

USIHC Special Meeting for Youth Cup Issue  
April 25<sup>th</sup>, 2007

Board Members Present: Bernie Willis, Sandie Weaver, Barbara Riva, Caryn Cantella, Ed Hilgaertner, Anne Elwell, Andrea Barber, Katrin Sheehan, Laura Benson

Bernie Willis submitted the draft for the Judges Training Program. Ed moved that we accept the corrected document. Katrin Sheehan seconded. All members were in favor.

Alexandra Pregitzer, Janesville, Wisconsin as agreed to become the chairman of the Education Committee. Bernie made a motion that we accept. All members were in favor.

Caryn Cantella made a motion to create a separate e-mail contact address for the registry. All members were in favor.

Katrin Sheehan moved that all other business be addressed at our next scheduled Board Meeting. All members agreed.

(The information above has been moved to the May 29<sup>th</sup>, 2007 Board Meeting Minutes)

Anne Elwell sent an e-mail to all panelists on 4-22-07. She did not want any of the youth panel members to feel offended or rushed because of Rich Moore's additional recommendations. She informed them that we will have the special meeting to review all the recommendations. Her e-mail invited further discussions before the meeting. Rich Moore e-mailed and felt that the panel was not being rushed, however, another panelist felt a bit rushed by this meeting. Anne felt that the recommendations were written well enough that we could review it. None of the panelist felt strongly about having to rework any part of their recommendations.

Anne did an outline of how she felt we would address these recommendations. Anne wanted to start the discussion with the conflict of interest issue that was brought up in the panelists' document. Once that is discussed, we then need to review Sandie's role in the committee. She said we should take a look at the recommendations for the Youth Cup in the future. Finally, we need to discuss the responsibility of the board and how they respond to these kinds of issues and the mention of liability. Anne asked if anyone on the board had further ideas of how to organize the discussion for this meeting.

Conflict of Interest: Anne said the panelists did not do any factual investigation. Sandie Weaver felt that before Anne makes a statement such as this, the Board needs to be on a conference call with all the panelists to ask them that question directly. She felt that for one Board member to send an e-mail to one person on the panel, and come back with that conclusion is not fair to the entire panel. Anne reminded Sandie that this was her Board appointed job and she felt she was correct in reporting the answers. Sandie said that she would like to speak to the entire panel so that the entire Board can hear their responses in regard to that issue. Anne asked if she was suggesting that we adjourn this meeting and reschedule this special meeting with the panel. Sandie replies that if Anne had questions about how they came about to their recommendations, she believed the whole Board should be able to ask them questions all at the same time and the whole Board should be able to hear those answers at the same time. Sandie said that this was what the panel was commissioned to do. Anne felt that the panel was commissioned to look into what

happened at the 2006 Youth Cup and Anne said that she wasn't sure if they did a whole lot toward that. Sandie said that if she is questioning that then she should be able to ask the panel those questions in front of the entire Board and the panel would then answer that question for the whole Board to hear. Anne does not have a problem adjourning the meeting and rescheduling the meeting with the panel included. She asked what the opinion of that was from the rest of the Board. Andrea said it was fine with her. Ed did not have a problem with it. Barb questioned how much longer we are willing to let this issue drag on. Barb felt that this issue has take much too long to be resolved. Everyone, including the parents, feels this has taken a ridiculously long period of time. Some on the Board and USIHC members are wondering if we are taking this issue seriously and she felt that we need to set a deadline on resolving this issue. Barb felt that if we do adjourn the meeting and reschedule it with the panelists, then it's extremely important that a deadline be set for completion. She felt that the time frame of this issue has been ridiculous and people involved don't even remember the details or even care what happens anymore.

