



**U.S. Biathlon Association, Board of Directors Meeting
1:00 P.M. October 27, 2018
Meeting Minutes, Submitted by Art Stegen, Secretary**

I. Call to Order

Chairman, Bill Burke called to order the Board of Directors meeting of the U.S. Biathlon Association at the St Regis Hotel, Park City, UT on 27th, 2018 at 1:00 P.M.

II. Roll Call

Members of the Board of Directors present for the meeting were: Bill Burke, , Art Stegen, Phyllis Jalbert, Jim Page, Jerry Baltzell, Sarah Konrad, Lowell Bailey, Halley Steward, Susan Miller, and Sarah Hall. Also attending the meeting were CEO/President Max Cobb, High Performance Director Bernd Eisenbichler, Danika Frisbie, Tim Burke, Justin Rogers and Tom Kelly. Bob Hall and Bill Alfond were absent. The members present represented a quorum.

III. Opening Remarks

Bill Burke 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. With noting corrections to the minutes, it was seconded and so approved. Bill then announced his resignation from the Board due to additional responsibilities for service on another Board of Directors in Maine and explained a new co-chair structure with Bob Hall and Bill Alfond serving. Bill indicated that he would continue serving on the U.S. Biathlon Foundation and requested that Max Cobb present to explain the new structure in his report to the members.

IV. CEO/President's Remarks

Max Cobb began his report by asking Bernd Eisenbichler to review and highlight developments in USBA programs.

Bernd outlined a new approach for the women and National Teams at Lake Placid as its base. The men's team had been at a training camp in Germany and the women at Craftsbury. Both teams were currently training at Soldier Hollow in Utah. Board members had visited the teams during training that morning. The summer nationals were a great success at Jericho. The women's team would focus on camp based, less travel and establishing group dynamics with their new coach. Sarah Lehto, recently retired from the National Guard program would assist and help develop a new strength training approach and work with USSA with skiing improvement. The women's team would experience a reduced IBU start quota of 3. Focus for the men would also be transition to a new coach with a demanding and challenging building phase with

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more roller skiing, greater level 2 training and less high intensity. The men would have 4 IBU start positions. The IBU Cup start positions would increase for both men and women.

The staff will be returning coach Armin Auchenteller for the women and multiple Gold medalist Michael Greiss for the men. Matt Emmons will continue consulting for shooting. Danika Frisbie and Tim Burke will be the staff for Development activities. The USOC will continue to provide Sean Macann for sports psychology. The goals for the season were to achieve a World Cup win for the women and a medal at the World Junior Championships for which the age for juniors was revised to 22 years. Goals for the men are to achieve top 10 World Cup finishes and top ten at the Junior World Championships. There also will be greater focus on the mixed and single mixed relays.

Regarding athlete development there have been coaches' conferences in all regions that focused on educational opportunities and discussion towards developing a unified philosophy. USBA national coaches visited coaches and athletes in each region with the objective of bringing knowledge and resources to the local levels. A talent ID camp was held that hopes to "fast track" those athletes. A Development Summit is planned to invite the best three junior athletes from each region. Currently there are fewer junior athletes than youth, which highlights the college issue for juniors. There is not good answer however there are a few college programs of interest; Middlebury, University of Vermont, Montana State University, University of Alaska, Alaska Pacific University and the University of Utah, all of which are helpful to aspiring athletes.

Coach's education and certification are on-going and work towards future exchange with foreign team is evolving. Also consideration is being given to establishing a talent ID camp for juniors and reviving the Junior National team with a dedicated coach. The USOC has provided a \$16,000 grant for the development program projects. Lake Placid, which will host the World University Games in 2023 will require and update of the biathlon venue.

Max asked Tom Kelly to review his presentation: Marketing and communications – new ideas about media and social media. His valuable insight also explained the importance of a good website. Max then explained that Adidas would no longer be a team sponsor and is replaced by Maloja which matched the previous support of Adidas. Ariens would also become the title sponsor with a renewal clause. Team member Paul Schommer was the first contact with Ariens, a company that manufactures snow blowers and other small machinery. Lapua would continue to provide product and Conceptum Logistics will provide financial support and value in kind.

Max explained in the new IBU elections a new President Olle Dahlin of Sweden takes over the Executive Board and he as well as Clare Egan has been elected to Executive Board. Clare as the Athletes' Representative and will have voting rights. An Executive Board meeting will take place in the near future which will involve new planning and management strategies that allow greater input from the athletes and the biathlon community. A major project will be to re-write the constitution as well as continue the investigation.

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He also explained that it is an important time for the USOC which is also facing leadership changes. The future Los Angeles games is a major focus and as the Chairman steps down, there continues to be a major emphasis to ensure Safe Sports and the development of a mechanism for resourcing the budget. The USBA remains in a strong relationship with the USOC and working towards developing additional support in other areas such as those NGBs that do not have NCAA programs and development opportunities. Max was elected chair of the NGB council and the USOC may provide additional financial support in compensation for Max's potential absence for USOC duties.

Max then discussed the proposed possible co-chair structure. He indicated that legal opinion will allow a By-Laws amendment for this change is possible and that is done by a Board of Directors decision to make the change and allow 20 days prior to vote on the amendment. He suggested that a move toward writing the amendment should begin and once circulated a vote should take place once the members have had time for consideration.

V. Athlete's Report

Haley Stewart, Lowell Bailey and Sarah Hall explained that a common concern among the elite athletes was conversations about renewal of athlete agreements would provide better understanding between the expectations of them and the Association. Athletes were asked to sign such agreements however as conditions improved under the leadership and the coaches and directors it seemed to have no longer been necessary. Since there has been significant turnover amongst the team, questions have surfaced about expectations. Max and Bernd agreed to work on providing such agreements.

VI. Committee Reports

The Safety Committee has implemented the USOC's Safe Sport requirements and posted that information on the website. NGBs are now required to do NSCI background screening for all team athletes and staff, including BOD members and the online training is now required by Federal law. A motion was made to approve a resolution stating "The U.S Biathlon Association total supports the United States Center for Safe Sports program and Federal law regarding safe sports and an awareness among all membership of the requirements as a model National Governing Body." The motion was seconded and approved.

It was agreed that a Rewards and Recognition Committee be re-established in light of a recent Hall of Fame nomination. Max and Art would work on naming this committee.

VII. New Business

The potential date for Board of Directors next meeting would be during the World Cup event at Soldier Hollow, UT. The actual date and time will be determined later. The date for the Annual meeting was scheduled for Jan 8, 2019 by teleconference at 5 P.M. EST. A teleconference call would also be scheduled for a vote to approve a

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By-Laws amendment enabling for a co-chair leadership structure. The amendment will be distributed prior to the vote.

VIII. Adjournment

The meeting was adjourned at 6:05 P.M.