



**U.S. Biathlon Association, Board of Directors Meeting
8:00 A.M. June, 24, 2017
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 Pineland Farms, New Gloucester, Maine on June, 24th, 2017 at 8:00 A.M.

II. Roll Call

Members of the Board of Directors present for the meeting were: Bill Burke, Bill Alfond, Phyllis Jalbert, Art Stegen, Jerry Baltzell, Sarah Konrad, Bitsy Kelley, Lowell Bailey and Susan Miiller. Sarah Studebaker participated on a teleconference call. Also attending the meeting were CEO/President Max Cobb, High Performance Director Bernd Eisenbichler and Jared LeBlanc. The members present represented a quorum.

III. Opening Remarks

Bill Burke 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 thanked Phyllis Jalbert for hosting the members for dinner the previous evening. He requested that Max Cobb present his report to the members.

IV. CEO/President's Remarks

Max Cobb began his report by playing a video of the World Championship Gold medal won by Lowell Bailey to which Lowell commented that the level of enthusiasm from the Board of Directors, the team and the biathlon community is very high. Max reviewed the report for the Annual Meeting which approved the CPA audit election by a margin of 129 yes to 3 no. He provided written reports to the members. A motion to approve the Annual report was made and approved. Max then turned to Bernd Eisenbichler to review the season and the High Performance plan.

Bernd explained the basis of the plan and the season review in terms of "strategy vs. outcome". Adjustments were made to the shooting approach and included shooting consultants, performance checkpoints, and a peaking strategy for the World Championships and the upcoming Olympic Games in Korea. There has been and increased work on mental approach with special help from the USOC's Sean McCain and a new "setup" in the training camps. Reviewing Lowell Bailey's winning performance he highlighted the peaking strategy used that resulted in the best overall IBU prone shooting percentage and the 8th best standing percentage. He also reviewed the

Meeting Minutes – USBA Board of Directors Meeting – 24 June, 2017

progress of Susan Dunklee who was also successful in capturing a Silver medal at the World Championships and a 10th place in the overall IBU World Cup standings. She finished in the top 6 places in the World Cups 8 times, helped by a faster shooting time without and reduction in her shooting averages. He felt there was a strong total team effort and Lowell and Susan's 2nd place in the relay was the first podium effort for a relay in 23 years. Bernd gave credit to the coaches and especially noted the role that Per Nilsson plays is critically important in establishing the basic foundation of the training system and periodization.

Bernd submitted a written Athlete Development report that establishes an Athlete Development Model which has been distributed to the regional coaches and programs. Concluding his report he presented the ICC nominations for the National Team noting that it was well represented by different regions from across the nation.

A motion to accept the National Team nominations was made and approved. A motion to approve the 2018 Olympic team selection criteria was also made and approved.

Concerning USOC/IBU matters, Max told the members that the initial request for USOC funding was not approved and a revised request was approved. An additional funding request would be submitted. He told the members that the USOC is in a strong financial position and hoped that additional income would help sport support.

He reported that the IBU was also in a strong financial position and that it would implement the additional event of the single mixed relay at the 2019 World Championships. Concerning broadcasting Max reported that the new Olympic NBC Sports channel was to be introduced and would provide additional potential for televised biathlon events.

Citing a slight membership downturn, Max explained the goal of increasing membership to over 1,000 through a potential "Fan Membership" category that would be a non-governance category.

Concerning Fund Raising he mentioned three on-going types; the Annual Campaign with a goal of \$25,00 by June 30th, a long-range capital campaign to raise an additional \$1 million by year-end and the continued sponsorship efforts. He reviewed the current budget and asked for approval. A motion was made and approved.

Max concluded his report by informing the members that Laura Cregan has left for a new position and has been replaced by George Voight.

V. Athlete's Report

Lowell and Sarah reported that they had reorganized their efforts into three tiers of concerns; Development, National Team and Masters. Feedback from the athletes has been mostly positive with some concern from the Masters over the distances of their events. They reported that there are high levels of satisfaction with the coaching and staff, but some concern about media and post-race interviews.

VI. Committee Reports

Jared LeBlanc of the National Guard reported their program experienced a good year with coaches assisting USBA staff at IBU Cups and Junior World Championships. Recruiting has been improved and Jericho successfully hosted Junior team trials, NorAm Cup, National Guard Championships and the U.S. National Championships with the help of the Ethan Allan Biathlon Club. He reported that the coming year will focus on recruiting and improving EAFR biathlon facilities, to include an improved water supply for snow-making, new timing building and range improvements to meet the criteria for an IBU B-License. He mentioned that upcoming issues will continue to be funding and finding replaced for retiring staff.

VII. New Business

The potential date for Board of Directors attendance at the Olympic Games in Korea will be to arrive on February 8, 2018. The next Regular Meeting was set for September 22-23rd, 2017 at Lake Placid, NY, to be held in conjunction with the Awards and Recognition Dinner. A motion was made and approved for the nomination of Curt Schreiner and Larry Pugh to the USBA Hall of Fame and recognized at that event.

VIII. Adjournment

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