



USHJA Board of Directors

Meeting Minutes
July 9, 2018 – 7:00 p.m. ET

Board Members Present: Mary Babick, John Bahret, Debbie Bass, Tom Brennan, Shelley Campf, Diane Carney, Rick Cram, David Distler, Joe Dotoli, Margie Engle, Dianne Johnson, Anne Kursinski, Larry Langer, Britt McCormick, Tobey McWilliams, Betty Oare, Cheryl Rubenstein, Charlotte Skinner-Robson, Jimmy Torano, Sissy Wickes.

Board Members Not Present: Katie Benson

Guests Present: Bill Moroney, USEF CEO; Sonja Keating, USEF Legal Counsel; Vicki Lowell, USEF Chief Marketing & Content Officer

Staff Present: Kevin Price, Lisa Moss, Marianne Kutner, Leslie Mangan, Megan Lacy

I. Welcome

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

II. Roll Call

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

III. Approval of Amended Agenda

Larry Langer made a motion to adopt the amended agenda. Dianne Johnson seconded, and the motion was unanimously approved by those present.

IV. Approval of the Meeting Minutes

Charlotte Skinner-Robson made a motion to place all the meeting minutes on the floor for discussion and vote. Mr. Langer seconded, and the motion was unanimously approved by those present.

- March 12, 2018 – Approved as presented, with one abstention recorded due to not non-attendance at the March 12 meeting.
- April 16, 2018 – Approved, as presented
- May 7-8, 2018 – Approved, as presented
- May 21, 2018 – Approved, as presented
- May 24, 2018 – Approved, as presented

V. Safe Sport Discussion with USEF

Ms. Babick introduced Bill Moroney, Sonja Keating, and Vicki Lowell and turned the meeting over to them to discuss the Safe Sport initiative, the role the U.S. Center for Safe Sport plays in the process, and how the discipline of hunters is specifically impacted by the new legislation given that it is a discipline outside of USOC oversight. The group initiated discussion by answering questions raised by Board members. Key points covered included:

- Congress authorized the US Center for Safe Sport and they imposed additional requirements that extended to any youth serving organization. The definition of a youth serving organization – any amateur sports organization that participates in any kind of interstate athletic competitions.
- Under the law, the four primary obligations of these amateur sports organizations:
 1. Must comply with mandatory reporting requirements outlined within the law
 2. Must establish reasonable procedures that limit one-on-one interactions between an adult and a minor (when the adult is not the parent or guardian)
 3. Must offer and provide consistent training to all members – both adult and minors – regarding safe sport and its reporting requirements
 4. Must prohibit retaliation in the instance where a report is submitted
- These four points are now statutory requirements. This directly impacts USHJA and all of its activities, regardless and independent of its relationship with USEF.
- If an organization’s membership and activities are confined to a single state, the federal mandate may not apply or is applied differently.

USEF is in the process of meeting with the leadership of each Affiliate to talk through some of these changes, how those changes impact the Affiliate organizations, and what USEF can do and is doing so that everyone can understand the requirements, and the why of them. It is important to understand the scope of the safe sport legislation because every Affiliate (including USHJA) has members who are not USEF members and it is critical for the Affiliates to reach those individuals.

USEF encouraged USHJA leadership to submit and share their own questions, or questions from others in the field, and then work in concert with the Federation to expand the communications lines to the extent possible and push out the information and the answers to clearly communicate the responsibilities and requirements under the law.

Additional questions were raised about the U.S. Center for Safe Sport, specifically how it is currently handling and investigating reports of alleged misconduct, how and why it issues penalties, and what defense or appeal mechanisms exist for those who are accused.

VI. President’s Report

Ms. Babick presented her verbal report of recent activities:

USHJA via Mary:

- Continues to work on the USEF Grassroots Advisory Group and fielded the request to have USHJA utilize the Federation’s Competition Lite licensing option
- Attended the USEF Mid-Year Board meeting as well as the Competition Standards retreat in June.
- Conducted a Zone 12 Town Hall & Clinic for zone members
- Continues work with USEF to bring the Outreach Competition Program into full compliance with Safe Sport requirements
- Licensed Officials Ad Hoc is on target to meet the deadline for submission of the Licensed Officials templates by the requisite deadline.
- August 1 is the deadline for USHJA Board-proposed Rule Change Proposals

No questions were asked

VII. Executive Director Report

Kevin Price presented a verbal report to the Board and outlined the following activities:

- Continued support of the Board Ad Hocs for which he is serving as liaison
- Continued collaboration with Pat Boyle on the organization and coordination of the 2018 USHJA National Championships and is expecting release of the 2018 prize list soon. Also, working with management of the Tulsa fairgrounds as well as Summer Stoffel and the Hunter Jumper Exhibitors of Oklahoma (HJEO) on plans for the 2019 championships.
- Website – the new USHJA website should have an R1 version of the new site (95% finished) by the end of the week and that will be shared with Board members. Discussions continue regarding postponing the launch of the completed new website until after the Derby and Green Incentive Championships
- Met recently with the original contractor for the USHJA building and Lisa Moss to discuss current and future organization needs and explore possibilities for building expansion. The firm will develop and submit a proposal.
- Staff Additions – two new Sport Program Assistants have been added to the staff; one of whom is primarily dedicated to zone and affiliate activities and the second will support the expanding needs associated with sport department. Currently, interviews are being conducted for an Education Department assistant, and soon the search will begin for a Foundation Funds Developer.

No questions were asked.