Caryn Cantella asked if Barb Riva, Bernie Willis or Sandie Weaver have a problem with the recommendations that the panel made with regard to the conflict of interest. Sandie did not have a problem with it. Bernie does not have a problem with it regarding himself. He doesn't mind that he is excluded from voting or even participating in much of the discussion. He personally had a problem that the panelists felt that Barb Riva was prejudice, and in fact his opinion was that everyone on the Board should be considered prejudice with their line of reasoning. Anne's position doesn't have a problem with the youth cup issue but it has to do with the general issue of conflict of interest and the Board. Anne had thought about this issue last August when the Youth Cup problems had been brought to light. At that time, she wondered if Sandie should be voting on these issues. Anne felt that the reality of the situation is that the nine people who sit on the Board include some of the most active people on the breed. It includes major competitors, it includes breeder, farm owners, in includes event planners, it includes the editor of the only other major Icelandic Horse magazine in the U.S. We all have friendship ties with dozens of other members throughout the country. There isn't a single issue that we address that at least several of us don't have some sort of personal connection to. Anne felt that there has never been a time that she had ever felt uncomfortable with that fact. She actually thought that fact actually gives us all the information that we have in addressing issues. If we were in some sort of big governmental situation where we didn't have information about each other and what we do and who we know, etc. Then we might have to worry about undisclosed, covert conflicts of interest that would make somebody rich, that no one knows about, etc. This is not the situation here. Sandie begged to differ. As country leader for the U.S., she was chaperone for all of the FEIF kids, one of them met Sandie the previous summer, three of them met her one day and spent maybe an hour around her. So she was going cold into that situation. She did not have personal ties to any of those youth except maybe one. Anne suggested that she may have less personal ties around the country then some of the others; however, she was just talking in general about the Board. What Sandie felt Anne was trying to say was that we are a small community and everyone has ties to everyone else? Sandie went on to say that as country leader, representing the Board and representing the Congress in chaperoning those five kids, they did not know her. Anne agreed with her, however, that is not the issue she is trying to address, which is a general issue of conflicts of interest within the Board as we address things. Anne said that she is not talking about Sandie personally on this issue specifically. She is talking about us in general. Anne felt that at various times over the past 14 years or so, that a lot of us have had personal interests in things and she had never seen that as a problem in making good and fair decisions on things. We sit as a Board on these issues and everybody should have a voice in it. Anne doesn't feel that anyone should be excluded in voicing on this issue. If you take out Sandie, Bernie and Barb from the discussion, you take out the three people who know more about the Youth Cup than anyone

else in the country. I want to hear what they have to say. Sandie reminded Anne that these three individuals were not there. Anne said that other than Sandie, none of us were there. However, still as a Board we have to discuss and we have to come to some kind of conclusion about what is good for the organization and good for the Youth Cup organization. On any decision we have to participate on what's good for the organization and the issue. We've had discussions about the Quarterly in the past. We have not had anyone suggest that Andrea doesn't have a good, full and fair experienced voice in that subject. Andrea asked why she wouldn't. Anne said because under strict conflict of interest approach, she is editor of another Icelandic Horse magazine. Andrea said that is true but she doesn't get any monetary gain from that magazine. Anne felt that may be true, but the possibility was there. When referring to the issue of Conflict of Interest, we are really looking for financial conflicts. Andrea felt that she had always disclosed that there is no financial interest. Anne agreed and as far as she was concerned, that was fine. She trusted that Andrea would not make a decision one way or the other that would benefit Tolt News. Caryn asked if Anne was concerned about setting precedence in this issue and Anne said yes. While this is an interesting issue to look at, but when the Board has to make a decision about something, it is the Board in its entirety that has to make that decision. Katrin felt that was the reason there were nine people on the Board and everyone has the same voice. Anne felt that if one person did have a prejudice in their decision on something, there are still eight other people who could cancel it out. Anne said that she has an enormous amount of respect for everyone on the Board and believed that everyone, whatever their personal feelings are, puts personal feelings aside and tries to make the best possible decision for the organization and the Board that they can make. Caryn does not disagree that each Board member does bring something to benefit the Board. Caryn, however, looks at this as a one-time recommendation for this particular conversation and not necessarily look at it as setting precedence. One of her concerns is that we are taking bits and pieces of what we have asked the panel to recommend and following some recommendations and not other ones. Anne said that is our job. These are just recommendations and as Rich Moore said, we can throw them all out or adopt them all or just some. They are just a series of recommendations. Caryn felt that some are long-term recommendations and some are just for the particular discussion. Speaking of the Conflict of Interest issue, she doesn't have a problem with any of us speaking; however, the panel's recommendation is just a one-time-only suggestion and not setting precedence. Anne feels that this is a major issue that everyone needs to participate in. Andrea feels that the Conflict of Interest issue is a good one and in this circumstance Bernie and Sandie have a conflict; however, she feels that Barb may not. It doesn't sound that either Sandie or Bernie have a problem with excluding themselves from this issue and she would like to see us get back to the issue of the Youth Cup problems. Anne reported the basis of the panel's feeling that Barb had a conflict of interest. Andrea said that she felt Sandie had a valid point in that you making statements as to your opinion of why the panel made certain decisions. If they aren't here to verify those opinions, then she is also uncomfortable with that. However, getting back to the same issue, Andrea does see a conflict that bothers her if Barb participates in the discussions. Ed said that Barb mentioned it slightly. We have the panel's recommendations for whatever they are worth. We can look at these recommendations and either agree or not agree as a Board or we can talk around it as long as we want to. But he didn't think it would be right to empower another panel to analyze the decisions of this panel. This would drag the issue on further and he didn't think the Board wanted to do that. Ed felt that it will be difficult to satisfy all the individuals involved anyway so what he would like to see is for us to go through each recommendation and have a short consensus of agreement or disagreement. Anne and Andrea agreed. Before continuing, Sandie asked who is allowed to vote. Ed said that everyone was going to be allowed to vote. Andrea felt that this would be a good way to see if we are all on the same page or not. Sandie agreed.

