



**U.S. Biathlon Association, Board of Directors Meeting
11:30 A.M. July 27, 2022
Meeting Minutes, Submitted by Art Stegen, Secretary**

I. Call to Order

Bob Hall opened the virtual meeting at 9:00 A.M.

II. Roll Call

Members in attendance at the Board of Directors were: Bob Hall, Bill Alford, Phyllis Jalbert, Sarah Konrad, Kelly Kjollien, Jake Brown, Hap Brakeley, Susan Miller, Jerry Baltzell, Rachel Steer, and Max Durtschi. Also participating in the meeting were: CEO/President Max Cobb, Sara Studebaker-Hall, Lowell Bailey, Tim Burke, and Preston Noon. The members present and online represented a quorum.

III. Opening Remarks

Bill Alford welcomed the members and thanked them for joining the meeting. He asked the new Athlete Representatives to introduce themselves to the members. He asked Max Cobb to give the Chairman's Report.

IV. Approval of the Minutes

Bill Alford asked for approval of the previous meeting's minutes and with the correction of a name spelling they were approved.

V. Chairman's Report

Max began his report by acknowledging the great efforts at the Olympic Games and the trust and respect the USOPC has for the USBA, the work of Max and the staff. To this end, the USOPC has awarded the USBA a 7% budget increase, despite that there were no spectators at the Olympic Games in Japan or China. He pointed out the interesting data that biathlon has 37 medals available at the Olympic Games, which is something that USOPC has perhaps taken notice. With the increase in funding, while other NGBs were reduced, USOPC has given recognition that it is due to good leadership, BOD governance and good alignment between its programs. He said that is still more to do according the 2030 plan and a need to take the "right steps" to achieve the goals of that plan.

Max mentioned the need to perhaps increase the venues available to open and expand the opportunities to development among younger and increasing number of athletes. He stressed that success is determined by development.

Max highlighted that the next Olympic Games will be in Italy and biathlon will take place at Antholz, a favorite venue for many. He indicated that there was a lot of

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stress during the recent years and that there were challenging times due to the Covid pandemic which severely impacted the Olympic Games in China. He continued to say that despite the challenging times progress is being made with the programs now returning to normalcy and a new Junior National Coach hired at Bozeman. He acknowledged the major effort underway at Bozeman for a training center that will include all the requirements for the needs of biathlon. He also pointed out that Ahrens is developing a venue in Wisconsin and building a positive relationship with biathlon.

Max closed his report by saying that the USOPC is in a strong financial position and has a new Chair. However, he said that Los Angeles is behind in their financial position but hope to improve.

V. Annual Report

A draft of the 2021-22 Annual Report that was distributed to the members prior to the meeting was reviewed for comments. The report included messages from the co-chairs and CEO Max Cobb and the announcements of the 2022-23 National Teams, that would need approval by the Directors later in the meeting. The report included information about USBA clubs that now stands at 43 with 13 receiving podium level certifications. A membership graph showed an increase in numbers of all membership categories. A graph also showed improvements in donors and contributions, with FY 22 exceeding its goal of \$50,000, reaching \$58,000. Financial information in the report included audited financials with management costs remaining below 20% and a snapshot that provides a view of the support the USOPC provides the Association. The report also included information concerning efforts towards Diversity, Equity, and Inclusion and well as maintaining Safe Sport requirements.

VI. High Performance Report

Lowell reviewed the summer training and the new additional team members. He announced the arrival of a new Assistant Coach and that the team has now returned to Lake Placid Olympic Training Center with training camps scheduled for May, June and July. He explained that the next phases for August, September, and October would include summer nationals in Vermont, a European training camp in September and one in Utah for October. Other efforts were to be made for testing rifles and ski selection. He explained that a collaborative effort would see New Zealand athlete Campbell Wright training with the U.S. team.

Lowell asked for a motion to approve the ICC National Team nominations. A motion was made and approved. He then asked for Board approval of the ICC National team selection criteria that was previously distributed. A motion was made and approved.

VII. Development Report

Tim Burke followed Lowell with an update on Development that will highlight 10 weeks of training camps June through August with as much crossover as possible. He

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noted the return of the Elite Development camp which would bring the best junior athletes from the regions to Lake Placid for a week and the hiring of a new Junior National team coach, Brian Halligan, with his position to be based at Bozeman, MT. He is working on the hiring of a Club Development manager for which a salary has been included in the budget.

Tim requested approval of the ICC National Junior team nominations which a motion was made and approved. He asked for approval of the ICC junior team selection and the FISU selection which were both approved.

VIII. Operations Update

Sara Studebaker Hall provided an operations update saying that there was a successful annual fund drive that exceeded the target of \$50,000. She told the members that all but one Foundations members have renewed, and they are currently looking for two additional members. She also highlighted the increased numbers in all categories of the membership.

Sara indicated that as efforts towards equity projects there will an effort to include more female coaches at international events, coaching seminars and improved social networking. She said that there will be an upcoming audit of policies and protocols for Safe Sport in September. She asked for approval of the Transgender Athlete Policy that had previously be circulated. A motion was made, and the policy was approved.

IX. Committee Reports

For the Budget report Max Cobb gave a review of the budget as of June 30, 2022, which listed a breakdown of assets and liabilities on a balance sheet that included a percentage of change for June 30, 2021, indicating that the budget was in a good position.

Sara Studebaker-Hall gave an overview of the Governance Committee and By-Law update. She indicated that two additional seats on the Board of Directors to be elected by the full membership will be required. Board elections are due at the end of the year and current members are requested to indicate their intentions by August 22, 2022, with a Nomination Committee to start by the end of the year.

Sara then mentioned that Kelsey Dickinson is serving as the IBU Gender Equity Group Ambassador with the goals to increase women's participation in positions within the IBU. Sara also told the member that a Committee for Gender Equity Working Group would be established.

X. Athletes' Report

Kelly Kjorlien began the report by announcing that another election is upcoming and that the Athlete Representatives intend to create an internal athlete advisory

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committee that will include three additional athletes who will not be members of the Board of Directors but serve as a committee to help better understand athlete issues. A survey focused on high performance gave insight that the best metric for judging high performance for the athletes was IBU World Cup points. It also indicated that a high priority should be to filling all IBU start quotas. Jake Brown told the members that the Athletes Agreement is still in development and hopefully will provide collective information in a one-piece "Handbook".

XI. Adjournment

The next meeting was tentatively scheduled for September 24, 2022, at Lake Placid, NY. The meeting adjourned into Executive Session.