



**U.S. Biathlon Association, Board of Directors Meeting  
11:00 A.M. June 14, 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 Park Plaza Hotel, Boston on 14<sup>th</sup>, 2018 at 11:00 A.M.

**II. Roll Call**

Members of the Board of Directors present for the meeting were: Bill Burke, Bill Alford, Art Stegen, Jerry Baltzell, Sarah Konrad, Lowell Bailey, Halley Steward, Susan Miller and Jim Page. Also attending the meeting were CEO/President Max Cobb, High Performance Director Bernd Eisenbichler, Danika Frisbie, Tim Burke, Jared LeBlanc, John Madigan and Bob Hall. Phyllis Jalbert and Sarah Studebaker 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 which was seconded and so approved. He requested that Max Cobb present his report to the members.

**IV. CEO/President's Remarks**

Max Cobb began his report by remarking that the previous few months have been extremely intense due to the changes within the IBU. The IBU Executive Board had to stabilize IBU and that task had left things get behind. He then asked Bernd Eisenbichler to review and highlight developments in USBA programs.

Bernd began by providing an analysis of the previous quadrennial that included staff changes with a new men's coach, more emphasis on shooting and a changed structure of the High Performance and Development programs. He pointed out that statistics show the U.S. Athletes achieved the top 20 at World Cups and World Championships 101 times, top 10 by 3 athletes 34 times and medal podiums at the World Championships, World Cups and World Junior/Youth Championships. At Pyeongchang Per Nilsson returned as the head coach, but the results at the Olympic Games were disappointing despite following the medal winning strategies of 2017. There was high confidence going into the Olympic Games, however difficult shooting conditions presented a challenge that could not be answered and the team lost its momentum. The men's relay finished with a fine result, equaling the best ever Olympic result for that event.

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For the new quadrennial strategy a new coaching staff and retiring athletes would require a new staffing structure and organizational planning. The approach to training for shooting would be according to standardized philosophies intended to develop better skills earlier. Beijing 2022 would be the main focus and include intelligence projects and an altitude approach to training. For the 2019 season the National team setup and individual athlete assessments and needs would be built into the plan with the creation of a special environment to gender specific needs. Due to budget limitations a conservative training camp schedule would be required with special assistance from USOC resources. Camps and events would be held in Europe in July, Jericho in August, Lake Placid in September, Utah in October and the pre-World Cup season in November.

Concerning athlete development and new structure was in place with new staff headed by Tim Burke and Danika Frisbie. USBA designated staff in five regions would hold training camps and recruiting events. Coaching education and racing events would also be hosted by each of the regional coordinators.

The team nomination represents athletes from each of the regions. A motion to approve the National team as nominated was made and approved.

Max Cobb then addressed the IBU/USOC issues. He explained the on-going investigation of IBU President Anders Besseberg and Secretary General Nicole Resch. Although the anti-doping policies were working in most nations, deceit by the Russians led to bribery of officials which has led to on-going investigations in Austria, Norway and Germany targeting 12 different individuals. The IBU Congress has an election scheduled for September. IBU revenue is up 20% to 32 million Euros and there is hope for additional support to the National Federations. EU Broadcasting sponsorship has improved \$100,000 per quad and is fully supporting biathlon. Clare Egan was elected as an Athlete representative and the Chair of the IBU Athletes Committee. The IBU Executive Board approved adding an athlete to the Executive Board.

The USOC inquiry of NGBs to the safe sport questions has been answered. Max explained that the USOC hasn't done well against the press and public opinion. There are continual inquiries from Congress looking for evidence of knowledge of USA Gymnastics abuses. The USOC is now looking for better ways of knowing better what the NGBs are doing. Luzanne Lyons took over for resigning CEO Blackman and a search for a new CEO is on-going. Max is a member of the Search Committee.

The current USBA membership is over 800, providing approximately \$100,000 per year. The Fund Raising efforts under performed by \$140,000 and expenses were within the margin of error. That failure on the revenue side required adjustments on the expenses down to \$12,000. The USOC will indicate its contribution by the end of July as well as IBU's improvements. Efforts to sign a title sponsor are on-going with some good initial interest. The predicted budget will look similar to 2018 and a teleconference will be held in August to approve the budget once the final figures are known.

## **V. Athlete's Report**

Haley Stewart reviewed the survey sent to the athletes. She received 65 responses, or 15%. The responses identified three main themes; communication to the membership, growth and development and title sponsorship. Lowell added that members of the National team responses focused on a greater need for development and attention to the regions, improvements in an internet presence and a monthly newsletter.

At this point Max asked for approval of the World Championships and National team selection criteria. A motion was seconded and approved.

## **VI. Committee Reports**

The Safety Committee has implemented the USOC's Safe Sport requirements and posted that information on the website.

Jared LeBlanc reported that the National Guard explained the new policy for use of the training site at Jericho now requires a long term lease of \$5,000 for 5 years. The National Guard also intends to sponsor events thus allowing more direct support. Upgrades to the facility include a new timing building. A search has begun for vacancies for the Coordinator and coaching positions.

The Development Committee accepted the resignation of Tim Burke due to his new position as Development Coordinator. Lowell Bailey and Hannah Dreissigacker were named as his replacement.

A motion to add Tim Burke and returning coach Armand Auchentaller to the ICC Committee was approved.

## **VII. New Business**

The potential date for Board of Directors next meeting was 19-21 October 2018 at Soldier Hollow, UT. Board members were encouraged to attend the World Cup at Soldier Hollow the Monday following President's Day in February and the World Championships in Sweden, March 7-17<sup>th</sup>.

## **VIII. Adjournment**

The meeting was adjourned at 3:40 P.M.