



## USHJA Board of Directors

### Meeting Minutes

March 11, 2019 – 7:00 p.m. ET

**Board Members Present:** Mary Babick, John Bahret, Debbie Bass, Katie Benson, Rick Cram, David Distler, Joe Dotoli, Margie Engle, Dianne Johnson, Brooke Kemper, Britt McCormick, Tobey McWilliams, Betty Oare, Mike Rosser, Robin Rost-Brown, Charlotte Skinner-Robson, Jimmy Torano, James Urban, Sissy Wickes.

**Board Members Not Present:** Anne Kursinski, Cheryl Rubenstein, Caroline Weeden

**Staff Present:** Kevin Price, Marianne Kutner, Leigh Anne Claywell, Lisa Moss, Steve Rosenberg

#### I. Welcome

Mary Babick welcomed the Board and the meeting commenced at 7:00 p.m. EST.

#### II. Roll Call

Roll call was conducted and it was established that there was a quorum present.

#### III. Approval of Agenda

*Betty Oare made a motion to adopt the meeting agenda. Tobey McWilliams seconded, and the motion was unanimously approved by those present.*

#### IV. Approval of the Meeting Minutes

*Charlotte Skinner-Robson made a motion to approve the minutes from the January 7, 2019 Board of Directors meeting, as presented. John Bahret seconded, and the motion was unanimously approved by those present.*

*Dianne Johnson made a motion to approve the minutes from the February 25, 2019 Board of Directors meeting, as presented. Brooke Kemper seconded, and the motion was unanimously approved by those present.*

#### V. President's Report

Ms. Babick provided the following verbal Report regarding recent activities:

National Championships – currently awaiting USEF approval.

USEF Affiliates Workshop – Mr. Price and Ms. Babick will attend to represent USHJA.

Planning Committee – will continue to meet on a weekly basis, with the goal of having bylaw revisions completed prior to the Annual Meeting.

Hunter Breeding Clinic – Ms. Babick audited this clinic today at Redfield’s Breeding in Ocala. She thanked Emil Spadone for the use of his horses, staff, and facility. She also thanked Oliver Brown and Danny Robertshaw who led the clinics, supported by Lindsey Irvin and Andrea Wells.

Horsemanship clinic in Georgia – Ms. Babick noted that this was a successful event with great feedback.

New hire - Mary Hope Kramer will be joining USHJA on March 26<sup>th</sup> as Executive Office Manager.

Special Board Call on HR & Metrics – Mr. Price responded to questions related to the 3.11.19 Staffing Methodology memo he sent to the Board. Sissy Wickes asked if USHJA planned to add staff or use contractors. Mr. Price responded that the current plan includes staffing at the existing level of 31.5 employees while also considering the use of contractors to expand capacity. The 2015 plan called for an increase to 37 employees, and while growth remains an option he does not anticipate reaching this number in the short-term. Debbie Bass asked what membership number was being used for the staff ratio, and Mr. Price responded that it was 44,000.

#### VI. Treasurer’s Report

John Bahret presented the Treasurer’s Report to the Board that was also provided within the meeting materials. It was noted that sponsorship revenue is down overall since Standlee did not continue their sponsorship due to budget limitations, and the Perfect Products sponsorship was not accepted based on the products they promote. There were no questions or comments from the Board members.

*At the conclusion of discussion Ms. Johnson made a motion to approve the Treasurer’s Report, as presented. James Urban seconded, and the motion was unanimously approved by those present.*

#### VII. Informational Reports

Written reports were provided to the Board for consideration and discussion.