- 1) **Sandie's role:** This starts with the paragraph saying '*Given the controversy*' on page 1. Anne had trouble understanding what the panel's recommendation was on this issue. One sentence included '*should she wish*', etc. Anne personally interprets that sentence is that "Should she wish, Mrs. Weaver should remain in an advisory role to assist in supervising the Youth Cup program and in selecting future Country and Team Leaders". It looks like they are talking about her general role in the Youth Committee. Anne didn't feel that we asked the Panel to give us an opinion on and we should just look at that as excess verbiage. Ed, Andrea, Caryn, and Laura agreed. Ed said that they may have thought that this was a recommendation but they didn't word it that way. Andrea felt that the sentence was not very clear. Anne agreed. Anne talked to Eileen on this sentence and she felt that Rich needed to make this sentence less contradictory and misleading. Anne asked how Sandie felt about this. Sandie wanted to clarify that we don't vote on it because it is unclear. Anne felt that we look at it as the panel is recommended that she remain as an advisory role to assist and supervise the Youth Cup program in selecting Country and Team leaders. Anne doesn't see it as any recommendation vis-à-vis your role otherwise in the Youth Committee. Katrin pointed out that they said "Youth Committee" and not "Youth Cup". Anne pointed out that is the confusing part of this portion of the recommendation. Caryn stated that they also talk about Country and Team Leader. Anne agreed. Katrin sees it as the panel is recommending that if Sandie wants, she can have the position of the Youth Leader on the Board, but for the Youth Cup or any other International events, she will be supervising and helping to select Country and Team leaders for the Youth Cup. These are two levels of Youth Leadership. One is a National level doing work on the Board and organizing all issues and events for the Youth. The other is all related to the Youth Cup. Anne agrees with Katrin's interpretation. Caryn also agrees with Katrin's interpretation. Sandie agrees with that interpretation as well. Ed also agrees. Katrin reiterated that the recommendation basically withdraws Sandie from going to the Youth Cup. Laura said that it withdraws her as the Leader but it doesn't keep her out of the loop of suggesting things. Katrin states that Sandie is still involved in an organizing the Youth Cup event here in the U.S. Caryn also said that she would be involved in selecting Country and Team Leaders for the Youth Cup team. Anne agrees. Laura agrees. Andrea agrees. Ed asked the rest of the Board members if they agreed with that interpretation. Sandie said yes. Ed asked if Bernie agreed with that interpretation. Bernie felt that the recommendations said if Sandie chooses, she could remain on the Board as the liaison to the Youth Leader or perhaps even be the Youth Leader as far as the Board is concerned. Caryn felt that they are saying Sandie should be on as an advisory position for selecting Youth Country and Team Leaders. Ed said that it made sense to him since she is the only one who has the experience with this event. Anne agreed. Andrea felt that as we go through these points and no one objects, then they will be considered accepted. Anne agreed. There were no objections to the interpretation of this point in the panel's recommendation.
- 2) **Future leaders should be chosen with strong administrative skills and devotion to the duties of a Country Leader and who are good leaders in that they are confident, flexible, personable and dynamic.** Anne made sure to let everyone know that if someone is finding something different than what she is reading, then they should please speak up since she is working from the original draft and there had been some changes to that. They suggest that two people accompany the Youth Team to this event. One as Country leader and the other as an assistant. Parents of the riders should be considered to fill the assistant's position. Anne felt this recommendation was fine and that some of the Board had made this suggestion back in August of 2006. Andrea agreed that

this was a two-person job and there were no objections to this by the Board. (Sandie reminded the Board upon reading the minutes that this had already been voted on months ago.)

