

Minutes
USA Triathlon Board of Directors
Cheyenne Mountain Resort, Colorado Springs, CO
January 16-17, 2016 – Day 1

Siff called the meeting to order at 8:07a.m. MST, January 16, 2016.

Board Members Present:

Staci Brode
Ben Collins – joined via conference call
Kat Donatello
Chuck Graziano
Susan Haag
Kevin Haas
Dave Kuendig
Jacqueline McCook
Joel Rosinbum
Steve Sexton
Barry Siff, President
Bob Wendling
Mike Wien

Staff:

Rob Urbach, CEO
Sharon Carns, Senior Governance Affairs and HR Manager
Sandra Cook, Executive Assistant
Jenny Ryan, Sport Development Coordinator

Guests:

Gunnar Daugherty, Assistant AV Director, Cheyenne Mountain Resort
Paul Craig, Rudy Project
Peter Hurley, CEO, American Bicycle Group
Robin Barsantee, Custom Operations Manager, Zoot Sports
Ann Gilbert, PNW Region Council Chair
Hector Torres, FL Region Council Chair
Michael Wendorf, ME Region Council Chair
Dan Frost, RM Region Council Chair
Frank Cortese, SMW Region Council Chair
Justin Model, NE Region Council Chair
Charles Johansen, SW Region Council Chair
Ella Haile Dunn, SE Region Council Chair
Cory Churches, Mid Atlantic Region Council Chair
Alex Suhlman, Midwest Region Council Chair
Andrew Roos, Collegiate Committee member

Jacob Jansen, Collegiate Committee member
Courtney Maddock, Collegiate Committee member
Mercedes DeCarli, Collegiate Committee member
Blair Bronson, Collegiate Committee member
James Petersen, Collegiate Committee Chair

Officer Elections: Parliamentary procedure agreed on before voting process. Ballots tallied by independent third party, Gunner Daugherty, and the following nominations and results were recorded.

Motion (by Mike Wien and seconded): To nominate Barry Siff as President of the Executive Board. Approved by majority ballot vote.

Motion (by Jacqueline McCook and seconded): To nominate Mike Wien as Vice President of the Executive Board. Approved by majority ballot vote.

Motion (by Barry Siff and seconded): To nominate Kevin Hass as Treasurer of the Executive Board. Approved by majority ballot vote.

Motion (by Joel Rosinbum and seconded): To nominate Staci Brode as Secretary of the Executive Board. Approved by majority ballot vote.

Industry Discussion/Guests: Paul Craig, Rudy Project // Peter Hurley, Quintana Roo // Robin Barsantee, Zoot Sports. Group discussed opportunities and obstacles facing USAT and triathlon over the next 2-3 years. Growth in high end, slow down in low end. Recommending a concentration on new people in the sport.

Regional Chair Presentations: Wien introduced Regional Council Chairs. Regional Council Chairs representing FL, MA, MW ME, PNW, NE, RM, SMW, SW and SE presented their respective Region's 2015 achievements and 2016 plans and goals.

Bob Wendling left the meeting via conference call at 11:15 MST

Recess at 11:15am MST
Reconvene at 11:20am MST

Regional Chair Presentations (continued)

Recess at 12:04pm MST
Reconvene at 1:35pm MST

Steve Sexton introduced the collegiate commission committee. James Peterson, Collegiate Committee Chair updated the board on recent committee activities.

President's Remarks: Siff discussed how RD Symposium and the regional chair presentations were inspiring, industry meeting earlier in the morning was positive. We have a big year coming with Rio and this will be an excellent opportunity to reach out to non-triathletes.

Approval of Minutes:

Motion (by Jacqueline McCook and seconded): To approve the 11/20-22/15 Meeting Minutes. Approved by unanimous voice vote.

Treasurer's Report: Haas highlighted the year through November 2015 versus November 2014. No real change in the number of races. One-day memberships are down year over year and youth participation and races are down as well.

Recess at 2:37pm MST

Reconvene at 2:45pm MST

CEO Report: Urbach highlighted 2015 wins including Worlds in Chicago, SafeSport compliance and women's/youth programs. Challenges are the demise of long distances races outside of IM and the penetration of the sport by region/state. Looking at 2016 – 2020 and what's next Urbach shared our focus to be Brand, Experience and Affinity. Key initiatives upcoming: clubs, high school championship, NCAA, bundle strategy, leveraging Rio and Focus.

Motion (by Joel Rosinbum and seconded): to go into Executive Session. Approved by unanimous voice vote at 4:00 pm MST.

Returned from Executive Session at 5:04 p.m. MST

Motion (by Joel Rosinbum and seconded) to adjourn at 5:04pm MST - Approved by unanimous voice vote.

