



**U.S. Biathlon Association, Board of Directors Meeting
8:30 A.M. June, 22, 2013
Meeting Minutes, Submitted by Art Stegen, Secretary**

I. Call to Order

Chairman, Larry Pugh called to order the Board of Directors meeting of the U.S. Biathlon Association at the Pineland Farms, New Gloucester, Maine on June, 22nd, 2013 at 8:25 A.M.

II. Roll Call

Members of the Board of Directors present for the meeting were: Larry Pugh, Charles Kellogg, Art Stegen, Bill Alford, Phyllis Jalbert, Jerry Baltzell, Sarah Konrad, Walter Shepard, and Brian Olsen. Bitsy Kelley and Roger Hartley participated by a teleconference call. Also attending the meeting were CEO/President Max Cobb, High Performance Director Bernd Eisenbichler, MAJ Chris Ruggerio, Ed Williams and Eileen Carey. The members present represented a quorum.

III. Opening Remarks

Larry Pugh thanked the members for their attendance and reviewed the agenda for the meeting. He asked for approval of the minutes from the previous meeting which he received and was so approved. He recognized Sarah Konrad as the recently elected chair of the USOC's Athletes Advisory Committee.

IV. CEO/President's Remarks

In his report to the members, Max Cobb reviewed the previous competitive season during which the members viewed a video presentation that had prepared for a presentation to the USOC. As a season that was even better than previous on that had been labeled the "Best Ever Season," it highlighted the remarkable achievements of medal winning performances at both the senior and junior/youth World Championships. Max asked Bernd Eisenbichler to review the season's achievements and provide a view of planning for the upcoming Winter Olympic Games in Sochi, Russia. Bernd gave his analysis of the athlete's performances and progress in improving their shooting and skiing, which both showed improvements. In explaining a strategy for Sochi, he commented on the potential for success in the mixed relay event. He also explained the smaller National team structure in preparations for Sochi and a more individualized training focus. Following the discussions of the previous day's committee meeting during which most of the members attended, he again emphasized the need to balance athlete development with the continuity of high performance needs towards the next quadrennial and stressed the need for continuity of staff and programs that would insure continued progress through better development efforts.

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Max then asked Eileen Carey to provide an overview of the Paralympic Program which presented a clear picture of the program and USBA's participation. Max then asked MAJ Ruggerio to review the National Guard's ties to USBA and the on-going military efforts. He reviewed the efforts at up-grading facilities at Jericho and that it will again host the North American Summer Roller Ski Championships. He also told the members that the National Guard is returning to more intensive recruiting and development of athletes and is having good success with integrating its coaching staff with the USBA coaches.

Following the presentations, Max asked the members for motions to approve the National Team nominations, the Olympic Team and other team selection criteria that had been approved by the USOC and the International Competition Committee. Motions were made and approved by the members.

Concerning IBU and USOC matters, Max told the members that the 2014 IBU Congress would be approving new leadership as the current President Anders Besseberg would not be a candidate for re-election. He told the members that the IBU had very successful re-negotiations for media rights which had increased the income from \$10 million to \$16 million in a new 4-year agreement. He said that this might help provide deeper prize money for the athletes. He also told the members that as chair of the IBU Technical Committee, he was appointed to be the Technical Delegate at the 2014 Sochi Winter Olympic Games.

Max commented that the USOC continues to be well regarded in the sports industry and that as public perception has increased, so has funding. He mentioned USOC's helpful support in the area of sports physiology and psychology, especially that provided by Sean McCann who works well with the team members.

Max reported that the USBA membership currently stands at 690 and fund raising efforts are on-going. Following a review of the previously distributed, he asked for a motion to approve the 2014 Budget. A motion was made and approved.

Concerning staffing he told the members that the Association is in a good position with high performance needs but was looking for more help in the office. He explained that the USOC has a program for "jump-starting" administrative assistance and would like the members to approve a motion for hiring additional assistance of office staff by seeking support through that program. A motion was made and approved.

V. Athlete's Report

With Sarah Konrad's resignation from the Board of Directors as an Athlete Representative following her new role with the USOC, the athletes expressed some difficulty in finding a replacement that meets the requirements of the position. They expressed their determination to find a replacement as soon as possible. They also told the members that the plans to use social media to help provide more direct feedback might help in finding their replacement. Brian Olsen was elected to serve as the athletes Service Coordinator for the Sochi Winter Olympic Games.

VI. Committee Reports

The Audit committee indicated that there were some deficiencies described in the Audit regarding the Bank Statements and mailing of checks. They also mentioned that some efforts should be made to reduce the credit card rates. Each of these issues would be addressed by the committee.

There was a question concerning the role and activity of the Development Committee. As there was no such actual Committee, but two separate committees sharing the accepted tasks of a Development Committee, a Coaches and Officials Committee and an Event Coordination and Club Development, a motion was made to develop a new committee with plans for development objectives to be presented at the September meeting was made and approved.

VII. New Business

Chairman Larry Pugh announced his plans to retire as the Chair and made a motion to nominate Sarah Konrad as an At-Large member of the Board of Directors. A motion was made and approved. He also made a motion to nominate Bill Burke as an Independent member of the Board. Bill Burke's resume was distributed prior to the meeting. A motion was made and approved.

Max Cobb suggested to the members that Doug Hoover who had been organizing the USBA's summer biathlon running program for several years as a volunteer be granted a Life-time membership in USBA. Doug had indicated that other responsibilities would no longer enable him to devote time required for this effort. A motion was made and approved.

The date for the next Regular and Annual Meeting was set for September 25-26, 2013 at Lake Placid, NY.

The dates for the 2014 Sochi Winter Olympic Games are February 7-23, 2014. The dates for the 2014 Biathlon World Junior/Youth Championships at Presque Isle, ME are February 26-March 5, 2014

VIII. Adjournment

The meeting was adjourned at 12:00 P.M.