

Minutes
USA Triathlon Board of Directors
Zoom Board Call
June 11, 2020

McCook called the meeting to order at 6:04 PM Central Time on Monday June 11, 2020.

Board Members Present (on the phone):

Henry Brandon
Tekemia Dorsey
Gabriela Gallegos
Susan Haag
Kevin Haas
Jacqueline McCook
Monica Paul
Joel Rosinbum
Keri Serota

Past President

Barry Siff

USAT Staff in Attendance:

Rocky Harris - CEO
Victoria Brumfield – Chief of Staff
Sandra Cook – Executive Assistant & Governance Assistant Manager
Nellie Viner – Senior Counsel
Katie Willemarck – Controller

President's Opening Remarks – Jacqueline McCook

- Congrats on well executed Endurance Conference

CEO Update – Rocky Harris

- All major sports leagues, as well as some smaller local races are coming back
- Looking at building long term, overarching diversity and inclusion program
- Legacy Triathlon has been cancelled, Paratriathlon National Championships rescheduling is progress
- Cash flow concerns – budget cuts were made, and volunteer severance packages offered to staff, no additional staff cuts are predicted

Budget – Katie Willemarck, Vic Brumfield, Kevin Haas

- Mission critical spending only through end of 2020
- A portion of investment portfolio cannot be accessed due to being collateral on building loan
- Various options related to building presented. Recommendation is to payoff commercial loan which will allow access to entire investment portfolio and then explore selling building

- Reviewing what space needs will look like post COVID
- Considering options of leasing space in building with other NGB's and sharing some services (i.e. accounting systems) that could provide costs savings for all

Motion by Joel to enter executive session, 2nd by Gabriela at 7:05 PM

Motion by Gabriela to exit executive session, 2nd by Joel at 7:09 PM

Governance Update – Nellie Viner

- Reviewed committee member roles
- SOP will be provided to new board members in onboarding process moving forward
- Committee chairs will serve 4-year terms, max 2 terms with mandatory 2 year hiatus between terms. Chairs who have served their terms are able to remain on the committee

International Relations Committee (IRC) Status – Jacqueline McCook

- 2 names for every position were submitted to Nominating and Governance Committee to vet
- Criteria for candidate recommendations, included: respected, recognized/known, quality of contribution (past & future), electable at world level, has gender diversity

Henry made motion to approve slate of ITU committee candidates' nominees, 2nd by Kevin

ITU/World Triathlon Brand – Jacqueline McCook

- Name ITU is being replaced with World Triathlon
- ITU Rebranding Taskforce formed to provide guidance and recommendations to Executive Board
- Brand voice has been defined, and brand imagery, including logo will be redesigned to reflect the new name and voice

Foundation Board of Trustee Confirmation – Joel Rosinbum

- Board voted to approve appointment of Alex Egan to USAT Foundation Board of Trustee via email/slack last week

Other Items

- Board feels not in best interest to host Youth and Junior Nationals in Ohio in August
 - Doodle pools coming for additional call
 - All day board meeting will be all day Friday July 17 or Saturday July 18
 - Monitoring Women for Tri Facebook page and setting up a call with USA Triathlon's Women's Committee to discuss
 - Fully integrated and comprehensive diversity and inclusion plan will be created
- Motion to adjourn meeting by Monica, 2nd by Joel

Meeting was adjourned at 7:57 PM CST.