacob Arnold, Ellie Brimmer, Ali Brock, and Robin Brueckmann.

6.5 Human and Equine Safety & Welfare Committee

The population of the Human and Equine Safety & Welfare Committee for a two-year term ending January 2026 includes Mark Hart as Chair, Kent Allen, Martha Misheff, Jennifer Gates Nassar, Duncan Peters, Cynthia Screnci, and Caroline Weeden.

6.6 Investment Committee

The population of the Investment Committee for a two-year term ending January 2026 will be composed of Judy Sloan as Chair, Rich Booth, Clay Green, Jon Kreitz, and Philip Richter.

6.7 Licensed Officials Committee

The population of the Licensed Officials Committee for a three-year term ending January 2027 will include Connie Tramm Hunt, Cindy Butler, Mary Choate, Duane Esser, Clay Green, Kelley Holly, Melissa Moore, Holly Orlando, Mike Osinski, Valerie Pride, and Jan Welch. Clay Green will serve as Chair.

6.8 International Disciplines Council and National Breeds & Disciplines Council

The population of the International Council for a two-year term ending January 2026 includes: Lisa Gorretta as Chair; Sport Committee representatives Pierre St. Jacques, Jennifer Matheson, Joe Mattingley, Will Faudree, Mike Tomlinson, Max Amaya, and Linda Bibbler; FEI Affiliate representatives James Fairclough, Jan Stevens, Katherine Ray, Lou Leslie, Charlotte Skinner Robson, and Cynthia Screnci; and AAC appointed athletes Ali Brock, Katie Whaley, Holly Corcoran, Sharon White, Kate Shoemaker, Bezie Madden, and Kristian Roberts.

The population of the National Breeds and Disciplines Council for a two-year term ending January 2026 are Britt McCormick as Chair, Council appointees Deborah Johnson, Nancy Harvey, Duane Esser, Ling Fu Wylie, C. Tony Lee, Mattie Luedeker, Melissa Moore, Allen Bosworth, Sandra Carrier, Mary Knowlton, Kristen Bumpus, and National Advisory Group elected members Karen Homer Brown, Cindy Butler, and Maureen Quackenbush.

7. USET Foundation Report

Mr. Richter, USET Foundation Treasurer, reported that the Foundation was proud to have provided a \$3.1MM grant in 2023 with an expected \$4MM grant in the 2024 Olympic year to the Federation. He

stated that the relationship between the organizations for the past 20 years has never been stronger and communications better than ever. He highlighted that a new donor engagement director was hired and a pipeline for new donors was created.

8. USOPC AAC Report

Ms. Brock reported that the first meeting of 2024 is next week. The USOPC is gearing up for Paris with a strong focus on LA2028. She noted that due to low athlete vote participation, we should discuss an incentive plan. Last, USEF needs to identify the replacement AAC representative and alternate as her term ends this year.

9. Council Reports

9.1 International Disciplines Council Report

Ms. Griffin reported that there was nothing new to add to this report.

9.1a Approval of Consent Calendar for Sport Requests

Mr. Mattingley moved, and Ms. Sloan seconded the motion to approve the sport request consent calendar including approval of the 2024 U.S. FEI Jumping Calendar Policies and Procedures amendments, and the 2024 Olympic Games Dressage Selection Procedures. After discussion and a vote, the motion passed unanimously.

9.2 National Breeds & Disciplines Council Report

Ms. Dolan reported that there are no new items to add to the written report provided.

9.3 Member Services Council Report

Mr. Moroney thanked the Council for their commitment throughout the past year.

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

Ms. Knowlton moved, and Ms. Werner seconded a motion to approve the modifications to the USEF Equine Drugs and Medications Penalty Guidelines. Mr. Moroney stated that by adding violations of the 12-hour rule, the Hearing Committee has guidelines for appropriate penalties. After discussion and vote, the motion passed unanimously.

11. Approval of Gender Inclusion Policy

Ms. Brimmer moved, and Ms. Sloan seconded the motion to approve the Gender Inclusion Policy. Ms. Lowell stated that following a comment period for feedback from committees, councils, and affiliates this policy was drafted for consideration by the Board. The purpose of this policy is to provide direction for instances when someone wishes to participate in a gender restricted class, based on their gender identity. The board requested that this policy be presented to additional constituencies to ensure the interests of non-binary individuals have been considered.

Ms. Knowlton moved, and Ms. Johnson seconded the motion to refer this policy's approval to the February Board meeting. Following discussion and vote, the motion passed unanimously.

12. Old Business

There was no old business.

13. New Business

There was no new business.

14. Executive Session

At 1:08 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.

14.1 General Counsel Report

Ms. Keating provided a litigation update for the Board.

14.2 CEO and Strategic Plan Progress Report

Senior Staff was invited to the Executive session for the Strategic Plan Progress Report and Mr. Moroney reviewed the Strategic Plan progress report with the Board of Directors and Senior Staff.

15. Adjourn

At the conclusion of the Executive Session, the meeting adjourned at 3:00 p.m. EST.

Signed and submitted by Karen Adams



Recording Secretary