



**U.S. Biathlon Association, Board of Directors Meeting  
Snake River Lodge, Teton Village, Jackson, WY  
October 15, 2010, 3:50 P.M.  
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 3:50 P.M. on October 15<sup>th</sup>, 2010 at the Snake River Lodge, Teton Village, Jackson, WY. The meeting immediately followed the Annual Membership Meeting.

**II. Roll Call**

Members of the Board of Directors present were: Larry Pugh, Charles Kellogg, Bill Alford, Phyllis Jalbert, Art Stegen, Roger Hartley, Jerry Baltzell, Sarah Konrad, Brian Olsen and. General Michael Dubie was absent from the meeting. The members present represented a quorum. Also attending the meeting were staff members CEO/President Max Cobb, High Performance Director Bernd Eisenbichler, Coaches Jonne Kähkönen and Per Nilsson and Operations Manager Carrie Duley. Others attending the meeting were Andy Shepard and Andy Parsons who was General Dubie's representative. There also were numerous alumni and guests attending the meeting.

**III. Opening Remarks**

In Chairman Larry Pugh's welcoming remarks, he told the members and attendees that the Association is very proud of the team's efforts in Vancouver and the progress that is continuing.

**IV. Approval of Minutes**

Chairman Larry Pugh asked for a motion for acceptance and approval of the regular Board of Directors' meeting minutes from July 13<sup>th</sup>, 2010. A correction to the minutes was required and a motion was made, seconded and approved.

**V. CEO/President's and Staff Reports**

CEO and President Max Cobb asked Bernd Eisenbichler to make comments concerning season's planning and preparations. High Performance Director since 1999, Bernd provided a visual presentation that made an analysis of the team's progress that showed, despite less than hoped for results at Vancouver, the program achieved the best results ever. From two Top-ten performances in 2006, the team members achieved 21 Top-ten results in 2010. He then explained the concepts and philosophy for the future. The USOTC at Lake Placid is designated as the High Performance center

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with smaller team sizes and two coaches for both the men's and women's teams. The training will be performance oriented and a flexible system reacting on analysis and circumstances. Daily goals will emphasize maximum performance, everyday improvement and athlete education through sport, to include ethics, discipline, dedication, motivation, partnership and a drug-free environment.

Bernd explained that the staff has the singular focus of bringing professionalism to the program and reported that the athletes were very motivated by the quality of the program. The team had just completed a three-week altitude training camp in Utah and he reviewed the team's preparation for the season thus far. Four training camps; May and July in New York, Europe in August and the camp in Utah provided the general summer training with focus on altitude testing, strength and shooting. The pre-season training would be held in Canmore, Canada which would lead in to the competitive season that would include NorAm, IBU Cup and World Cup events. Having 8 of the 9 Olympic team staff re-hired will provide great consistency in looking forward to Sochi.

Max Cobb followed Bernd's report by reviewing the Adaptive program's medal winning results at Paralympics in Vancouver and announced that the program had received a \$300,000 grant from the Veterans Association. Through the USA Paralympics/USOC the program now has two full-time coaches; James Upham and Robert Rosser and USA Paralympics has given \$200,000 in club grants for startup programs.

Max introduced Dr. Ed Merrins and asked him to explain his role with the athletes. Dr. Merrins has been involved with the team for 12 years as a volunteer and provides medical care to the athletes. He works at the Dartmouth Hitchcock Medical Center and is also part of the USOC volunteer medical staff. He coordinates with the coaches and staff for all medical care and visits the team on a regular basis.

Max reviewed the team selection criteria and indicated that there were no revisions required as a result of the IBU changes in the participation limits. The athletes have been made aware of the criteria and the criteria has been posted on the web site.

Concerning IBU activities, Max reported that there were little changes in the IBU leadership at the elections in St. Petersburg, Russia. Max was re-elected to the technical committee with the highest total of votes and will most likely become its next chairman. Andy Shepard was nominated to the Development Committee and Ed Williams was nominated to the Legal Committee. Max commented that the Russian Association has taken steps to become more professional and that the Sochi Games will be a national imperative. IBU broadcasting revenues will increase by 60% which will improve aid to the National Federations. Inspections of the World Cup sites at Presque Isle and Ft. Kent have taken place and the IBU was pleased with the presentations. The two World Cup events in Maine will be 4-6 February in Presque Isle and 10-13 February in Ft. Kent.

On USOC activities, Max reported that the USOC Assembly in September was well organized and attended. The meeting was very informative concerning changes within the USOC and its partnerships. The partnership with NBC is strong and there is a

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lot of cooperation. Great partnership has developed in the area of sport performance. The USOC has granted \$225,000 to expand the Lake Placid rollerski loop with spring construction scheduled. A USOC safe training environment task force was led by Nina Kemple and to insure USBA policies are in line with the USOC's; a USBA committee will need to be named.

On the financial side Max reported Carrie Dulie will take on the responsibility for monthly statements. A budget update will be the focus of a later teleconference due to recent transactions. The USOC will conduct their quadrennial audit in November and following a meeting of the audit committee, a teleconference on the budget will be scheduled.

Fund raising efforts with membership renewals has had a good response with 30% of the members including a donation with their renewal. The Annual Campaign will begin with the new membership year. Max asked Fund Raising Committee chairman Andy Shepard to explain how the creation of the U.S. Biathlon Foundation is planned to contribute to the financial health of the Association. Andy reported that William Ryan, former CEO of Banknorth will serve as Chairman with up to 20 trustees, with representation and activities in each region. With no role in governing, the Foundation is open to unlimited membership with hopes of creating a powerful Biathlon Brand and steady financial support.

Max asked Matt Cramer of the USOC to report on the restructured High Performance program. He explained that the program had been divided into four teams each with the mission of sustained competitive excellence by promoting everyday performance, providing resources and financial support, training center support, nutrition guidance, housing and Games service assistance, technology and sports science. The teams would be divided between summer and winter sports. He commended biathlon for being a steward of the Olympic movement.

### **VI. Athlete's Report**

Brian Olsen reported that the athletes had a 10 item wish-list and that all items were either addressed or being actively addressed. The women's team responded well to their new coach and is working well in an improved team environment where the athletes were bonding and supporting each other. There were no issues with the men's team and the little feedback can be seen as a sign that things were going well. The athletes feel the staff is professional. He felt that there was still a need for formulating and providing avenues and opportunities for developing athletes. There is still a lingering issue of ethics and codification. There were three candidates for the vacant athlete representative on the Board of Directors with Walter Shepard winning the election.

### **VII. Committee Reports**

The Awards and Recognition Committee had two nominations for the Hall of Fame; Charles Kellogg and Peter Karns. Both were National Champions and Olympic Team members and have a long history of supporting the organization in leadership

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capacities following their active athletic participation. The nominations were accepted and approved. Announcement of their induction was to be made at the 30<sup>th</sup> Anniversary Celebration the following day.

A Commemorative Medal presentation was made to Past President Bill Lilly who helped guide the Association through the changes of re-organization.

The Audit Committee will meet following the USOC's audit and teleconference meeting will be scheduled for approval of the budget.

### **VIII. Other Business**

Athletes and Board of Directors were reminded to attend the dinner following the Board of Directors meeting and the 30<sup>th</sup> Anniversary Celebration and Awards dinner on Saturday. A hospitality lounge in the Snake River Lodge was available for all members to visit.

### **IX. Adjournment**

With no other business, the meeting was adjourned into Executive Session at 5:35 P.M.