



**U.S. Biathlon Association, Board of Directors Meeting
7:20 A.M. October 15, 2011,
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 Park City, UT on October 15, 2011 at 7:20 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, Roger Hartley, Sarah Konrad, Bitsy Kelley, Brian Olsen, Walter Shepard, and Jerry Baltzell who participated on a teleconference call. Also attending the meeting were CEO/President Max Cobb, Joe Walsh and Matt Cramer of the U.S. Olympic Committee, High Performance Director Bernd Eisenbichler, Andy Shepard, Owen Wells, Bill Burke, Bill Ryan, Mark Burton, Jere Michelson, Craig Denekas and U.S. Olympian Daren Benning. 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 goals of the Association. Those included winning Olympic medals, enhanced USOC relationship, 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.

Starting with a staffing and USOC update, Bernd explained that the staff philosophy and continuity has improved along with the staff-athlete ratio. With greater staff contact, athletes receive a more individualized approach to their training along with greater support for physiotherapy and medical care. With more time in Lake Placid with USOTC and coaching support the athletes are provided with greater opportunity for

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performance improvement. With training camps in Lake Placid, Jericho, Europe and Utah, the current level of the athletes has seen improved shooting averages through an increased number of shooting rounds, and a higher intensity of training. He then explained several special projects that have been undertaken. Among these are the Fast Ski project and shooting projects that involve new technologies and specially designed tests for shooting stabilization and ski testing for the 2013 World Championships and 2014 Winter Olympic Games.

For the 2012 season outlook, he explained that the team would train in Sweden prior to the first World Cup and then would follow the World Cup schedule and the World Championships in March. Two new wax technicians were added to the staff, H. Stoeckl and M. Hallquist, and Bjorn Bakken would also serve as an assistant in Lake Placid. The USOC was also providing High Performance support in Lake Placid.

Max then reviewed the Paralympic activities and showed a recruiting video to the members. He told the members that Rob Rosser (Development Coordinator) and James Upham (Coach) are working hard in the recruiting area and were having some success.

In terms of Sport Development, Max told the members that the number of clubs has doubled since 2006 and that there was good attendance at the summer training camps for young athletes. Coaches had hosted national, as well as regional clinics, and four talent identification programs. He also mentioned that there is ongoing venue development in Colorado and California.

Concerning international relationships, Max explained that there is growing influence in the technical area of the sport. Perhaps one of the greatest needs is to find broadcast distribution in the U.S. and to seek U.S. support for corporation sponsorship for the IBU. Hosting an IBU meeting and finding a U.S. city for a show event are goals that will help grow greater influence at the international level. The U.S. continues to be a voice and force against doping in the sport.

The USBA continues to participate in all activities and working groups at the USOC. Active in all organizational and development programs, the USBA shares "best practices" information willingly and participates in all ACES surveys. The USBA office and staff are working hard to ensure accessible, accurate and current information is available and visually appealing in content and design and is currently active in social media. A move to a digital platform for the USBA Bulletin has improved communication to the membership.

The current objectives for operations and governance are monthly communication with the Board of Directors, clear and timely team selection procedures and announcements, completing the next four-year plan, and developing a diverse pool of Board of Directors candidates. For financial operations, a part-time accountant has been hired along with plans for increasing the staff in FY2012 for an intern program for assistance. For FY 2013 there is a plan to hire a full-time Development Coordinator.

Funding for the current year have estimates for income of \$850K from USOC, \$675K from Sports Marketing, a USOC Grant for \$375K, \$230K from fund raising, 200K

from Paralympic and \$45K from program development. The estimated expenses are in excess of the expected income and the administration is currently making efforts at closing that gap. A plan for a reduction of some activities is in place, however it is hoped that the USBA Foundation is the key and will provide some relief.

V. USOC Remarks

Joe Walsh of the USOC spoke to the members and told them that the USBA is highly respected and held in high regard at the USOC. He said that the USOC feels USBA is “worth the investment” and are happy with the relationship. He felt that both organizations must find ways to capitalize on the Nordic events in the Winter Olympic medal count and that the USOC has confidence in the USBA and its consistency of progress. He also said that the USOC is very happy with the NGB level of interaction with the IBU.

VI. Athletes Report

Sarah Konrad reported to the members that the athletes have expressed little concerns in their feedback. They feel communications have helped to improve the athlete’s attitudes. She also mentioned that the USOC has launched a career program that will include “life skills” as well as job potentials.

VII. USBA Foundation

Andy Shepard reported that the one year focus of the Foundation is to solve the financial gap that currently exists in the budget. The long-term focus is on developing and supporting RCE programs, finding a television contract and gaining sponsorship. The central focus is to keep all athletes involved and productive, taking care of athletes at all levels.

VIII. Audit Report

The audit committee met prior to the meeting and although there was some misunderstanding of the Auditor’s report, there will be some clarifications required. The committee felt that hiring a new accountant will be very productive and reduce such problems.

IX. New Business

Chairman Larry Pugh and CEO/President Max Cobb will select the date of the Annual Meeting.

X. Adjournment

The meeting was adjourned at 9:25 A.M.