

Minutes
USA Triathlon Board of Directors
Cleveland, Ohio
August 10, 2018

Siff called the meeting to order at 8:02 AM on August 10, 2018.

Board Members Present:

Staci Brode
Ben Collins
Chuck Graziano
Susan Haag
Kevin Haas
Judge Jones
Jacqueline McCook
Joel Rosinbum
Keri Serota
Barry Siff
Mike Wien

Board Members on the phone:

Erin Storie joined on the phone at 8:02 AM

USAT Staff in Attendance:

Rocky Harris
Victoria Brumfield – Chief of Staff
Kaley Espindola – Human Resources
Sandra Cook

Executive session – Meeting started with an executive session.

President's Remarks – Barry Siff

Siff started with an appreciation of how the board has evolved to focus on delivering our strategic plan and congratulated the staff and the board on this focus. He went on to review the significant, positive presence USAT has within both ITU and CAMTRI, noting the large number of Committees we have presence within.

A National Governing Body (NGB) Board Chair Summit was held on July 17 and 18 in Denver, Colorado. 27 Chairs attended from the NGB. Susan Lyons and Denise Parker attended the meeting for the opening session. USA Triathlon through Siff's leadership was the prime mover in making this meeting happen.

Treasurer's Report – Kevin Haas

Performance of Investment account has been relatively flat on a year to date bases that reflects the nature of the market (S&P 500) and our conservative investment posture in this uncertain environment.

As for the key numbers, on a year to date bases compared with last year, we are slightly behind in annual memberships, and ahead in sponsorships and grants. Expenses are up \$958k in long term projects (investing in the future) approved by the board.

Decline in adult members (down 6.8%) and clubs (down 5.6%) continues to be a concern. Sanctioned races are however seeing an improvement with short course up 6%, Intermediate up 12 % and Long Course up 6%.

Action Items:

- Investment committee will meet to review second quarter performance this month
- The 990 tax filing needs to be reviewed and approved
- The Investment Policy Statement needs to be updated to reflect the current changes in the environment.

Approval of Minutes – Mike Wien

Minutes from the April 8 and 9 board meeting in Greenville approved by voice vote.
Minutes from Board Teleconference call on May 30 – Approved by voice vote.
Minutes from Board e-mail vote on Safe Sport on July 3 – Approved by voice vote.
Minutes from Board e-mail vote on Toyota sponsorship on July 30 – Approved by voice vote.

CEO Report – Rocky Harris

Rocky reviewed the impact of Dare2Tri on challenged athletes and how it changes lives. He quoted a participant who said, "I was the slowest person and the biggest winner." Board Member Keri Serota is the leader of Dare2Tri.

Harris shared his core values, focus, opportunities, vision and organizational priorities for USA Triathlon.

SafeSport Update – Rocky Harris & Erin Storie

Shelbi Meyer (USA Triathlon Staff Member new hired) has taken the lead on SafeSport.

- Working with legal team and private investigator for current cases.
- Coordinating with other NGBs to understand the innerworkings of their SafeSport program.

- Working through all covered individuals' background check and SafeSport training information to ensure we are compliant.
- Created a SafeSport case tracking sheet to maintain all pertinent case information in one central location

Next Steps

- Have Center for SafeSport present to an all staff training
- Create Standard Operating Procedures for Safe Sport Coordinator position including detailed information of how to handle reports
- Work through new education policy from the Center to ensure we are in compliance
- Form a Task Force to focus on policy updates, including coach-athlete relationships.
- Determine SafeSport Actions for Violations: Warning, Probation, Suspension, Permanently Ineligible

SafeSport is looking for the NGBs to help define the future. Storie suggests that we collaborate with other NGBs to develop best practices. We also need to define protocols for coaches of elite athletes to insure they are also protected. We also must develop appeals procedures for athletes who are not satisfied with the process. We need to continue to stay in the forefront of this movement.

High Performance Update – John Farra

John provided an overview of results, and shared his goals, challenges, and opportunities for the high-performance program.

Strategic Plan/Administration – Vic Brumfield

Vic discussed her role as the chief of staff and reviewed accomplishment to date and priorities moving forward.

Foundation Update – Dave Deschenes

Dave provided the board with an update on the foundation and reviewed priorities, goals, challenges, and opportunities.

Membership, Sport Development & Events Update – Tim Yount

Tim presented an overview of his department and along with a review of his goals, priorities, opportunities, and focus for the remainder of 2018.

Membership – Matt Stone

Matt updated the board on activities designed to grow membership.

Marketing & Communications Update – Jayme McGuire

Jayme reviewed the priorities, and opportunities of the marketing and communications department.

The board went into Executive Session before the close of the meeting.

Meeting ended at 4:14 PM.

Respectfully Submitted:

Mike Wien
USA Triathlon Board Secretary