- 3) **The Board should establish a process for selecting the U.S. Country Leader, Assistant Leader and Team Leader which utilizes recommendations from interviews from candidates for those positions by a three-member panel appointed by the Board and composed of Youth Committee members and past participants of the Youth Cup.** Anne felt this recommendation was too complicated. Andrea agreed. Katrin felt that there needs to be some kind of process in place. It's not only needed for use in international affairs but also for participation in international sport and breeding events. We need a process for selecting those people. Anne agrees with that. We should send that task to the Youth Committee for further approval by the Board. Andrea suggested that we appoint three people specifically from the Youth Committee. Katrin said that is what she was suggesting. Laura suggested someone from the Sport Committee also be included in the panel. Caryn felt that one of the panelists should be Sandie since that was their recommendation. Anne agreed. Laura agreed. Andrea agreed. Sandie said that right now all the people on the Youth Committee: one of them is married to the participant of the Youth Cup; none of them have been participants of the Youth Cup. Anne suggested Amelie Brewster. Laura again asked if we should consider someone from the Sport Committee. Caryn asked if this is something that the Youth Committee should choose amongst themselves. Anne agreed. Andrea agreed. Anne felt that it would be appropriate for the Board to make a recommendation that they should pay special attention to competition experience and experience in Europe. She said that Amelie Brewster would be an excellent choice as one of the three-member panel. Sandie agreed. Caryn asked if she was on the Youth Committee. Sandie said that she is not. Anne said Amelie told her she sent e-mails to Sandie trying to join the Youth Committee. Sandie said she did not receive them. Sandie didn't even know that she was back in the U.S. Anne said that she would check with her further. Ed asked if we all agree with this. Anne agreed. Andrea asked if Barb had the transcript of this particular conversation regarding recommendation #3. Barb stated that she had it recorded and she was also typing along as to not miss any of it. Anne felt that this is one that many of us may have things we want to add or subtract after we see it all in writing.
- 4) **U.S. Country Leaders should encourage and create opportunities for youth riders to mingle with riders from other countries.** Anne felt that some of these requirements go without saying. Andrea agreed. Sandie agreed.
- 5) **A manual should be prepared for the riders and their parents spelling out all FEIF youth event events including rules on outside trainers on the grounds.** Anne felt this would be a huge job for someone to take on. Sandie has basically already done this and sends this and every bit of mail to parents and the riders through e-mails. Sandie said this is just one more item that she needs to add to it. Andrea suggested that this should be in more of a manual format and also make the information accessible on the web site. Caryn suggested that this become something that the Youth Committee can work on. Anne agreed. Anne felt that this project would give some of the past youth cup participants the opportunity to give input for this manual to help get a little involved. Sandie does keep in contact with some of the past Youth Cup participants. She has asked past participants for some input but she's found that they have all gone off to college and are doing other things and may not have the time to put into this project. However, she will ask them.

She felt that this is a good idea and their input would be helpful since they are the ones that have the most knowledge. They were there experiencing it all and they are the ones that can come back and say, this is what the other kids and other parents need to know. Anne agreed. Caryn suggested that the Youth Committee comes up with an outline that they could add to it and come up with a good manual. Caryn felt that instead of asking the past participants to create something that they may never get around to, it might be better to ask their opinion of an outline to make the job easier for them. Anne will encourage the three youth rider trying out in New York to get involved in this project when she sees them for the World Championship tryouts in May. It was Anne's guess that they could give some feedback on this and it might keep them further involved. Ed felt it was worth a try.

- 6) **The Youth Committee should explore the feasibility of holding a preliminary meeting . . . . in some central location several weeks prior to the actual FEIF Youth Cup event.** Anne felt this might be a good idea, however, may not be very affordable. Katrin said that it is not necessarily affordable. Andrea asked Barb if the youth cup riders met Sandie at a competition in Wisconsin in 2006. Caryn said she thought Sandie went to Wisconsin to meet them. Sandie said that she did travel to Wisconsin in June of 2006 to meet the Youth Cup team to attend that competition in Wisconsin. Barb verified that all but one of the team members attended. Shannon Fitzgerald's daughter could not attend but all the others did. Laura thought it was a good idea but could be very expensive and difficult to coordinate. Anne felt that while this is a good idea, it makes for just more expense that these participants have to pay for on top of everything else these kids are paying for. Caryn thought the Youth Cup kids had their own e-mail discussion list available to them where they discuss things via e-mail regarding that subject. Andrea set one up for Sandie but she felt the kids did not use it at all. Sandie agreed that the kids did not use it. Sandie said that there was one set up for Youth Camp in Iceland two summers ago and out of the 50 kids that attended, possibly only 6 exchanged some minor e-mails. Ed said that it was obviously something they did not want to do. Andrea guessed that it was not popular. Laura felt that kids really don't work that way. Sandie felt that it might be used more if it was on 'My Space'. Laura agreed (laughing) saying now there is an idea. Sandie felt that these discussion lists are not used by participants. Anne said that we can make this suggestion for them to try to get together at some point before the Youth Cup if it is at all possible. Andrea agreed. Ed agreed. Andrea said that it sounds like a good idea but the feasibility of it might be difficult.
- 7) **The U.S. Country Leader must be informed if parents intend to bring a trainer to the Youth Cup.** Anne states that she is having a little trouble with this recommendation. Katrin Sheehan felt this recommendation was contradictory because this event does not allow outside trainers on the grounds during the event. Sandie verified that is correct, no one is allowed to bring a trainer on the Youth Cup grounds. Anne felt that we should reject this recommendation completely. Sandie wanted to read the recommendation completely: **Trainers will be allowed on the grounds only after prior coordination with the U.S. Country Leader and with prior permission by the FEIF Youth Cup director. Parents should be informed before the event that having a trainer who is not a Team Leader on the grounds of the Youth Cup is against FEIF policy.** Sandie agrees with this recommendation, however, this is a rule and doesn't need to be said. Sandie asked if this is a rejection, and Anne said yes. She felt that we should not even open the possibility. Andrea said that this was just not possible.