Minutes
USA Triathlon Board of Directors
Colorado Springs Marriott, Colorado Springs, CO
January 17, 2016 – Day 2

Siff called the meeting to order at 8:04a.m. MST, January 17, 2016.

Board Members Present:

Staci Brode
Ben Collins – joined via conference call
Kat Donatello
Chuck Graziano
Susan Haag
Kevin Haas
Dave Kuendig
Jacqueline McCook
Joel Rosinbum
Barry Siff, President
Bob Wendling
Mike Wien

Staff:

Rob Urbach, CEO
Sharon Carns, Senior Governance Affairs and HR Manager
Sandra Cook, Executive Assistant

Motion (by Dave Kuendig and seconded) to go into executive session at 8:05am MST - Approved by unanimous voice vote.

Steve Sexton joined the meeting at 8:10am MST

Returned from executive session at 8:55am MST.

Ben Collins left the meeting via conference call at 9:00am MST.

Bob Wendling left the meeting via conference call at 9am MST.

Recess at 9:00 am MST

Reconvene at 9:20 am MST

Motion (by Mike Wien and seconded) to approve change of the chair of the Region Chairs to Charles Johansen. Approved by unanimous voice vote.

Motion (by Steve Sexton and seconded) to accept the collegiate commission's recommended rule change of 5.13.1 and 5.13.2 changing the rule from requiring 4 members of a club to finish the race to be scored for the Collegiate club Nationals Club Award to up to 4 members of a club being scored. Approved by unanimous voice vote.

5.13. Collegiate Club Nationals Club Awards

5.13.1. Women's Club Score will be determined by adding the top scores from **up to (4)** four finishers from the Olympic Non-Draft and the top (1) one finisher from the Draft-Legal race. The highest Women's Club score will win the Women's Club Competition. In case of a points tie, the club with the best-placed female finisher in the Olympic race will win.

5.13.2. Men's Club Score will be determined by adding the top scores from **up to (4)** four finishers from the Olympic Non-Draft and the top (1) one finisher from the Draft-Legal race. The highest Men's Club score will win the Men's Club Competition. In case of a points tie, the club with the best-placed male finisher in the Olympic race will win.

Committee Reports, Committees' Composition, Ratification:

Committees and Board Liaison chairs were reviewed with the following changes:

- Compensation Committee staff liaison changes from Rob Urbach to Sharon Carns.
- Duathlon committee BOD liaison changes from Kevin Haas to Kat Donatello.
- Ethics Committee BOD liaison changes from Kevin Sullivan to Chuck Graziano.
- Finance and Audit Committee will add Mike Wien and remove Bob Wendling.
- Remove Foundation Advisory Board from the Committee List
- Hall of Fame Executive Committee BOD liaison changes from Barry Siff to Kat Donatello. Sexton/Rosinbum will go back to the AAC for an athlete representative.
- International Relations will remain Barry Siff (not listed as BOD liaison on sheet)
- Nominating and Governance BOD liaison changes from Kevin Sullivan to Chuck Graziano.
- Paratriathlon BOD liaison should have Joel Rosinbum listed.
- Strategic Planning Committee – board will follow up at next BOD meeting.

Rob Urbach joined the meeting at 10:00am MST from recess at 9:00am MST.

BOD to update their committee lists.

Action item: Board members to send Sharon Carns corrections to committee populations.

Selection Criteria Documents:

Joel Rosinbum shared that most of the document changes were related to date and venue changes with one document that needed discussion.

Motion by Joel Rosinbum and seconded to approve all the selection criteria documents except the National Team Document.

Motion by Dave Kuendig and seconded to go into executive session at 11:15am.

Returned from executive session at 11:20am.

Motion Joel Rosinbum and seconded to amend the original selection criteria motion and include National Team Program Document. Approved by unanimous voice vote.

Recess at 10:22am MST

Reconvene at 10:27am MST

Motion by Joel Rosinbum and seconded to approve paratriathlon national championships to be held at Tri Santa Cruz. Approved by unanimous voice vote.

Strategic Plan Review – Plans for 2016: Board requested Urbach send the board the 92 programs USAT is running.

Motion by Dave Kuendig and seconded to go into executive session at 10:35am MST.

Returned from executive session at 10:43am MST.

Board discussed different options to work on strategic plan. Recommended deeper discussion at our next meeting and the review of our Strategic Planning committee. Suggested next in person meeting to have half-day brainstorming idea of future plan of action and that strategic planning committee be in attendance.

2016 Board Meeting Schedule:

Feb. 15 - conference call

Mar 21- conference call (tentative)

April 3-4 - in person meeting in Dallas, TX

August 12th - in person meeting in Omaha, NE with Nationals

Nov. 19 – 20th - in person meeting in Colorado Springs, CO

Motion (by Jacqueline McCook and seconded): To adjourn at 12pm MST – Approved by unanimous voice vote.