

USA Triathlon Board of Director's Meeting
Thursday – Friday, September 18-19, 2008
Embassy Suites – Ambassador North
Portland, OR

Present:

Board of Directors:

Rob Kasper, President
Brian Harrington, Vice President
Celeste Callahan, Secretary
Jim Donaldson, Treasurer
Melissa Merson
Mike Greer
Jeff Matlow
Eric Averill
Joe Umphenour, Pro/Elite
Andy Kelsey, Pro/Elite
Mark Fretta, Pro/Elite

Regional Presidents:

Kevin Trock – Southwest Region
Pam Zawada – Northeast Region
Candy Cheatham – South Midwest Region
Joy Rasmussen – Rocky Mountain Region
Ann Gilbert – Pacific Northwest Region
Kris Swarthout – Midwest Region
Mark Lulling – Mideast Region
Richard Anton – Southeast Region

Guests:

Mike Plumb, Duathlon Committee Chair
Michelle Cox, Rocky Mountain Region, RADC

Staff:

Skip Gilbert, Executive Director
Sharon Carns, Executive Coordinator
Kathy Matejka, Event Services Director
Rachel Roebke, Intern

Note: Information may be reported according to topic and not in chronological order.

Presiding: Rob Kasper

Call to order 2:00 pm

Thursday, September 18

President's Opening Remarks

Rob Kasper reviewed progress toward goals in the following areas, all of which were showing positive results:

- Information Technology
- Strategic Planning
- Improving the relationship between National and Regional Boards
- International relations
- Governance reform

CEO Opening Remarks

Skip Gilbert summarized the tasks to be accomplished during the meeting weekend, then an overview of USA Triathlon's experience at the Beijing Olympics.

Resolution Review

Melissa Merson brought to the board's attention a March 2005 resolution establishing a minimum number of email distributions to be provided at no charge to the regions, and questioned the national office's compliance.

Action item: Skip Gilbert will send out a contact list and any guidelines for mailing lists and email blasts to the regions within ten days.

Recessed: 3:15 pm

Reconvened: 3:30 pm

Annual Report

The Board reviewed the 2007 Annual Report.

Action item: Skip Gilbert will send an electronic version of the Annual Report to board members for review before web posting.

2009 Budget

Board reviewed the first draft of the 2009 Budget. Final approval of the budget will occur at the November 1-2 Board meeting.

Meeting adjourned 5:30 pm

Reconvened Friday, September 19

Call to Order – Rob Kasper, 8:30 am

Committee Reports

Strategic Planning Report

Eric Averill reported. The Board made recommendations to the working strategic plan document. Final version will be posted on the website, with links included in the membership newsletter.

International Relations

Melissa Merson reported on the following:

The IR Committee recommends the following nominations be approved by the USAT National Board:

ITU Executive Board: Melissa Merson

Committees (Elected Positions):

Medical Committee – Doug Hiller

Technical Committee – Joyce Donaldson

Women’s Committee – Candy Cheatham

Multi-sport Committee – Jeff Dyrek

AWAD/Physically Challenged – David Curnow

Constitution - Gale Bernhardt

Commissions: - (Suggestions for appointment at a future date):

Coaching, Youth, and Education Commission - Scott Schnitzspahn

The IR committee appointed a task force led by Charlie Crawford that is reviewing all English-language rulebooks as part of an effort to identify opportunities to make progress toward a global rulebook.

USAT President Rob Kasper participated in the PATCO meeting in June. Rob Kasper, Melissa Merson, and Jim Donaldson attended the Olympic Games and had multiple

interactions with federation and ITU officials from around the globe. USAT will send a delegation to the November 2008 ITU Congress in Madrid.

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Hall of Fame

Skip Gilbert stated that the official induction ceremony will be held at Race Director Symposium in January 2009.

Recessed: 10:30 am

Reconvened: 10:45 am

Go Green

USA Triathlon will embrace the Go Green ethic and environmental sustainability. USAT is currently talking to sponsors who promote sustainability.

Financial Update

Dave Surfochek of Smith and Barney provided a financial update via conference call. He recommended no changes to USAT's investment portfolio. The Board asked him to provide a brief overview in the November Board meeting.

Rocky Mountain RADC Presentation

Michelle Cox RADC of the Rocky Mountain Region presented on a program that the region has developed.

Philosophical Elements

Skip Gilbert presented philosophical elements for discussion.

Pro Structure

USAT is currently looking towards reengineering the pro structure. The premise behind the restructure is to develop a system where the best athletes are easily identified.

Discussion followed regarding international competition, distances, rankings, and frequency of races. The philosophical question that USAT is contemplating is: are we going in the right direction to better define who the best of the best is in our sport?

Drug Testing

Discussion centered on:

- Near term anti-doping education for age group athletes.
- Researching how to implement an effective yet fair drug testing, result processing, and adjudication process for age group athletes in the future.

- Creation of a program for Race Directors who wish to test pros.

Action item: Skip Gilbert will submit a plan for age group anti-doping education to USADA.

Recessed: 12:15 pm

Reconvened: 1:30 pm

Team USA

USAT is migrating to a more performance based program for elite National and Olympic teams.

A brief discussion occurred regarding the qualifying process for Team USA. After discussion about the value provided by support crew for the expense at World Championships, it was determined that USAT will survey current and previous Team USA members for what services they value most, and if those services can be provided in a manner more tailored to individual preferences and budgets.

Deaf Athletes

Deaf athletes are not recognized as a category in the Paralympics, so USAT has been asked to help them find a way to participate in competitions at the world level. Jeff Matlow will further work with deaf athletes to determine the nature of support they need from USAT.

Convention 2010

USAT is considering an annual convention to bring the multisport community together. Such an event would have a consumer connection but would also involve educational programs for athletes, mechanics, medics, race directors, and governance. The Board agreed that this type of annual convention would be a great tool for our sport; however, challenges need to be addressed before specific planning can begin. Skip Gilbert will be conducting a financial analysis of the opportunity and reporting to the Board about the viability of generating a profitable convention.

Olympic Development

USAT is looking into changing the residents' program to include the option of shorter term residencies, allowing access to a greater number of athletes for specific testing and training.

Recessed: 3:15 pm

Reconvened: 3:30 pm

Governance Structure

The National Board and Regional Presidents reviewed the Strategic Plan as it relates to governance structure. The group discussed recommendations made by USA Triathlon's independent financial auditor and legal counsel. Specifically, USAT's national office and regional relationship must evolve into a more businesslike structure with greater financial accountability, and in greater compliance with state corporate laws and liability insurance coverage requirements. Due to the complexities of regional funding and governance structure, Rob Kasper created two task forces for further work.

Action item: Skip Gilbert will send the Regional Presidents a copy of the recommendations made by legal counsel and auditor.

The following individuals volunteered to serve on a Regional Funding Task Force:

Rob Vigorito
Kevin Trock
Pam Zawada
Candy Cheatham
Skip Gilbert
Eric Averill
Richard Anton

Action item: The regional funding task force will have a conference call by 10-6-2008.

The following comprise the Regional Governance Task Force:

Eric Averill
Kevin Trock
Candy Cheatham
Rob Kasper
Kris Swarthout

Approval of Minutes

Brian Harrington motioned to approve the January 12, March 3, April 7, May 5, May 12, June 2, July 24 and August 11, 2008 minutes as written.

Motion passed

Note: Joe Umphenour, Andy Kelsey and Mark Fretta were absent at the time of this vote.

Executive Session 4:00-5:00 pm

Meeting adjourned at 5:00 pm