

2010 Committee Structure & Explanations
3-22-2010

STRUCTURE

ADMINISTRATION COUNCIL: Members are the five committee chairs which in turn elect a chair, Staff – Stephan Hienzsch

1. **Membership Committee:** Chair - Anneliese Vogt Harber, Staff - Melissa Holzwarth
(Regional, PM and Competitor representation recommended)
2. **GMO Committee:** Chair - Sherry Guess, Staff - Melissa Holzwarth
(Regional and GMO diversity recommended)
Activities include: GMO education and GMO Topics
3. **Historical Recognition Committee:** Chair - Anne Moss, Staff - Kim Sodt
4. **Bylaws Committee:** Chair - Chris Trentelman, Staff - Deborah Dunivant
5. **Nominating Committee:** Chair - Miki Christophersen, Staff – Sarah Jones
(9 Regional Coordinator appointments by Regional Director with approval of Chair, but does not exclude additional appointments by Chair)

2010 Coordinators: R1 Lori Kaminski, R2 Bill Maybee, R3 Barbara Petti, R4 Tracie Wang, R5 Dianne Stanley, R6 Marsha Williams, R7 Kathy Pavlich, R8 Elaine Donoghue, R9 Kat Kyle

TECHNICAL COUNCIL: Members are the six committee chairs which in turn elect a chair, Staff - Cindy Vimont

1. **Judges Committee:** Chair - Lois Yukins, Staff - Kim Sodt
(Freestyle, Para & Competitor representation recommended)
Activities include: Test Writing, Continuing Education for “L” Grads and Judges
2. **“L” Program Faculty:** Chair - Marilyn Heath, Staff - Kim Sodt
3. **Freestyle Committee:** Chair - Terry Ciotti-Gallo, Staff - Kim Sodt
Activities include: Test development with Judges Committee, Freestyle Education, PDD & Quadrille
4. **Competition Management Committee:** Chair - Regina Antonioli, Staff - Krystina Firth
(Regional diversity and Competitor & Para representation recommended)
5. **TD Committee:** Chair - Dianne Stanley, Staff - Krystina Firth
(Regional diversity recommended)
6. **Instructor/Trainer Committee:** Chair - Gerhard Politz, Staff - Kathie Robertson
Activities include: Instructor/Trainer Workshops, Testing, Conferences

ACTIVITIES COUNCIL: Members are the six committee chairs which in turn elect a chair.
Staff - Cindy Vimont

1. **Adult Programs Committee:** Chair - Fran Crocco, Staff - Kathie Robertson
(Regional diversity and Para representation recommended)
Activities include: University, Adult clinics, Adult Team Competition, National Symposium in consultation with the Instructor Trainer Committee
2. **Youth Programs Committee:** Chair - Roz Kinstler, Staff – Erica Powers
(Regional diversity recommended)
Activities include: Non FEI Youth Education, Youth Recognition and Team Competitions, Young Rider Graduate Program, (Dressage Seat Medal Program and Youth Clinics, PENDING for future implementation)
 - **Youth Programs Advisory Subcommittee:** Chair is elected by subcommittee members, Staff – Erica Powers, Adult Advisor is nominated by Youth Programs Committee Chair and approved by EB: 2010 Advisor - Gave McCabe.
(Regional diversity is recommended)
Replaces Youth Executive Board
3. **FEI Jr/YR Committee:** Chair - Roberta Williams, Staff - Erica Powers
(9 Regional Coordinator appointments by Regional Director with approval of Chair, but does not exclude additional appointments by Chair)

2010 Coordinators: R1 Patsy Albers, R2 Roz Kinstler, R3 Susan Bender, R4 Nancy Gorton, R5 Susan Rudman, R6 Emma Dye, R7 Leslie Pooley, R8 Karen Davis, R9 Joan Darnell
4. **Regional Championships Committee:** Chair - Veronica Holt, Staff - Donna Rocchetti
(Regional diversity recommended)
5. **Sport Horse Committee:** Co-Chairs - Kristi Wysocki & Scott Hassler, Staff - Donna Rocchetti
Activities include All Breeds Awards, SH related competition management, judging/tests, education programs and Breeders Championship
6. **Awards Committee:** Chair – Peggy Klump, Staff - Krystina Firth

INDEPENDENT COMMITTEES:

1. **Audit Committee:** Chair - Charles Smith, Staff - Connie Huy
2. **Steering Committee:** Chair - Melissa Creswick, Staff - Stephan Hienzsch
(Chair is the USDF Vice President and Members are Chairs of Administration Council, Technical Council, and Activities Council)

Committee Reviews only issues that arise from activities governed by the committees. Executive Director, as staff liaison, with input from the USDF President activates the Committee as appropriate. Committee makes recommendation to the President who channels it to the Executive Board as appropriate.

