

USA Pentathlon Board Meeting
November 17, 2008

Call to Order. Interim Chairman Rob Stull called the meeting came to order at 8:05 am.

Board members present included: Fred Hower, Elaine Chervis, Barry Matchett, Atif Siddiqi, Joach Sacksen, Vaho Igorashivili, Rob Stull, Anita Allen, and Willie Stettinius. A quorum was present.

Alicia McConnell of the USOC was also present.

Interim Secretary

Director Sacksen moved that Director Siddiqi be named interim Secretary. Director Stettinius seconded. Motion unanimously approved on voice vote.

Approval of Minutes

Director Hower moved for approval of board minutes from November 6, 2008 board meeting. Director Matchett seconded. Motion unanimously approved on voice vote.

High Performance Plan Update

Alicia McConnell reported that the USOC will make its decisions on USA Pentathlon's High Performance Plan application during the week of December 6. Notification will be made to the Board during the week of December 13.

2009 Budget

Director Siddiqi noted that the draft budget closely tracks the HPP request. The 2009 operating budget will be produced after the HPP decisions are made by the USOC.

Discussion about transferring to monies held in the foundation account to USA Pentathlon control. Ms. McConnell reported that the USOC was going to be able to transfer the entire sum to USA Pentathlon's account within the next two weeks.

Discussion about the need to set up a system to thank previous donors, especially those who donated at the Cintas fundraiser before the Olympics.

Director Siddiqi lead a discussion on the terms of the proposed marketing agreement. Proposed terms are four years at \$75,000 per year. Two payments per year on January 31 and July 31.

Director Stettinius moved for approval of the marketing agreement. Director Matchett seconded. Motion unanimously approved on voice vote.

501(c)(3) status update

Director Chervis reported that USA Pentathlon's application for (c)(3) status is still being worked on. Director Hower reported that USA Pentathlon has a tax ID number and open checking account but no funds in the checking account.

Short discussion about how to interact with a separate foundation called The Pentathlon Foundation of which Director Cheris is a board member. Agreement was reached that The Pentathlon Foundation will not work separately from USA Pentathlon's mission.

Bylaws

Directors Matchett and Siddiqi reviewed proposed bylaw changes.

Director Allen moved that the board review proposed bylaw changes for approval at next board meeting. Director Siddiqi seconded. Motion unanimously approved on voice vote.

Coaching RFP/Coaching contracts

Discussion regarding existing coaching contracts including a review of specific contract language on roles and responsibilities during last quadrennial.

Meeting with Athletes

Approximately eight athletes as well as a parent attended. The consensus among attendees was that the structure of the resident program at the OTC from 2006-2008 was flawed. There were not clear lines of responsibility among the adult leaders of the program. Selection criteria for the Olympics were changed in a way that caused extensive turmoil and resulted in a poisonous training and living environment. All athletes indicated a desire for clear lines of responsibility between them and the coaches in the future.

Meeting with Coaches

First meeting was with Tracy Powers and Genadijus Sokolovas, riding and swimming coaches respectively. Sokolovas emphasized the need to train pentathletes in a way that balances their training loads (especially swimming and running) with rest so they can compete at their best at the most important competitions. Powers emphasized that riding can't be taken for granted and that during the previous quadrennial pentathletes weren't riding enough.

Second meeting was with Janusz Peciak, head coach and fencing coach. Peciak presented a plan for the next season that builds off the work the existing athletes did during the current season. He emphasized the need for the head coach to be empowered to run the program without interference from non-coaches. He articulated several problems with the way the program was structured in the last two years and asked that the Board consider him for the Head Coach position.

Athlete Criteria

Extensive discussion of process by which the board will establish criteria for the OTC resident program, monthly performance stipend payments, and world team participation. No resolution on the issue of how the board will establish such criteria.

Director Hower moved for suspension of the closed session. Director Matchett seconded. Motion unanimously approved on voice vote.

Closed session suspended 3:59pm.

Director Stull moved to resume closed session meeting. Director Igorashvili seconded. Motion unanimously approved on voice vote.

Closed session resumed 5:01 pm.

UIPM Congress

Short discussion about issues which will be voted on at the upcoming UIPM Congress including the combined event. Board empowered our representatives at the Congress, Directors Saksen and Igorashvili, to negotiate without board consultation on all issues.

Horses

USOC owns five or six horses which they have signed over to USA Pentathlon. Discussion about how to best handle these horses and possible future horses. Options discussed included USA Pentathlon receiving donated horses and later selling them.

Director Stettinius moved to have Director Saksen be responsible for examining the USOC horses and providing a recommendation to the Board regarding the next steps with these horses. Director Hower seconded. Motion unanimously approved on voice vote.

Coaching

Extensive discussion.

Board Chair

Director Stettinius moved that USA Pentathlon indicate to USOC Sports Partnership that we would like to have an existing member of the board be appointed as chair. Director Siddiqi seconded. Motion unanimously approved on voice vote.

Mission and Vision

Ms. McConnell brought up that the mission and vision of the NGB need to be enhanced in the by-laws. She will send out examples for the board to consider.

Fundraising

Discussion took place on fund raising strategies. Techniques included using athletes – sending sponsors letters of their activities, dinners, photos, and mailers.

Director Siddiqi moved that Director Stettinius be appointed as Development Chair. Director Hower seconded. Motion unanimously approved on voice vote (Directors Allen and Matchett were absent).

Board Travel Expenses

Discussion took place on reimbursable board expenses. Director Hower was asked by the board to develop an expense reimbursement policy document.

Director Stettinius moved that reasonable air and car rental expenses from the face-to-face board meetings be reimbursed and that all Board members book air fare at least 7 days in advance of travel. Director Hower seconded. Motion approved 6-1-2 (Director Cheris voted no and Directors Allen and Matchett were absent).

A short discussion took place on a per-diem policy but it was decided that that would not be feasible at this time due to budgetary constraints and that this would be revisited.

Next Meeting

The board decided that the board phone conference calls should take place every second Thursday (i.e. every two weeks) with the next conference call on December 4, 2008 at 9 am MT.

Motion to Adjourn at 7:00 pm by Director Siddiqi. Director Hower seconded. Motion approved unanimously by voice vote (Directors Allen and Matchett were absent).