



**U.S. Biathlon Association, Board of Directors Meeting
Pineland Farms Conference Center – Tuesday, September 16th, 2008
Meeting Minutes, Submitted by Art Stegen, Secretary**

I. Call to Order

Chairman, Larry Pugh called to order the Board of Directors regular meeting of the U.S. Biathlon Association at 9:00 A.M. on September 16th, 2008 at the Pineland Farms Conference Center, New Gloucester, ME.

II. Roll Call

Members of the Board of Directors present were: Larry Pugh, Bill Alford, Phyllis Jalbert, Art Stegen, Chad Salmela, Jerry Baltzell, and Roger Hartley. Absent from the meeting were Michael Dubie, Rachel Steer, and Charles Kellogg. Jeremy Teela joined the meeting via telephone conference call. Members present represent a quorum. Others attending the meeting were Ed Williams, Max Cobb, Andy Shepard, James Upham, Gary Colliander, Mike Yeo, Teresa Benevento, and Jay T. Kearney. MAJ Teresa Benevento who is the Director of the National Guard Biathlon Program attended as GEN Dubie's representative and Jay T. Kearny is the USOC's leader of Sports Performance services. High Performance Director Bernd Eisenbichler also joined the meeting via telephone conference call.

III. Opening Remarks

Chairman Larry Pugh thanked the members present for their attendance and gave special thanks to Chad Salmela, whose term as an Athlete Representative is to expire and was attending his last meeting in that capacity. He thanked Jerry Baltzell for his consistency in attending the meeting from such a great distance. He thanked Phyllis Jalbert for her extraordinary efforts at the previous day's Golf Tournament.

IV. Approval of Minutes

Chairman Larry Pugh asked for a motion for acceptance and approval of the regular Board of Directors' meeting minutes from June 7th, 2008. The motion was made by Jerry Baltzell and received multiple seconds and was approved.

V. Executive Director's Report

Executive Director Max Cobb welcomed Jay T. Kearny to the meeting and told the group that he would have a presentation for the Directors later in Agenda. He asked High Performance Director Bernd Eisenbichler to comment on his written report which was provided to the members. His report gave an overview of National Team Training, Staff Selection for the upcoming season, the upcoming high performance summit at USOC and the outlook for final training and the start of the competitive season. On the recent training and roller ski racing in Sweden, he highlighted the

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participation of Ricco Gross, professionalism of the athletes and staff and reported satisfaction with their performance and cooperation.

Following Berndt's review, Gary Colliander reported that the B team had worked together with the A team very successfully, making many improvements, especially for the women. The Roller Ski Festival races at Jericho were extremely helpful in assessing the athlete's needs and current skill levels and that everyone was looking forward to the next camp in Utah. The athletes are very happy with the program and he complimented the National Guard for its cooperation in Jericho. James Upham continued the review from the coaches by announcing that the new shooting facilities at Lake Placid's ski jumps were very effective for training and upgrades to the physiology lab at the USOTC were also helpful. He told the group that five new athletes with great "engines and attitudes" had been recruited and would join the "full-time" training in the residency program at the USOTC.

Max reported that the USOC Performance Partnership Agreement had been concluded and that a new element of the program would provide a grant of \$50,000 anticipated through 2014 for an initiative to start a Paralympics Program. The program is mandated by the Sports Act and would be headed up by James Upham. The Team Selection Criteria for the 2010 Olympic Winter Games was approved by USOC. He added that the USOC saw the just completed Beijing Games as successful and that the "medal count" was a favorable marketing element. Concerns of relevance with younger age-groups following the Torino Games appeared to be resolved as the marketing strategy of NBC indicates popularity with the younger broadcasting audience. He reported that Chicago's effort towards hosting the Olympic Games has USOC support. The USOC will change leadership on the Board of Directors level and Max, along with Larry Pugh will attend the October Olympic Assembly. The USOC television and internet development continues as a "rebranding" of existing networks continues with the "Olympic Network" to be a combination of competitive and educational programming. NBC has purchased WCSN and now has developed the Universal Sports Network. A meeting with European Broadcasting in October will tie biathlon to the Olympic Network. There are also ongoing changes to the USOC website.