EXPLANATIONS

Why the structure has evolved since the 2009 convention:

- Input received during the convention from the committees and councils
- Input received from staff regarding the practicality of implementing the structure
- Input received as the EB has gone through the Chair appointment process and had an opportunity to get more feedback

Why it is time to implement:

- The EB feels that further refinements to the structure and the process will benefit from the implementation experience
- Active chairs working within the system should provide input based on relevant experience from working within the structure
- There is work to be done

Explain the modified structure with three councils instead of two:

- Fewer structural layers, simplifying the chain of communication and the overall complexity of implementation
- All committee chairs have a seat on their respective councils resulting in direct and equitable representation for each of the standing committees
- Fewer Board appointments are needed
- Three council groupings instead of two keeps the number of subject areas under each council manageable
- The assignment of Council Groupings considered many factors, but there is no perfect answer and it could be argued to arrange them in many different ways
- This is a starting point for implementation that can and will evolve as needed
- Council names presented are not set in stone and the EB is open to alternative suggestions from the councils themselves
- A fresh look may need to be taken regarding some of the committee missions and goals. This should emanate first from within the committees and in some cases might be the first project undertaken

Youth Advisory Sub Committee:

- Replaces the Youth Executive Board
- Retains some of the elements of the YEB in a committee format that is more efficient
- Provides for a more effective and productive way for the work of the committee to be channeled
- Chair is elected by the committee members, this replaces the YEB President
- In the future, the Adult Advisor will be appointed by the Chair of the Youth Programs Committee, with approval of the EB. This creates a tie to youth Programs and the Activities Council through the Chair of the Youth Programs Committee
- The Adult Advisor helps the committee navigate USDF policy and governance, provides project management experience and direct interface to the Youth Programs Chair

Independent Committees:

- By nature of their function, the Audit and Steering Committees should retain an independent and arms length status within the committee structure

Steering Committee:

- Reviews only issues that arise from activities governed by the committees and interfaces with the President/Executive Board as appropriate
- Appropriate issues would include those where a conflict of interest might exist within a respective committee or are too big to be handled within a committee
- Does not deal with general member or administrative issues

- Committee members and the chair are determined by other elected positions held and requires no EB appointments
- Must be activated on short notice but could lie dormant for long periods of time. Committee members must be well informed about committee activity and USDF policy and be available as needed. This approach for populating the committee achieves that

Update regarding At-Large Directors:

- The committee structure is currently independent of the At-large Director component
- The Long term objective is to have three At-large directors represent the three Councils on the Executive Board
- A Bylaws Working Group is drafting language in support of the 2009 BOG motion, which approved the concept in principle
- Ultimately the BOG must approve the Bylaws before this component can be implemented. The EB hopes this will happen at the 2010 BOG assembly, which would allow for 2011 implementation

Committee members:

- Only two committees retain the 9 regional coordinator system (Nominating and FEI Jr/YR)
- Other committees balance expertise needed with appropriate regional and demographic representation
- The EB has made some recommendations in this regard, for example, Competitor and Para Representation. These interest groups are integrated rather than having standalone representation. However, a concerted effort must be made in that regard to assure the desired representation is achieved
- The EB recommends committees have no more than 10 members plus the Chair, for a total maximum of 11. More than ten appointments by the Chair must have EB approval upon request of the chair. Committee size may vary and can certainly be smaller as appropriate
- Committee chairs should strive to achieve the representation mix as and where recommended by the EB, as indicated on the Committee Structure Outline Document
- Chair terms are for two years, with the exception of a few 2009 chairs, who were able to commit for the 2010 transition year but not beyond (There is no Chair term limit)
- Committee members are one year appointments (There is no committee member term limit)