



**U.S. Biathlon Association, Board of Directors Meeting
Pineland Farms Conference Center – Saturday, June 19th, 2010
Meeting Minutes, Submitted by Art Stegen, Secretary**

I. Call to Order

Phyllis Jalbert, serving as Chair called the Board of Directors regular meeting of the U.S. Biathlon Association to order at 8:30 A.M. on June 19th, 2009 at the Pineland Farms Conference Center, New Gloucester, ME.

II. Roll Call

Members of the Board of Directors present were: Bill Alford, Phyllis Jalbert, Art Stegen, Roger Hartley, Jerry Baltzell, and Sarah Konrad. Absent from the meeting were Larry Pugh, Charles Kellogg, Michael Dubie, Brian Olsen and Jeremy Teela. The members present did not represent a quorum. Joining the meeting via telephone conference call was Bernd Eisenbichler. Others attending the meeting were, Max Cobb, Ed Williams, Carrie Duley, James Upham, Andy Shepard and Gial Hollister.

III. Opening Remarks

In light of the unanticipated absence of some Board members and the resulting lack of a quorum, and in consideration of the USOC's final budget, the members decided that the meeting would be unofficial and would take no actions requiring a vote. The members decided to make recommendations to a full Board of Directors meeting on July 13th, 2010 by teleconference and any actions required.

IV. Approval of Minutes

The members recommended that a motion for acceptance and approval of the regular Board of Directors' meeting minutes from November 12th, 2009 be made at the July 13th meeting.

V. Executive Director's Report

Executive Director Max Cobb asked Bernd Eisnebichler to make comments concerning the season and his written report that had been distributed to the members. Bernd referenced his report, commenting that there was good media exposure and good management leading into the Vancouver Olympic Games and that the training has been well planned and executed. He felt the staff made an incredibly good effort, but that the conditions and unfairness of the weather in first race was a big disappointment. His analysis however shows that the U.S. improvement was impressive and that as an organization, the USBA is on the right track. He reviewed the progress of the athletes

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and where improvement was needed. He also outlined what changes in concept and philosophy he thought were needed and the plans for the coming season.

James Upham followed with a report on the Paralympic program for disabled athletes. The program includes three different categories; standing, sitting and visually impaired. He reviewed the success of Andy Soule at Vancouver and that the immediate focus would be on recruiting and identification of new talent. He also mentioned that the Department of Defense and the Veterans Administration will become significant resources for the program.

Max Cobb followed up by announcing that James Upham would change coaching roles and become specific to the Paralympic program and that interviews were taking place for a new head coach for the women's team, with the hope that hiring would take place by July 1st. Other staff changes were that a ski tech would leave for a position with the German team and that a new one from Italy was hired in replacement. Everyone felt confident that he would be a good fit with the current international staff which is contracted through the Sochi Olympic Games.

Max Cobb informed the members that the athletes had concerns with the International Competition Committee's recommended selection criteria and that after some discussion; it was decided to send it back and ask the ICC to review those concerns and make necessary revisions. Max also commented that the IBU may also revise the rules for participation in the World Cup and IBU Cup events which might also cause the ICC to revisit the issue. The ICC provided its nominations for the National Teams, which would be recommended for approval at the July 13th meeting.

Concerning other IBU activities, Max reported that ORDA in Lake Placid had withdrew its World Cup from the schedule due to budgeting uncertainty in New York and that the IBU had offered that date to Presque Isle, ME. There now will be two World Cup events in Maine, 4-6 February in Presque Isle and 10-13 February in Ft. Kent. He also informed the members of the upcoming IBU Congress that will elect its officers. With Anders Besseberg's intentions to continue, it appears that the IBU will have stability in the coming years. He also informed the members that IBU had renewed its television contract with a 60% increase in revenue that will provide more support to National Federations and higher prize awards for the athletes.

On USOC activities, Max reported that the USOC has new governance which is generally viewed as positive by the USOC. Current challenges in partnership with the USOC are to medal in Sochi, maintain international relations, build financial capacity, create a strong administration platform and to create a better pipeline of developing athletes. Max told the members that USBA, like many small National Governing Bodies has a small membership and limited events on which it can build its financial structure and that he hopes that USOC can help in that regard. Max seeks to improve the administrative staff with an Operations Director and Sport Development Director and with the creation of a Foundation whose sole role would be fund raising, it could build on the team's success to drive higher visibility and generate greater revenue. Among the discussions in the Committee meetings that occurred the previous day were recommendations to create just such a Foundation, refine the membership categories

and increase the membership dues and some By-Laws revisions that will make those recommendations possible. Each of the Committee recommendations would be further discussed at the July 13th meeting.

On the budget Max reported that the USOC had not yet finalized its budget and therefore was unable to present the Board of Directors with a budget at this time. It is hoped that it will be ready for the July 13th meeting.

VI. Athlete's Report

Sarah Konrad told the members that Brian Olsen was in military officer training and sent his regrets for not attending. She told the members that the athletes are positive about the Board of Directors and their efforts to support the team and they hope that there can be more communication with the members. She hopes to be present for the selection races this season so that there will be improved interaction with the athletes. She mentioned that the athletes wish for more evaluation of staff and a constructive process for feedback. She mentioned their complaint with the ICC selection criteria, which would most likely be resolved. In light of the current on-going problems in other sports, the members recommended that the Ethics Committee develop a policy on sexual harassment following a brief discussion on the issue.

VII. Committee Reports

Jerry Baltzell reported that there will be an update to the USBA's "Red Book" on safety and that the National Guard hopes to include range operations in its Biathlon Safety video.

Andy Shepard reviewed the Awards and Recognition Committee's efforts to develop a criteria for awards which will be presented in October at the 30th Anniversary celebration. He provided a preview of an award made from glass.

The Fund Raising/Marketing Committee introduced the concepts and By-Laws for a Foundation that would be developed for financial input, but without governance responsibilities. The members recommend this idea be acted upon at the July 13th meeting and requires By-Law approval. The committee also reviewed the new logo as part of the rebranding effort by USOC and informed the members that sponsorship renewal with TD Bank, adidas and Stewart have been renewed and remained in place.

VIII. Other Business

Four By-Law amendments were recommended and will be taken up at the July 13th meeting. They are:

- Changing the title of Executive Director to Chief Executive Officer
- Establishing e-mail as a valid method of membership voting
- Establishing new categories of membership
- Increasing the size of the Board of Directors (which will require membership approval)

IX. Date of Next Meeting

The date for the next regular Board of Directors Meeting is tentatively set for October 16th at Jackson, WY in conjunction with the 30th Anniversary Celebration of the USBA.

X. Adjournment

With no other business, the meeting was adjourned at 11:30 A.M.