- Sport Department Report
  - Ms. Kemper asked if there was a date change for the Young Hunter Pony Championships. Leigh Anne Claywell confirmed there was an error in the materials referencing a September date, but that the event will remain in August.
  - Ms. Kemper mentioned that the Emerging Jumper Rider Task Force’s Central Gold Star Clinic had fewer participants than the East or West (16 as of the March 1 deadline). Ms. Skinner-Robson responded that the task force made direct calls over the past two weeks and as a result enrollment increased to 23.
- Sport & Association Services Department Report
  - No questions were raised
- Zone & Affiliate Programs Report
  - No questions were raised
- Education Department Report
  - No questions were raised
- USHJA Foundation Report
  - No questions were raised

### VIII. USHJA Foundation Board Seat Approval

*Ms. Oare made a motion to place the USHJA Foundation Board Seat Approval on the floor for discussion. Mr. Urban seconded, and the motion was unanimously approved by those present.*

As Mr. Bahret resigned from the USHJA Foundation Board and position as Treasurer, Ms. Babick and Ms. Bass identified Summer Stoffel as the candidate to serve the remainder of his term. Ms. Bass discussed Ms. Stoffel's qualifications, referencing her skill set, prior work on the microchipping project with Ms. Babick, and the network of support she brings from her family business. It was noted that Ms. Stoffel's family business is contracting with USHJA, but a written opinion from Foundation attorney Andy Jacobs concluded that this does not represent a conflict of interest.

Discussion ensued, with one Board member expressing concern about Ms. Stoffel utilizing resources from her family business, and stating that her company's involvement with USHJA makes the relationship seem complicated even though the legal opinion found no conflict of interest. Ms. Bass emphasized that Ms. Stoffel would not have access to USHJA financial information in this role. Lisa Moss was asked if she was comfortable with this, and she concurred.

*At the conclusion of discussion Ms. Babick asked for a vote to accept the appointment of Summer Stoffel. The appointment passed by a majority vote with one member entering a vote of disapproval.*

### IX. Program/Committee Proposals

#### Children's and Adult Amateur Hunter Championships:

Ms. Babick reported that the Executive Committee approved a version of the specs last week, but there have been subsequent conversations regarding the potential addition of Children's Hunter Ponies to the Children's and Adult Amateur Hunter Championships for 2020. Ms. McWilliams discussed the most prominent potential issue: in the event the Championship had a low turnout and all three divisions had to be combined, it would be necessary to remove the 3' option for the Children's and Adult Hunters.

Mr. Urban commented that under Article V Team Selection, part A, where it refers to "USEF licensed competitions in the divisions," that the word "sections" should be used instead for consistency.

Ms. Babick pointed out potential risks of having to pass this without sufficient time to fully review and discuss, noting that because of the USEF USHJA Specifications MOU it would not be possible to change the Specifications for this Program once approved, and if a decision is needed, it must be made immediately due the timeframes proscribed within the MOU.

Discussion: Concern was raised that Pony and Horse sections should not be combined due to the need to remove any 3' options. There was discussion about the lack of interest in the Children's and Adult Hunter, and the need to educate members about this Championship and to determine how to make it worth entering so combining the Sections would not be necessary. The idea of advertising the Zone Ch/AA Hunter Championship as a stepping stone to the USHJA National Championships

was mentioned as a way to increase interest, but this would require adjustments to Ch/AA Hunter Championships competition dates so they align with the USHJA National Championship qualifying timeframes. This is already being done on the Zone Jumper Team Championships.

It was mentioned Ch/AA Hunter Championship has been in existence for three years and numbers have only marginally increased.

Britt McCormick commented that there were at least 3 problems that the addition of a Children's Pony Hunter Section would not solve: MOUs; lack of awareness about the Championship; and that the Championships could possibly be in the wrong format for hunters. He suggested it would be better to try to figure out ways to boost attendance or re-invent the Championships at this time.

*James Urban made a motion to accept the proposal without the Children's Hunter Pony Section. Ms. Johnson seconded and the motion was approved by majority vote with one member entering a vote of disapproval, and two members abstaining.*

- X. Board Updates  
Conduct Review Committee Letter – Ms. Babick referenced the USHJA Conduct Review Committees report included in the Board packet, and asked if there were and questions or comments. No questions or comments were received.
- XI. Old Business  
None
- VII. New Business  
Next Board meeting to be held May 6-7, 2019 in Minneapolis, MN.
- VIII. Adjourn  
There being no further business, Ms. McWilliams made a motion to adjourn, and the meeting was adjourned at 8:06 p.m. EST.