This now brings us to Board issues. The first one being the notion of potential liability of the USIHC arising out of the presence of teenage and pre-teenage children in non-public areas with adults not part of the official Youth Cup activities. Anne didn't think there is such a special category. Anne said she had never thought of potential liability for Congress related to youth participating in this event or any other Congress program. Anne wondered if our insurance covers Congress for this liability. Andrea said this was a good question. Laura agreed. Ed felt that our insurance only lists certain events that it covers specified events and Andrea felt only events here in our country. Anne then posed the question of what would happen if we sponsor youth at an international event and they get hurt. Katrin feels this is an extremely large issue that needs to be checked into. Ed felt that the parents of the youth should be required to sign a release, however, many felt that would not be sufficient to protect our organization in this incident. Sandie informed everyone that on the application for Youth Cup, it says that FEIF International will be released of liability and Sandie also has the parents sign a form that releases USIHC of liability and that Sandie Weaver will not be responsible. However, Anne feels that this release of liability forms will not protect anyone or any organization if something would occur. Andrea asked Bernie to be sure to question our agent at Best Insurance to see if we have liability coverage with the international events we participate in. Bernie agreed. Barb thought that we might be able to get some kind of special insurance umbrella or rider to cover these international events. Katrin informed the Board that in Europe, FEIF will require everyone to sign these waivers of liability anyway, and in Europe, these waivers are more protective for the organizers. Anne felt that it is not the case here in the U.S. Andrea agreed. Anne also informed everyone that the best waiver in the world does not protect from negligence. Ed said that this is a valid issue and we need to consider it for the future. An attorney can easily sue someone for negligence and only insurance is designed to protect individuals in the case of negligence. Anne reiterated that this is a very important issue to get ironed out soon. Caryn Cantella asked if when the children go to these international events, are they the responsibility of FEIF or the responsibility of USIHC and their representatives. Caryn said that we are not holding the event so that may release us of that liability. Anne said that in these situations, attorney will name everyone involved or connected to the event no matter who is the organizer. Ed verified that Bernie will check further into this insurance issue.

The panel recommended that the USIHC respond immediate when the U.S. Country leader seeks help or guidance during the Youth Cup. Anne felt this was an obvious recommendation. Sandie then asked that if this was obvious then why did she not get anyone to respond to her e-mail? Anne said that no one on the Board perceived her e-mail as a request for anything from us. Andrea also added that after reading the e-mail, she felt it was just information. Anne felt that everyone perceived the e-mail as informational and not a single person on the Board felt it was a request for help. Sandie asked if any of the Board members called Goetz George. Anne did not know nor did she feel that it had any relevance. Sandie felt that it absolutely did have relevance because if they were going to contact him, when the youth leader is contacting the Board, then that is circumventing our Board and the problem. Sandie felt that in her mind, that was what exacerbated this thing out of control. Barb informed Sandie that she did call Alyssa Davis' father (he was the only parent not at the Youth Cup event) as soon as she read the e-mail and asked him if he had recently talked to Goetz. Sandie asked why Barb did not respond to her e-mail. Anne said that no one on the Board responded to her e-mail. Barb agreed that she did not respond to Sandie's e-mail. Sandie said that she was the only one there representing the entire Congress. In speaking about insurance, Sandie felt that she would be the one who would be sued in situations occurring at the Youth Cup event. Anne assured her that in a law suite situation, any attorney would look to Congress for deeper pockets then any one individual. Sandie again stated that she was the only one there representing Congress and

chaperoning these youth riders. Barb stated that the parents of all but one of the girls were attending the Youth Cup event. Sandie said that they were not supposed to be there. Barb said that the parents were trying to help the situation but that Sandie did not accept their help. Barb said that she couldn't understand that with the urgency of the situation, she would not contact the parents who were within driving distance of the event. Sandie again stated that the parents were not supposed to be there and that they signed something to that effect. Sandie also stated that Goetz was not supposed to be there. Sandie said the Goetz spoke to the German farm owner, who had never had a FEIF youth cup event before, and he did not know the rules. Barb reiterated the fact that Sandie was looking for help in the situation. The parents offered their help but Sandie did not accept that offer.

