



**U.S. Biathlon Association, Board of Directors Meeting
Pineland Farms Conference Center – November 12th, 2009
Meeting Minutes, Submitted by Art Stegen, Secretary**

I. Call to Order

Chairman, Larry Pugh called to order the Board of Directors regular meeting of the U.S. Biathlon Association following the Annual Membership Meeting at 5:20 P.M. on November 12th, 2009 at the Pineland Farms Conference Center, New Gloucester, ME. The meeting immediately followed the Annual Membership Meeting.

II. Roll Call

Members of the Board of Directors present on the telephone conference call were: Larry Pugh, Charles Kellogg, Bill Alford, Phyllis Jalbert, Art Stegen, Jerry Baltzell, Roger Hartley, MG Michael Dubie, Sarah Konrad and Brian Olsen. Ed Williams and Andy Shepard also joined the telephone conference call meeting. Members participating represent a quorum.

III. Approval of Minutes

Chairman Larry Pugh asked for a motion for acceptance and approval of the regular Board of Directors' meeting minutes from September 15th, 2009. A motion was made, seconded and approved.

IV. Executive Director's Report

Executive Director Max Cobb reported that the athlete's training went extremely well in Utah and was most successful in bringing the biathlon community together in a constructive and mutually beneficial training environment. With athletes training side by side, the fitness levels and spirits were high and improvements were noticed by the coaches. The environment within the team appears more competitive with juniors maturing and improving their skills, which will drive the performance levels higher for all athletes. The teams will now travel to on-snow training locations within the week. The first World Cup races will take place during the first week of December in Sweden with the NorAm Cup races scheduled to start at the end of November in Canmore, Canada.

There has been little communication concerning the IBU and USOC since the last meeting in September. The next IBU Congress will choose new leadership; however it now appears that Anders Besseberg may choose to continue. Within the USOC, the leadership discussion has led to a search for a new CEO and BOD Chairman. Following a vote of no confidence, the current CEO will not continue and the current Chairman will stay on until the end of the term. Three issues have been identified as critical: 1) finding the right CEO insuring structure of the executive office that best serves the NGBs, 2) financial health and 3) the Olympic movement.

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The Budget is on target for the year and the Gold Medal Campaign is ahead of schedule with \$23,000 donated thus far. A way to collaborate with the USOC for on-line contributions was being researched.

The media project 100 Days to Vancouver went very well in New York City with athletes Tim Burke, Lowell Bailey and Haley Johnson taking part. Included in the project was the Laser Biathlon which has emerged as a tool for indoor training and method allowing public experience. TD Bank will provide funding to continue developing a biathlon display/experience project.

The Vancouver Hospitality program was going well with 85% capacity now achieved.

A productive meeting with TD Bank was held with indications that Bill Ryan is pleased with the relationship and will likely renew the sponsorship agreement.

The search for a new Executive Assistant has been narrowed down to three candidates.

V. Athlete's Report

Brian Olsen reported positive and optimistic attitudes among the athletes. The women are pleased with improvements specific to them and express a very cooperative environment. The athletes see more objective decision making and better communication about those decisions as progress. The current primary concerns among the athletes are the H1N1 flu virus.

VI. Committee Reports

The recognition committee members Andy Shepard, Bernd Eisenbichler and Pytor Benardski are finalizing their recommendations for 9 categories of recognition.

The High Performance Committee held a session in Utah with the coaches and plans to formulate a draft that includes the staff's recommendations. The new plan is to be completed in April 2010 with a draft to the USOC in December 2009.

VII. Other Business

The election for the Board of Directors will take place in 2010 with the new term having Directors in place for the 2010 Annual Meeting. Larry Pugh will approach current members concerning their interest in remaining a member for the next term. A slate of candidates is to be proposed by August with the elections to take place in October 2010. A replacement for Jeremy Teela as an athlete representative will take place in the spring.

Ed Williams informed the members that there had been no request for arbitration by Ms. Vinogradova. Ed thanked Art Stegen for providing a comprehensive overview of the issues which he felt was a great help in responding to her grievance and providing

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the background preparation for a potential request. Max Cobb thanked Ed for the Association for his work, guidance and advice, which he characterized as the “best advice in the land.”

Charles Kellogg expressed concern over a drop in membership and questioned as to if there is any insight to non-renewals. He suggested that a strategy to drive up memberships be developed for website-use. Phyllis Jalbert offered to provide some website help and that she; Andy Shepard and Max Cobb would meet to work on such strategies.

VIII. Date for the Spring Board of Directors Meeting

The date for the Spring Board of Directors Meeting is set for Saturday, June 19, 2010 from 8:30 to noon at the Pineland Conference Center. Committee meetings will be held on Friday afternoon and a Board Dinner will be held on Friday evening.

IX. Adjournment

Prior to adjourning the meeting Larry Pugh concluded that due to the high quality and enthusiasm of the athletes and leadership of the staff, the next months will be very exciting time for biathlon. The meeting was adjourned at 6:05 P.M.