



**U.S. Biathlon Association, Board of Directors Meeting
11:30 A.M. October 16, 2021
Meeting Minutes, Submitted by Art Stegen, Secretary**

I. Call to Order

Bob Hall opened the meeting at Soldier Hollow, UT at 11:30 A.M.

II. Roll Call

Members in attendance at the Board of Directors were: Bob Hall, Art Stegen, Sarah Konrad, Kelly Kjollien, Jake Brown, and Sean Doherty. Joining the meeting via online video were: Bill Alford, Phyllis Jalbert, Hap Brakeley, Susan Miller, Dexter Payne, and Jerry Baltzell. Also attending the meeting were: CEO/President Max Cobb, Sara Studebaker-Hall, Lowell Bailey, Tim Burke, Preston Noon, Danika Frisbie, Tom Kelly, Jen Beaston and Foundation Board members Justin Gold, Matt LaCasse and Lizzi Ackerman. The members present and online represented a quorum.

III. Opening Remarks

Bill Alford welcomed the members and thanked them for joining the meeting. With thanks to Max Cobb for his outstanding efforts he asked that he give the Chairman's report.

IV. Chairman's Report

Max began his report by stating that everything is going well with all participants showing responsibility, with good planning and a good cash flow. He mentioned that the Finance committee finds the Association in a good position and that there is ongoing field work for the audit and good tracking according with the plans. There is continuing marketing discussion and announced a proposal for an official USBA watch that included sponsorship for \$20,000 with athlete royalties.

Concerning the USOPC he told the members that in a recent meeting with all the National Governing Bodies it announced that following the recent Summer Games, USOPC finances are strong. NGBs are facing stress from the burden of Safe Sport requirements that are causing additional work in meeting compliance and he thanked Sara Studebaker-Hall for her efforts on meeting those requirements.

Concerning the IBU he said that things are in a very good condition. Recent activities included Sara Studebaker-Hall's nomination to become a Technical Delegate and that Sara would serve as the Chief of Competition for the upcoming World Youth/Junior Biathlon Championships to be held at Soldier Hollow in February 2022. Max felt that it was highly likely that the current President, Olle DAHLIN would be re-elected.

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Max asked for a motion to approve of the previous Meeting minutes, it was seconded and approved. He then asked Lowell Bailey to give an update on high performance.

Lowell reviewed the changes that were occurring from the previous year with a more centralized and typical training structure. Many adjustments were being made with the coaches and athletes together again. He reviewed the expanded “Need Based Athlete Scholarship” program that intends to offset the cost to athletes qualified for international competition, up to \$16,000 with \$40,000 set aside in the budget. He then reviewed the previously submitted written report that detailed the Fall training and European Training Camp during which physiological testing for the men and glacier skiing at the Dachstein Glacier in Austria for both the men and women. The women had trained at Antholz where they also participated in the Italian Summer Championships which provided a benchmark for the women against some of the world’s best athletes. Ski testing was also accomplished while at Dachstein.

The team was now starting their last dry-land camp at Soldier Hollow which was to culminate with the final three races to determine the team for the first World Cup and IBU Cup races in November. Concerning preparation for the Olympic Games in China, USBA ski technicians will collaborate with the USA Nordic Combined staff for a visit to the Olympic site in December for testing ski grinds and wax at the Olympic site facilities.

Tim Burke followed Lowell with an update on Development which had also returned to normalcy. Except for one training camp all others took place as planned. The Summer Nationals at Jericho was the first opportunity to bring the athletes, coaches and organizers together at one location after a year of regionally focused events. The Junior National team completed two successful training camps at Lake Placid and Jericho and will meet again in Soldier Hollow and have a planned on-snow camp for November in West Yellowstone. He reported that many junior athletes have located in Bozeman, MT and are training with the Crosscut program.

The competition program for the winter will return to the standard schedule and following Youth and Junior World Championships team trials the top athletes will travel to the Jr. IBU Cup and Junior European Championships in Austria and Slovenia. They will return home for the World Youth/Junior Championships which will offer an incredible opportunity at Soldier Hollow in February. Tim ended his presentation by saying that it was a productive summer with discussions in person and that he senses an optimism and an energized motivation about the future of biathlon in the U.S.

Sara Studebaker Hall then provided an operations update saying that there was an IBU visit to Soldier Hollow for a site review in advance of the World Youth/Junior Championships. She also said there was a successful site visit by the US Center for SafeSport at Jericho during the USBA Summer Nationals at Jericho, VT. There will be a follow-up visit for an event audit during the competitive season.