Anne interrupted the discussion stating that we are getting too far off the subject of the panel's recommendation. The recommendation states that if we are contacted for help, we should respond immediately. I think we all absolutely agree with that. Sandie asked why she was not contacted after she sent her e-mail. Anne stated again that we did not see it as a request for help. Sandie asked then why was Goetz contacted. Anne did not contact Goetz, and she said that if anyone had contacted him, it was probably to find out what was going on. Sandie then said but Anne did not contact her; did not call or e-mail her. Sandie asked that if she wanted to find out what was going on, why Anne didn't contact Sandie. Anne said she didn't contact anybody, Ed didn't contact anybody, Caryn didn't contact anybody. Anne also said that she didn't think Andrea contacted anybody. We didn't answer your e-mail only because we didn't see it as a request for help. If you would have said "p.s. guys, I'm in trouble here", Anne said she felt all of us would have contacted Sandie. Andrea apologized and said if she would have known Sandie was asking for help, she definitely would have contacted her. Laura Benson said that for future reference there needs to be someone on the Board that has official contact with the Youth Leader. Anne said that if in the future, if someone feels they need help, they must be sure to specifically ask for help. At that point, then of course we would all respond. Ed said that we just didn't see it as a request for help and that's the only problem. He said he completely agrees with the recommendation. Anne absolutely agrees. Sandie agrees also. Ed asked if anyone disagrees. No one on the Board disagreed with the recommendation of the panel. Andrea stated that in the future it's obvious that we have to be more sensitive to these occurrences. Andrea stated that all we can do now is learn from it. Laura asked who we will appoint to take on this position. Andrea said that it's not really a position but if any one of us reaches out to another Board member that we should not hesitate to help no matter what the situation is. Laura added that if anyone is in a position of needing help, they should be sure to ask for a response from the board as soon as they can. Sandie wanted to make it clear that it is disrespectful for someone to call a non-board member to ask about specific situations rather than respond to the Board member. Anne did not agree with this statement. Anne used an example: Let's suppose I am still breeding committee leaders and there is some huge problem that explodes. If I get the computer and send an e-mail that says, "hey guys, I'm in trouble here", then everybody should respond. Laura said that the e-mail should always say "please respond as soon as you can". The point that Sandie is trying to make is, if Anne is at a Breeding evaluation and there is a problem going on and she e-mails out to the Board, it is disrespectful; it is dishonoring her for Sandie to call somebody at the farm holding the evaluation, instead of calling Anne directly. Anne apologizes but she said she does not agree with that. Anne said she would not consider that disrespectful to herself. Anne felt that if she had friends involved in a situation that was exploding, she would be more than likely to call her friends, because they are her friends. She didn't feel, however, that it would be disrespectful. Katrin felt that there needs to be a certain procedure that these situations need to be handled and how information has to be gathered. Andrea felt that as a result of this issue, we will all be a little more sensitive now of things like this and that they will be handled in a more sensitive



manner. Caryn Cantella said that as a Board, we should not only call a friend but also call the person representing the Board because she felt we needed to know what is going on directly from that person. Katrin stated that since it was a Board matter then it was important to talk to the Board member first. Caryn felt that she knew there were a lot of phone calls going on but none were directly to Sandie. Caryn felt that this was a lesson learned. Andrea felt that it would be important to have a list of all the Board member's phone numbers, cell phone numbers, etc. so that if contact needs to be made, it can be done quickly and easily. Anne said she felt that was a good idea. Caryn also said that we should give the leader of these international events some kind of cell phone or device to be able to contact someone for help if need be. Sandie felt that this would be an excellent idea. She said that for the last FEIF youth cup her phone bill was \$600. The youth cup before was \$500. Katrin said that there are numbers to call to get a special rate calling to the U.S. Katrin said there are numbers to call when in Europe to get a fee of about one cent per minute to America. Sandie also said that we need to make sure it is a good phone company. Sandie said that the phone service and internet access is very inconsistent in different locations. Sandie said that at the first FEIF Youth Cup she had excellent service and at the second FEIF Youth Cup she had the same phone company it was also excellent. At the third FEIF Youth Cup she had a minimum of 42 dropped calls. Sandie sent a letter of complaint to the phone company and they gave her only a \$50 refund. Caryn asked if computer is a feasible way to communicate at these events. Sandie said that at the FEIF Youth Cup two summers ago, it was very easy to communicate via computer. They had a computer room set up that anybody could use and they had six computers that were available to anyone at any time. At the most recent FEIF Youth Cup, there was one computer at the entire farm and it was designated as the FEIF official Youth Cup computer and Sandie had to get permission to use it for five minutes only. Sandie said that when they went into town on Wednesday for a field trip, she found a computer shop where she was able to access her e-mails. Other than that, Sandie had no way of e-mailing anybody and with the problems with the poor phone service, she felt very much out on a limb. Ed said that for the future we not only accept the recommendation but also provide a means from the Congress to who ever we send to an international event. Sandie felt that their phone bills should be paid. Caryn asked if those calls were all to the parents. She said they were mostly to the parents. Anne said that the parents were at the event. Ed said that there is still a cost for a call even if someone is nearby. Ed said he sees no problem with Congress supplying a phone to representatives at Congress cost. Sandie reminded us that Susan Peters was in England and Massachusetts and she called Sandie several times checking on Cailie's illness. She called several times to try to get Cailie to the doctor or hospital. She did not arrive until the day before the competition. Sandie said she had calls to England and calls to Massachusetts. However, some of them are personal calls. Sandie says that she called the trainers to be sure the horses and kids are matched up appropriately to their horses. She made calls to see when they planned to arrive. These are the most of the things she used the phone for. Caryn said she had no idea she was putting that kind of expense out. Ed again said that phone access and services is something that Congress needs to provide for individuals attending these international youth events. Laura felt that communication is vital to be able to contact the parents if needed or the Board and if the phone is not working it makes it horrible to function. Sandie said it was really bad. Anne suggested that Congress purchase a global phone for Congress to use for these events. Andrea said that would be a good idea. Anne said she has one that allows her to call back and forth to her mother when she is in Germany. She felt that they are getting less expensive. She felt that we could get a global phone and it could go with the Team Leader at the World Championships, whoever goes to the FEIF Conferences, and the Youth Cup representatives. Caryn asked if it was something that could be turned on and off. Anne said yes, if you don't use it, it can be turned off. She explained that it is just like a regular cell phone. Katrin said that her husband has T-Mobile and it works all over Europe and here in the U.S. Anne said she had T-Mobile for a while and now have Verizon. All

