



**U.S. Biathlon Association, Board of Directors Meeting
8:30 A.M. June, 23, 2012
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, 23rd, 2012 at 8:30 A.M.

II. Roll Call

Members of the Board of Directors present for the meeting were: Larry Pugh, Charles Kellogg, Bill Alford, Phyllis Jalbert, Art Stegen, Jerry Baltzell, Sarah Konrad, and Walter Shepard. Bitsy Kelley and Roger Hartley participated on a teleconference call. Brian Olsen is on military assignment in Afghanistan and unavailable by teleconference. Also attending the meeting were CEO/President Max Cobb, High Performance Director Bernd Eisenbichler via teleconference, Andy Shepard, Ed Williams and Susan Stegen. 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.

IV. CEO/President's Remarks

In his report to the members, Max Cobb reviewed the previous competitive season which he labeled the "Best Ever Season." Along with statistics that supported this description, he mentioned the Bronze Medal at the 1st Youth Olympic Games and the excellent World Cup performances that showed improvement most notably by the number of individual athletes earning top-10 results. Also, Susan Dunklee had achieved the best ever placing at a World Championships while the women's team again improved their IBU ranking earning an additional start position. He pointed out that the 2011 hiring of a women's coach has shown tangible results. Along with the improvement of international results, he also told the members of healthy growth and interest from the ski population. In reviewing the goals for the quadrennial, he once again listed winning Olympic medals at Sochi, expanding athlete development opportunities, enhancing USOC and IBU relations, developing a multi-facet media platform, building financial capacity and creating a stronger administration. He also reviewed the core functions of the USBA office and staff. Those are high performance sport development, strengthening international relationships, providing public relations, and strengthening organizational and operational requirements, to include staffing, governance, finance,

membership, legal requirements, human relations, information technology and risk management. He then asked High Performance Director Bernd Eisenbichler to review the preparation and outlook for the season.

Bernd expanded Max's "Best Season Ever" description by listing some of the team's accomplishments by highlighting the mixed team relay results, Russell Currier's 6th place World Cup finishes, Lowell Bailey's 14th place IBU overall ranking, Susan Dunklee's 5th place World Championship result and the men's top-10 IBU Nations Cup ranking. He also pointed out that the women's team, who were ranked 20th two years ago had moved to 15th last season and are now 11th with four women earning World Cup points. In the analysis of the team's performance, he told the members that there are two important improvements needed; standing shooting percentages by the men and faster skiing by the women and these issues are being addressed in the team's training. He said that planning for Sochi has been taking place over several seasons and that the coaches and staff are working together to reach their goals. He mentioned that the athletes and staff are pleased with the team selection criteria and philosophies that has been developed around a flexible, 3-part, prequalification system that focuses on long-term high performance, current fitness and discretion. At this point, Max Cobb asked the members for a motion to approve the ICC's recommendations for the National team. A motion was made and approved by the members.

Max Cobb then reported on the Committee meetings that had taken place on Friday before the meeting. The Athlete Development Committee felt a need to hire a Sport Development Director and there was much discussion about the responsibilities of this position and how it might be funded. Many options were discussed, however Max suggested that the budget would eventually become the determining factor. A Coaches Education and an Officials Certification clinic are scheduled for the fall at the USOTC in Lake Placid.

Max Cobb then reviewed the current budget issues. A grant from the Veterans Administration of \$210,000 was received for the Paralympic activities, however the final budget is awaiting final USOC funding decisions and therefore approval of the budget will be delayed for a later teleconference meeting. The current Annual Fund Drive has exceeded \$23,000 with the goal to reach \$32,000.

Concerning IBU matters, Max told the members that the IBU Congress would be held in September and there were no controversial issues. The 2014 World Junior Championships were scheduled for Presque Isle, ME. Concerning the USOC, a Safe Sport Initiative was something that all NGBs were being requested for adoption as a basic concept within their communities. USBA will adopt such a program and begin on-line education and background checks as "best practices."

V. Athlete's Report

Walter Shepard reviewed the results of a survey by the athletes that was viewed as generally favorable. The major concern of the National Team members was the status of the World Cup points funding.

VI. USBA Foundation

Andy Shepard reviewed the role of the Foundation and its role with the objective of increasing resources by providing additional layers of revenue and fund raising activities. Currently the Foundation is working towards finding a replacement for the TD Bank sponsorship that will end in 2014.

VII. New Business

The potential date for the next Regular and Annual Meeting was set for September 29th, 2012 at Lake Placid, NY. Confirmation will be made at a later date.

VIII. Adjournment

The meeting was adjourned at 11:30 A.M.