Sara reported the rollout of the Club Certification program with the October 15 deadline for the first round of podium-level applications and expectations for several applicants to be awarded at three podium levels.

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She reviewed the World Cup trip for the Board, Foundation and VIP donors and mentioned several additional things that would occur as the season approaches. Among them were social and media content planning with Jürgen Bess, Bill Kellick and Tom Kelly, the Diversity, Equity, & Inclusion Action plan submission for the 2021-24 quad, working with clubs to ensure SafeSport compliance, and the World Youth/Junior Championships planning as well as working to include an Alumni reunion and Hall of Fame inductions.

Tom Kelly gave a summary of Communication efforts that included efforts to elevate all communications and awareness goals. The season two of the “Heart Beat” podcasts have begun with 12 episodes planned and the USOPC is planning a media summit for the 2022 Winter Olympic Games similar to that during the summer Games in Japan.

Just before a lunch break, Max asked Jen Beaston, the Executive Director of Crosscut to review the developments at Bozeman. She reviewed its mission of empowering healthy communities, connecting people and nature and developing athletic excellence. She provided a presentation of the newly completed facilities that were achieved on time and under budgeted projections. Max added that this new facility could possibly become a key element into developing a “Continental Cup” series in the Western US and Canada with competitions at Soldier Hollow, UT, Bozeman, MT and Canmore, ALB.

V. Committee Reports

Lowell Bailey gave the ICC report indicating its National team nominations which were provided in the documentation for the meeting. There were no discretionary decisions and objective criteria was followed. Two women had achieved pre-qualified status for the Olympic Games with two remaining and will be decided at the 2022 World Cups and January 2022 races. He asked for a motion to approve the ICC nominations and teams. A motion was made, seconded and approved.

Reporting on the U.S. Biathlon Foundation Bob Hall acknowledged the two new members of Foundation attending the meeting and announced that he is engaging with a few additional prospects.

Speaking for the Finance Committee, Phyliss Jalbert reviewed the financial status to date. She explained that the Committee had met twice and that some adjustment, positive and negative is expected. A reduction in the budget could threaten the 3% goal and athlete payback. However, a tax refund from the last World Cup at Soldier Hollow and PPC funds, as well as expected additional USOPC and IBU support may allow the 3% goal to be retained.

For the Governance and By-Law committee Dexter Paine reported that some minor changes were required following an audit by the USOPC, and that there were no negative comments during the comment period. The 33% Athlete requirement is in place and he asked for approval of the By-Laws revision. A motion was made, and it

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was seconded and approved. He indicated that committee assignments are in need of review and some policy changes will be required for compliance with the new By-Laws. He also indicated to the members that potential conflict disclosures are due.

VI. Athletes' Report

Kelly Kjollien began the report saying that the athletes were very busy training and were generally happy and content to have things back to some normalcy. She told the members that feedback from the athletes indicated that improved transparency and financial disclosure is welcomed by them. Athletes are happy with the staff and they feel comfortable and willing to come forward with questions. The athletes are excited to see investment in development. Jake Brown added that as with everyone in the Association, the athletes are very excited about the upcoming season.

The athletes also reported that the ACC is focused on the upcoming Olympic Games in China and that the Committee felt that the Summer Games in Japan went very well despite the conditions under which they took place. They mentioned that navigating the SafeSport compliance was not worrying and that they are advocating for meeting the expectations and anticipations for competing in China. They ended their report by indicating that the Athletes' Agreement is still on hold while technical issues are resolved.

VII. Presentation on Sustained Competitive Excellence

With the USOPC effort to improve Winter Sports success and a goal to achieve 3 medals in 2030, the USBA staff has outlined a strategy to meet those goals and presented this strategy to the members with an extensive visual presentation. The presentation included USBA Priorities for 2022-2030. These priorities are focused on Athlete Success by redefining high performance support roles, refining coaching structure, exploring physiological opportunities for advancement, improve data collection and continuing to provide World Class ski service; Development by revamping the Talent Transfer Program, renewal of the Junior National team, increasing the number of clubs and improving regional competitions and coaching resources; Creating Organizational Excellence by improving organizational roles and capabilities; Revenue Focus by expanding existing revenue sources and finding additional sources to support the strategic priorities; and improving Marketing and Engagement to increase the visibility of biathlon that will help support overall growth and revenue objectives.

VIII. Adjournment

The next meeting was tentatively scheduled for March 26-27, 2022 at Lake Placid, NY, concurrent with the scheduled National Championships. The meeting was adjourned at 3:45 PM.