she does is switch it over to the European mode and it's a really handy thing to have. Laura thought it would be a great idea. Ed asked Katrin if she knew anything about that kind of phone. Katrin has just a normal cell phone that he uses here in the U.S. with T-Mobile. When he lands in Germany, it will automatically switch over to the proper mode that will work in each country. Anne asked if she knew what kind of phone Katrin husband has had because she had an Ericson phone with T-Mobile for years and it had always worked that way. Katrin's husband has a Blackberry phone so he can also have e-mail capability on the phone. Anne felt it would be best to keep it simple, however, Katrin felt that it would be good to at least have e-mail accessibility for small e-mails. Anne asked if Katrin could find out the cost of her husband's phone. Ed said to consider this research a recommendation for her. Katrin felt that it should work with a very normal cell phone. Anne remembers that the service she had with T-Mobile was very affordable. Andrea thought that was a good idea and that the Blackberry would be perfect. She didn't think they were that expensive now. Laura felt it was important to have access to e-mail also, if anything, for an emergency. Ed agreed.

Next is the confidential nature of internal communications between Board members. Ed felt that this is assumed and while there are breeches now and again but there is no reason why we can't agree to this. Anne said that the problem with confidentiality is that there are 17 people with access to the Board e-mail discussion list. Sandie asked who they were besides the 9 Board members. Anne said that several spouses of those who are married have access. Sandie said that her husband does not know her password so he cannot access her Board e-mails. Sandie asked how many spouses actually want to read the Board e-mails. Anne said that Caryn's husband Tom can use her e-mail. Caryn said that yes he can but he doesn't. Caryn said that if her computer is open downstairs, he doesn't know her password but if it is open to her e-mail he could go downstairs and look at it if he wanted to. However, it is probably the last thing he would want to do. Sandie said that she thinks we should have a show of hands as to how many spouses actually want to read the Board e-mails. Anne said that she was sure everyone would say no, however, even if they were very curious, they would say no also. Katrin added that her husband gets well over 100 e-mails a day and he would not want to look at any more e-mails of Katrin's at the end of the day. Anne pointed out that if one was talking about confidentiality, it isn't confidential if there are that many people on it. Andrea said that it is not 17 and anyone on the board can go on the web site and see exactly what e-mails addresses are signed up. It's just the case that there are a few people (Andrea includes herself) who have more than one e-mail address. Ed said that we all assume that it is confidential but, as we go along, it should get better. He feels we do not need to make any rules/changes with this regard. Andrea agrees. Anne agrees, however, that we should understand that it certainly is not a protected list. Katrin said that we are all not exchanging secrets either. Anne agreed saying that if you don't want it spread then call the party on the phone. We just can't expect these things to be absolute. Ed added an old saying: Don't e-mail anything you don't want to see in the morning paper. Ed thinks this is a good point and asked if everyone agreed. Anne agreed, Andrea agreed, Laura agreed.

Ed said that he didn't hear anyone objecting to any of the panel's recommendations. Andrea felt that once we get together, there is very little we disagree on. Anne felt that this group is great at resolving issues when we talk. Ed would like to see a summary of these panel recommendations. Anne will draft a letter to the parties involved and include the panel's recommendation along with a copy of the special meeting minutes. All agreed.

April 4, 2007

## **Youth Cup Panel Recommendations**

This volunteer panel was charged by the USIHC Board of Directors with examination of the controversy arising out of the USIHC's participation in the 2006 Youth Cup and asked to submit recommendations to prevent similar problems in the future. The panel has examined emails and letters from the parents, riders, Bernie Willis, Goetz George and Sandie Weaver. It has contacted the parents and has received additional information from some of them and from some of the riders. The panel also has received answers to its follow-up questions from Ms. Weaver and an informative letter from Anne Svantesson, the FEIF Youth Cup Director.

An overall concern of the panel has been to compile recommendations which serve the best interests of the USIHC. If the USIHC is going to continue to send a team to the Youth Cup, it should take every reasonable step to maintain a successful program. The USIHC must recognize that attending the Youth Cup in a foreign country should be a memorable, lifetime experience for the children on the team. The Youth Cup demands a substantial commitment of time and money from the riders and their parents, as well as from the volunteers who accompany the team. The program will thrive only if all participants have a positive experience and if the USIHC provides appropriate organizational support.

