



PRESIDENT'S REPORT

Detailing In-Person Board Meetings held November 10–11, 2023

Greetings/Bienvenue!

It was a true pleasure to join my fellow Directors, EC leadership, and key partners in person at the Royal Agricultural Winter Fair this November for two full days of important discussion, decision-making, and vision-setting. These face-to-face Board meetings are invaluable—not only for the business at hand, but also for the camaraderie, connection, and momentum they build.

From our strategic future to current operations, we covered a tremendous amount of ground.

We began by grounding ourselves in purpose, acknowledging our responsibilities through a Land Acknowledgement and reflecting on the five Truth and Reconciliation Calls to Action specific to sport. It was a timely reminder that our work must always consider inclusion, respect, and reconciliation.

Canadian Equine Identification Program (CEIP)

One of the most important topics of the weekend was the CEIP. With presentations from EC staff and Equine Register Canada (ERC), we examined options for both a government-led and industry-led model. Questions around data ownership, sustainability, revenue sharing, and EC's potential role as a Responsible Administrator sparked healthy debate. While no decisions were made, the Board reaffirmed the importance of EC's leadership in this space and committed to further due diligence, including a request to hear from alternate technology providers such as HerdTrax (Telus Agriculture). A decision is anticipated in early 2024.

Management Report & Pan Am Recap

CEO Meg Krueger walked us through the latest quarterly Management Report and operational updates. The Board commended staff on progress toward Strategy 2025 and acknowledged the increasing clarity in Objectives & Key Results (OKR) tracking. We also heard from James Hood, Director, High-Performance, on our Pan Am Games success—where all three disciplines secured Olympic qualification! Hats off to staff, our veterinary team, and all the support staff for helping our athletes shine.

Safe Sport & Discipline Policy Update

With the support of the Governance & Ethics Committee (GEC), the Board approved an important revision to the Discipline, Complaints & Appeals (DCA) Policy, allowing for reconsideration of provisional suspensions. This policy brings us into closer alignment with best practices and emerging standards across sport.



Inclusion & Equity

We were privileged to hear from Nicole McKinney of Waking the Unconscious, who presented findings from EC's internal diversity and inclusion assessment. The presentation sparked powerful, honest conversations about how our culture, hiring practices, and leadership development can evolve to reflect our full community. EC is at the beginning of this journey—and we are committed to meaningful, measurable change. Two EDI training sessions were scheduled in December as a next step.

Governance Review

Janis Riven returned to share progress on the multi-phase Governance Revitalization Project. The Board is preparing for a transformational 2024, including modernized policies, refreshed Terms of Reference, and alignment with Sport Canada's governance code. Janis' work is shaping how we lead as an NSO—and we are grateful for her partnership. The Board approved the formation of a Working Group to begin exploring EC's membership structure, with a report expected in February 2024.

Finance & Fundraising

We reviewed the 2024 Fees & Fines (approved with a 3.7% increase), and the aspirational and actual FY24 budgets. EC continues to face funding gaps, in line with many Canadian NSOs, due to long-standing federal funding stagnation and economic inflation. A standout highlight was the presentation from Global Philanthropic Canada, which assessed EC's readiness for fundraising. The message was clear: our community wants more value and clarity before giving back. EC will explore building a volunteer-led fundraising initiative to guide this next chapter.

Looking Ahead

As Strategy 2025 nears its conclusion, the Board began conversations around what comes next—specifically Strategy 2028 and Vision 2030. The CEIP will play a central role, and the Board expressed interest in a collaborative planning model involving both staff and Directors, with diverse stakeholder input along the way.

I want to express my sincere thanks to everyone who contributed to the success of these meetings—whether in person or remotely. A special thank you to EC staff for their tireless preparation and professionalism, to our guests and consultants for their insights, and to my fellow Directors for their thoughtful, engaged participation.

We have work ahead, yes. But we also have a strong team, a clear sense of purpose, and a shared love for the sport and animals that connect us all.

Giddy up!

Lisa Robertson, President

On behalf of Equestrian Canada and its Board of Directors, this concludes the President's Report of the Board Meetings held November 10–11, 2023.

Fostering a love of horses and sport, for life.