



**U.S. Biathlon Association, Board of Directors Meeting
8:00 A.M. June 21, 2019
Meeting Minutes, Submitted by Art Stegen, Secretary**

I. Call to Order

Co-Chairman, Bill Alford called to order the Board of Directors meeting of the U.S. Biathlon Association at Pineland Farms, 21st, 2019 at 8:00 A.M.

II. Roll Call

Members of the Board of Directors present for the meeting were: Bill Alford, Art Stegen, Phyllis Jalbert, Bob Hall, Sarah Konrad, Halley Steward, Sara Hall, and Jim Page. Also attending the meeting were CEO/President Max Cobb, Lowell Bailey, Bernd Eisenbichler, Danika Frisbie, Tim Burke, Drew Galanes, Lela Placey, Tom Kelly, Dexter Paine and Preston Noon. Susan Miller was absent. Hap Brakely and Jerry Baltzell joined the meeting via teleconference call. The members present represented a quorum.

III. Opening Remarks

Bill Alford welcomed the members and thanked them for their attendance. He reviewed the agenda for the meeting and asked for approval of the minutes from the previous meeting which was seconded and so approved. He requested that Max Cobb present his report to the members.

IV. CEO/President's Remarks

Max Cobb began his report with a proposal to make a new Board of Director appointment of Dexter Paine. Following an introduction and summary of his experiences, having previously served 13 years as the CEO of the U.S Ski Association (USSA) Max called for a motion to add Dexter as an independent member of the Board of Directors. A motion was made, seconded and approved. This left one vacancy on the Board of Directors which is to be filled by an athlete representative following Lowell Bailey's move to the position of Director of Sport.

Bill Alford presented a letter to Max from the USOPC to the attendees confirming continued support for his work and presence at IBU Levels. Bill Alford commented that this has great impact on USBA operations.

Continuing his report Max reported that it was a busy period with the transition from Bernd to Lowell which comes after an incredible performance by Bernd. He reported that there was transition within the IBU as well. Among other activities he indicated there will be a new selection criteria with slight changes for athletes, a bottom-

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up budget review, new opportunities at Lake Placid with the \$82 million design and improvements that signal an exciting time with dramatic changes for biathlon.

Concerning IBU/USOPC matters Max told the members that successful leadership transition was taking place and it appeared that things were moving in the right direction. IBU is in a strong financial status with assets of \$70 million Euros and that are demands for improved contributions to the national federations. The USOPC is under new leadership and making good progress. It continues to provide the same level of financial support and resources with \$200 K specifically allocated to development. He mentioned that USOTC support at Lake Placid of approximately \$800 K is not reflected in the budget. He also mentioned that everyone is waiting for Congress to review the Sports Act to see what potential changes may be coming.

Max asked Tom Kelly to review communication ideas and the modernization in the presentation of sports that are currently taking place. Tom told the members that biathlon is on the move with the involvement of the athletes “telling their stories”. He suggested that the Association take a look at the vision, message and become “action oriented” in their communications and public awareness.

Following a brief report on sponsorship partner opportunities, Hap Brakely reported that there are multiple targeted sponsorships being pursued and that he was hoping that ramping up social channels would improve public awareness.

Max then addressed the proposed 2019-2020 budget which had been distributed to the members. He announced that there had been a \$500 K anonymous contribution and the budget was in a strong financial position. It included a loan payoff and major changes in salaries and junior allocations. A motion was made to approve the budget, seconded and it was approved.

Max asked for a motion to approve the committee assignments that were distributed to the members. A motion was made, seconded and approved.

Max concluded his report by announcing that application for the COO position were received and being reviewed. Screening and eventual interviews would take place.

V. Director of Sport Report

Newly named Director of Sport, Lowell Bailey reported that changes in staff structure have occurred but within the architecture developed under the guidance of former director Bernd Eisenbichler. Vegard Bitnes was named as the new head men’s coach while Armin Auchentaller will remain as the women’s head coach. Mike Gibson will be Assistant Coach and Matt Emmons the Head Shooting coach. Federico Fontana will lead technical operations. Tim Burke was named as the Junior National team coach within his responsibilities as the Director of Development. Danika Frisbie will become the Program Manager.

Lowell reviewed the previous season pointing out the excellent performances of Claire Egan who achieved World Cup podium finishes, excellent results by the women’s

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relay team and Sean Doherty's top ten results along with first World Cup points by Jake Brown. Lowell also reported strengthening partnerships with Maloja and AutoEder, continuing USOC support with broadening athlete services including nutrition, strength conditioning, sports psychology, sports physiology, and medical support. Lowell then reviewed the National Team schedule for the coming season leading to the World Championships in February 12-23, 2020.

He asked Danika Frisbie to give the members a review and explanation of the newly released Coaching Handbook that provides tools for coaches and parents. She distributed a copy to the members and explained that it was now being distributed in the biathlon community.

Lowell asked Tim Burke to give an overview of Development activities. Tim explained that continued productive activities were taking place with training camps at regional levels with good participation and educational activities for athletes and coaches. Recruiting talent identification camps are planned and a Development Summit with the three best athletes from each region participating will take place. Regional competitions are planned for the winter and the Summer Nationals will be held August 17-18 at Jericho, VT. A revival of the Junior National team will include athletes achieving a top 40th place at the World Youth/Junior Championships for up to 5 athletes. The Project "O" camp and four 2-week camps are intended to create opportunities and inspire young athletes.

At this point in the meeting Bill Alfond asked for a motion thanking Bernd Eisenbichler for his extraordinary contributions to USBA. A motion was made, seconded and approved.

He then asked for a motion to accept the ICC National team nominations. A motion was made, seconded and approved. He asked that the ICC selection criteria be delayed and approved when finalized by email or teleconference.

VI. Athlete's Report

Haley Stewart and Sara Hall reported that there is much positive feedback from the athletes and that replacing Lowell Bailey is a priority. A motion was made to authorize the athlete's group to hold an election for the open position, seconded and approved. They also reported that development of an athlete's agreement to provide communication accountability was also a priority.

VII. New Business

The potential date for Board of Directors next meeting was for October 2019 at Soldier Hollow, UT, the date to be decided later. Board members were encouraged to attend the World Cup at Ruhpolding, Germany and the World Championships at Antholz, Italy.

VIII. Adjournment

The meeting was adjourned at 12:10 P.M.