



# PRESIDENT'S REPORT

## Detailing Board Meeting held November 18, 2024

Greetings/Bienvenue!

As we enter the final stretch of the calendar year, your Board of Directors gathered remotely on November 18th to continue advancing the key projects and priorities that define this important season for EC. It was a productive meeting marked by momentum, clarity, and continued alignment across Board and staff.

We opened with reflections on Canada's evolving sport funding landscape. A new scorecard-based model is being developed by Sport Canada, and as we prepare for the next funding intake, this will play an active role in helping EC position itself for success. One thing is clear: equity, diversity, and inclusion will be central to how organizations are evaluated, and EC must continue working boldly toward meaningful representation—both in leadership and throughout our community.

A highlight of my update was sharing insights from the **FEI General Assembly**, which I attended with CEO Meg Krueger. Financial challenges are not unique to EC—the FEI itself is operating with deficits while drawing from a healthy reserve. New initiatives are coming fast, including digital FEI horse passports, expected to launch in 2026, and a shift in language and leadership around horse welfare, emphasizing the “other 23 hours” of the horse's life beyond competition. If you haven't already, I encourage everyone to visit the FEI's updated Horse Welfare Hub—this work is shaping the global conversation, and Canada must be at the table.

On the home front, EC's presence at the **Royal Agricultural Winter Fair (RAWF)** was exceptional. From the CET and Jump Canada Medals to the Hunter Derby and beyond, our athletes, officials, sponsors, and volunteers were celebrated with the style and spirit they deserve. A special thank you to the Board members who attended and represented EC with such pride. The launch of the High Performance Legacy Fund Initiative and an athlete appreciation reception were meaningful steps forward in our fundraising work—kudos to James Hood and Sue Bundy for making it happen.

### Management Update & Financial Forecasts

Meg Krueger presented the Fall 2024 Management Report, highlighting an 82% achievement rate (YTD) on targeted departmental priorities. We also reviewed Forecast 2 for FY25, with the current deficit narrowing thanks to improved fundraising and cost containment efforts. While pressures remain—particularly around Safe Sport legal expenses and timing of Canadian Olympic Committee (COC) reimbursements—we're seeing improvements overall. Our Enterprise Risk Matrix confirmed this trend, with one-third of risks showing change (increase or decrease) from last quarter.



Looking forward, EC is shifting toward quadrennial budgeting, aligning our strategy with Major Games cycles and bringing a long-term lens to financial planning. This is a significant evolution, and we thank the Finance & Audit Committee for their leadership—especially as we welcome interim Director of Finance, Brenda Kelly.

### CHIP (Canadian Horse Identification Program)

Work continues on the CHIP initiative, and while a final motion was deferred pending updated financials, the Board remains committed to ensuring this program is built with care, credibility, and long-term sustainability. EC's leadership in this space matters—not just to government stakeholders, but to horse owners and breed organizations across the country.

### Sport Structure & Alignment

James Hood provided a strategic overview of the evolving roles of High Performance and Sport Operations. This thoughtful reorganization will better support programming, planning, and development pathways across all disciplines. The goal is clearer accountability, smoother workflows, and more consistent alignment across the athlete development spectrum—from grassroots to podium.

### Governance & Ethics Committee

AJ Dallaire shared updates from the GEC, with a spotlight on EDI compliance and athlete representation—both priority files under tight timelines. External consultants Sport Law and Janis Riven are guiding this important work, and we expect key progress ahead of the 2025 AGM.

### Human Resources Committee

As Chair of the HR Committee, I updated the Board on CEO performance review processes and staff evaluation frameworks. The groundwork laid over the past few years with our HR consultant is showing results—our team culture is stronger, clearer, and more accountable than ever.

We concluded the meeting with In Camera sessions. No motions or votes were held during these sessions.

As 2024 winds down, I remain grateful for the strength and dedication of this Board and our exceptional staff. We are navigating a complex and changing landscape with focus, courage, and a shared belief in the power of equestrian sport to unite and inspire.

### Giddy up!

Lisa Robertson, President

*On behalf of Equestrian Canada and its Board of Directors, this concludes the President's Report of the Board Meeting held November 18, 2024.*

Fostering a love of horses and sport, for life.