VIII. Treasurer's Report

Shelley Campf presented the Treasurer's Report. No questions were raised.

Mr. Langer made a motion to approve the Treasurer's report, as presented. Ms. Skinner-Robson seconded, and the motion was unanimously approved by those present.

IX. Amended Ethical Standards & Rule of Conduct Policy

Mr. Langer made a motion to place the amended Ethical Standards & Rules of Conduct Policy on the floor for discussion and vote. Ms. Skinner-Robson seconded, and the motion was unanimously approved by those present.

The Board reconsidered the policy, tabled from the May Board meeting, which was amended based in the recommendations provided during that meeting. Ms. Wickes pointed out there were still some edits that needed to be made and questioned the language under Ethical Considerations with respect to clarifying whose employees were subject to the provisions listed. Ms. Babick agreed that additional edits needed to be made to clarify the intent and agreed to distribute the corrected document to the Board by email.

Betty Oare made a motion to table final vote on the amended Ethical Standards and Rules of Conduct Policy until the final clarifications to the document could be completed. Mr. Langer seconded, and the motion was unanimously approved by those present.

X. Informational Reports

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

- Sport Department Report
 - No questions were raised
- Sport & Association Services Department Report
 - No questions were raised

- Zone & Affiliate Programs Report
 - No questions were raised
- Education Department Report
 - One question was raised with respect to why the Jumper judges' Licensed Officials clinic dates were not included in the report. Ms. Babick agreed to inquire with staff and provide an update to the Board.
- Foundation Report
 - No questions were raised

XI. Program/Committee Proposals

Mr. Langer made a motion to place all the program and committee proposals on the floor for discussion. Ms. Skinner Robson seconded, and the motion was unanimously approved by those present.

Lengthy discussion took place regarding USHJA's current position the state of its current resources which are at or near capacity in support of existing programs. Questions were raised about whether it was wise to continue expanding existing and/or adding new programs prior to completing a thorough investigation and analysis of where the Association is headed and clearly identifying its long-term strategy for fulfilling its mission and objectives. Although discussion took place that suggested USHJA place an interim hold on all program expansion or new program development, the group did not agree to implement that interim hold immediately.

USHJA 3'3" Hunter Seat Medal Proposal

The Board members reviewed a program proposal that calls for creation of a USHJA 3'3" Hunter Seat Medal class as well as a single Finals event. The program model is similar to the USHJA 3'3" Jumping Seat Medal in structure.

Hearing no discussion, the Board approved the USHJA 3'3" Hunter Seat Medal proposal, as presented, by unanimous vote of those present.

USHJA Jumper Classic Series Proposal

The Board members reviewed the program proposal that calls for creation of a USHJA Jumper Classic Series with height ranges from 1.10m to 1.45m to be launched in December of 2019 for the 2020 competition year.

Hearing no discussion, the Board approved the USHJA Jumper Classic Series proposal, as presented, by unanimous vote of those present.

Emerging Jumper Rider Platinum Proposal

The Board members reviewed a proposal that expands the current Zone Jumper Team Championship program structure by adding a 1.40/1.45m Championship which will serve as the final step in the Emerging portion of the USEF/USHJA Show Jumping Athlete Pathway.

Hearing no discussion, the Board approved the USHJA 1.40/1.45m Platinum Jumper Championship proposal, as presented, by majority vote, with one vote of disapproval recorded.

Emerging Jumper Rider Ranking List

The Board members reviewed a proposal that calls for creation of a national ranking list for Level 1 and Level 2 Jumper classes that meet minimum criteria (1.35m to 1.40m and \$10K prize money minimum for Level 1 and 1.40m to 1.45m and \$15K prize money minimum for Level 2).

Hearing no discussion, the Board approved the Emerging Jumper Rider Ranking List proposal, as presented, by majority vote, with one vote of disapproval recorded.

Advanced Trainer Certification Program (TCP)

The Board members reviewed a proposal that calls for a cooperative effort between the USHJA TCP Committee and EquestrianCoach.com to develop and implement a live online testing module for the program to support the tiered levels of TCP certification. The majority of creation costs as well as ongoing support of the module will be assumed by EquestrianCoach.com and that organization will retain all rights to any study and testing materials created. A portion of the testing revenue will be shared with USHJA which is consistent with the existing educational partnership arrangement.

Hearing no discussion, the Board approved the Advanced Trainer Certification Program proposal, as presented, by majority vote, with one vote of disapproval and one abstention recorded.

Board Ad Hoc Status Update

Due to the amount of time extended on deliberation of the prior agenda items, Ms. Babick requested that this item be tabled for consideration at a future meeting.

Britt McCormick made a motion to table consideration of the Board Ad Hoc Status Update until a future meeting. Rick Cram seconded, and the motion was unanimously approved.

XII. Presidential Reimbursement Ad Hoc Report

Ms. Babick identified a conflict of interest with this agenda item, recused herself, and left the call after turning the meeting over to Vice-President David Distler.

Mr. Distler recognized Mr. Bahret, chair of the Presidential Reimbursement Ad Hoc who addressed the issue of time and requested the Board consider tabling this agenda item, as well.

Mr. Langer made a motion to table consideration of the Board Ad Hoc Status Update until the next meeting. Mr. Cram seconded, and the motion was unanimously approved.

Ms. Babick rejoined the meeting.

XIII. Old Business

Ms. Babick requested all staff leave the call and placed the meeting into Executive Session at 9:08 p.m. EDT.

Respectfully submitted,

Larry Langer, Secretary