



Board Meeting Summary

4 June 2025

Key Decisions and Actions

EA Leadership Presentation

- The Board welcomed EA Chair, Deputy Chair, and CEO to address ongoing organisational matters. Key topics discussed included:
 - Organisational underfunding and budget separation requirements
 - \$33 one-time IT system upgrade fee to replace failing 15-year-old Nominate system
 - Concerns about the projected 5%-member attrition rate and cost-of-living pressures
 - Payment instalment options and new afterpay-style capabilities
 - Data protection obligations and international system benchmarking
 - Members experience improvements for non-competing members
 - Alternative revenue strategies and collaborative approaches between state bodies and the federation

Board Meeting Minutes Approval

- The Board discussed the May 7, 2025, minutes, with a Board member requesting changes.
- Also requested clarification that building-related discussions accurately reflect that the previous building sale was conducted without formal board approval through administrative processes.
- Motion passed unanimously to approve minutes with discussed amendments.

Board Meeting Summaries Guidelines

- The Board discussed summaries with a Board member noting high quality while expressing concern about potential negative consequences for Board members when individual contributions are identified publicly, citing the challenging nature of member feedback and the potential deterrent effect on future Board candidates.
- Chair concurred, noting esteemed individuals with valuable skills are unwilling to engage with the board due to prevailing perceptions.
- The Board member explained the difficulty in determining who wants something recorded without direction regarding abstaining, voting against, or specific statements.
- The Board decided on Summary Guidelines.

Para Equestrian & Eventing Bank Accounts

- The Board discussed the need arising from meeting with representatives, noting the desire to keep high-performance money completely separate in dedicated bank accounts.
- A Board member explained that during the conversation, this approach became clearly beneficial, particularly as every other discipline committee already maintained such accounts.
- Motion passed unanimously to approve the opening of the Eventing High Performance bank account and Para Equestrian discipline bank account.

Show Horse Committee Nominations

- The Board discussed background information, including Annual General Meeting nomination process issues, where anyone could put forth a candidate, resulting in the organisation being managed by a committee of only three members.
- Process issues identified, including original nomination forms delayed 2-3 weeks after the Board meeting, several potential nominees lost enthusiasm, and additional nominations emerged after concerns about low numbers.
- Complete paperwork and integrity checks were received from four candidates.
- A Board member emphasised the need to treat all applicants consistently with complete documentation before appointments.
- A discussion was held about the fairness of appointing some nominees while others lacked complete paperwork and potential legal exposure.
- Motion passed by majority to appoint four candidates who completed the required paperwork and passed the integrity checks.

Vaulting Committee Funding Requests

- The Board discussed the Committee's requests for \$1,500 for judge advancement from Level 2 to Level 3 and \$6,050 for the clinic.
- The committee's written rationale noted that the individual is one of only three judges in SA and a small handful in Australia, with a recent significant reduction in judges due to retirements.
- Individual volunteers have time to judge ESA and interstate competitions, but are unable to complete the assessment unless travelling interstate; they could complete the assessment at the 2025 National Championships in Sydney.
- A Board member questioned whether funding individual advancement would establish a precedent for other Level 2 judges to request similar financial support.
- A Board member questioned whether the original funding criteria required benefits available to all members rather than supporting individual advancement.
- A Board member noted smaller disciplines may benefit from individual investments addressing critical needs.
- Decision deferred pending additional information about alternative delivery methods and justification.

Child Safety Concerns

- The Board discussed correspondence received from a member regarding organisational obligations when members resign during suspension processes.
- Discussion was held about duty of care obligations, working with children clearance verification procedures, and organisational oversight responsibilities.
- The Board considered proactive approaches to child protection matters and reviewed current verification mechanisms.
- Motion passed by majority to authorise the FARMC Chair to seek legal advice regarding ESA's obligations and exposure in relevant circumstances.

Document Release Request

- The Board discussed correspondence from a former member requesting permission to use a confidential mediation document to support a complaint.
- The Board emphasised the importance of balanced representation in complaint processes and the need to ensure all parties have an appropriate opportunity to respond.
- Following review of the documentation, the motion was passed by the majority to release the requested document.

Administrative Updates

- **Constitution and AGM Minutes Update:** The Board noted the Constitution and AGM Minutes Update.
- **Decisions via Circular Resolution:** The Board noted decisions made by circular resolution

since the last Board meeting.

- **Deferred Items:** Due to meeting length exceeding 3 hours and volume of remaining agenda items, several matters were deferred, including detailed state branch correspondence responses, budget considerations in light of EA fee changes, member communications, and member renewal implications due in 26 days.
- Next meeting scheduled for June 18, 2025, to complete deferred business with a focus on budget implications and member communications.
- The Board agreed to handle correspondence responses by circular resolution with updates reflecting the EA presentation outcomes.