Accordingly, the panel recommends as follows:

Given the controversy that has surrounded the 2006 Youth Cup, the USIHC's participation in the Youth Cup would benefit from the involvement of a fresh group of people in leadership roles. Ms. Weaver should be thanked for her loyalty to the USIHC's Youth Cup program and the long hours and considerable resources expended by her in making it a success. Should she wish, Ms. Weaver should remain on the USIHC Youth Committee in an advisory role to assist in supervising the program and in selecting future Country and Team Leaders. Now that Ms. Weaver has served several terms as US Country Leader, the USIHC should search for an equally well qualified replacement to act as US Country Leader for future FEIF youth events.

Future leaders should be chosen who share Ms. Weaver's strong administrative skills and devotion to the duties of Country Leader, and who are also good leaders in that they are confident, flexible, personable, and dynamic.

Two people in leadership positions should accompany US youth teams to FEIF events. One would be the Country Leader and the second an assistant. Parents of the riders should be considered to fill the second position.

The Board should establish a process for selecting the US Country Leader, assistant Country Leader and Team Leader which utilizes recommendations from interviews of candidates for those positions by a three member panel appointed by the Board and composed of Youth Committee members and past participants in the Youth Cup.

US Country Leaders should encourage and create opportunities for US riders to mingle with riders from other countries. This is particularly important for US riders who may have a tendency to isolate themselves because they are far from home and suffering from cultural shock and jet lag.

A manual should be prepared for riders and their parents spelling out all aspects of FEIF youth events including rules on outside trainers on the grounds. While much guidance is already provided, there should be an effective “operations manual” that include all the information. It would be useful for all involved.

The Youth Committee should explore the feasibility of holding a preliminary meeting of the US Country Leader, assistant Country Leader, Team Leader, riders and parents in some central location several weeks prior to the actual Youth Cup event. This meeting would allow the Country Leader to orally brief the riders and parents on all applicable rules and policies and on expectations for the riders. The parents and riders could also in turn clearly express their expectations and discuss any questions or concerns they might have about the event. The participants would have an opportunity to get to know each other in a less stressful setting than the Youth Cup itself. Those unable to attend the meeting in person could participate by teleconference.

The US Country Leader must be informed if parents intend to send or bring a trainer to the Youth Cup. Trainers will be allowed on the grounds only after prior coordination with the US Country Leader and with prior permission by the FEIF Youth Cup director. Parents should be informed before the event that having a trainer who is not a Team Leader on the grounds of the Youth Cup is against FEIF policy.

The Board must be extremely careful about potential liability for the USIHC arising out of the presence of teenage and pre-teenage children in non public areas with adults not part of official Youth Cup activities. Those children will be considered the responsibility of the USIHC at all times during the Youth Cup because they are participating in a USIHC program and are under the overall supervision of the US Country Leader as the USIHC’s representative. The necessity for the USIHC to recognize potential liability issues is independent of the character or integrity of the adult interacting with the children in an unofficial capacity.

The USIHC Board must respond immediately when the US Country Leader seeks help or guidance during the Youth Cup. The Board should appoint a board member to serve as the Country Leader’s primary contact and liaison with the rest of the Board during the Youth Cup. The Country Leader and board contact person shall keep themselves available at all times by telephone or email during the Youth Cup.

The Board should consider the confidential nature of internal communications between Board members on matters such as the report of problems and request for help by the US Country Leader during the 2006 Youth Cup. Although Board deliberations and decisions at meetings must ultimately be made available to members in the meeting minutes, it is reasonable for Board members to expect that internal communications at other times will be kept confidential. If some Board members do not intend to keep internal communications confidential, the Board should establish a policy clarifying which communications are expected to be kept confidential and which are not.

Ms. Weaver and other USIHC Board of Directors members, Barb Riva and Bernie Willis, all have conflicts of interest relating to Board consideration of the controversy surrounding the 2006 Youth Cup.

Ms. Riva, Ms. Weaver and Mr. Willis should not participate in BOD deliberations and decisions regarding issues surrounding the 2006 Youth Cup.

The Board should adopt a conflict of interest policy defining what is considered a conflict of interest for Board members, and requiring each Board member to disclose conflicts of interest involving him or her and to refrain from participating in Board deliberations and decisions when such a conflict of interest exists. The USIHC should be encouraged to incorporate the conflict of interest policy in Bylaws.

In order to maintain a successful Youth Cup program, the USIHC must recognize the critical importance of monitoring the satisfaction of all US team participants in each Youth Cup. The Board should assign the Youth Committee the ongoing task of exploring how to enhance the experience of riders at the Youth Cup. The Committee should be encouraged to survey past participants in the event for their ideas.

Respectfully submitted,

Eileen Gunipero

Rich Moore

John Parke