Reporting on the IBU Congress in Prague, Max indicated that a rule change will now provide for 4 women starts in the upcoming World Cup schedule. This change will require amending the current World Championships Selection Criteria. The International Competition Committee has not yet completed this work and will submit the document with changes for approval shortly. Sites for the 2012 and 2013 World Championships were selected with 2012 going to Ruopolding, Germany and 2013 to Nove Mesto, Czech Republic. Concerning the Vancouver Hospitality Program, after USBA has made preliminary plans according to IBU wishes, the previous director has complicated the issue. Max is actively working with the IBU to clarify this agreement and expects to have the issue settled by October 9th.

VI. USOC Performance Services Presentation

Jay T. Kearny's USOC presentation focused on four points; the Background, Observations, Performance and how they impact Biathlon. His four main points were:

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1. The Sports Performance Services group began in 1986 when a group of staff members at USOC got together for analysis, identification and understanding of the critical factors for performance success and how the USOC resources can be leveraged to help in supplemental ways.
2. One of the most important observations that the group saw in successful National Governing bodies was a commitment to success. He gave examples of this and reviewed how this was in full evidence and a major factor in the recent Chinese success in Beijing.
3. In 1992, the USOC identified 10 specific characteristics of National Sports Governing Bodies that allow and promote continuous success. One of the most critical was its "Organizational Support for High Performance." In regard to this element, a NGB's "behavior must match expectations."
4. Specific to improving performance in all sports, including Biathlon, is a "determinate analysis of the sub-components" that impact performance. However in regards to maintaining on-going improvements in the performance of its athletes, a critical element has and must continue to be effective USBA organizational support.

VII. Budget

The Directors were provided a copy of the proposed FY 09 Budget and Balance sheet as of 15 September 2008. Max reported that the field work for the annual audit was completed and preliminary indications about improvements in methodology and accounting practices are favorable. With a deficit of \$150,000 from last year, the staff has worked hard to scrub the program, protecting high performance and reductions in other areas. The improved exchange rate has predicted a potential surplus for the forecasted FY 09 budget. The Film Screen sponsorship agreement is near completion and will provide additional revenue. A motion for approval the budget was made, with second. Jerry Baltzell made a motion to approve the budget, which was seconded by Roger Hartley and the motion was approved without opposition.

VIII. Athlete's Report

Chad Salmela reported that the athletes were very satisfied with the current training environment and leadership of the staff. He reported that the election for the new Athlete's Representatives for the Board of Directors is now taking place with two athletes to be selected from three candidates. He also reported that due to the requirements of full-time training and commitments to the military's WCAP program, Jeremy Teela feels he can not adequately serve the athletes as a Representative on the Board of Directors and wishes to be replaced. An additional election would be required to find a replacement.

IX. Committee Reports

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A. Marketing Committee – Andy Shepard reported that the Annual Fund Raising Golf Tournament held at the Falmouth Country Club the previous day would net \$30,000, which will be \$6,000 less than last year. He suggested that there is a need to review the event for the future, and suggested recommendations to be made by Christmas. Larry Pugh confirmed this need and encouraged the committee. Andy also reported that last year's calendar never become a viable fund-raising tool and recommended that its objective become a "branding tool" instead. He reported that the Steward Film Screen sponsorship discussions are reaching finalization and a draft agreement with options beyond 2010 is in preparation for final approval. Currently the tentative agreement is for two years and will require the athletes to attend trade shows and will not require sponsorship space on the team uniforms.

B. Safety Committee – Jerry Baltzell reported that Curt Schreiner will be replaced on the committee by Teresa Neeno from Alaska. The committee has drafted a roller-ski safety policy and is working with the National Guard to develop a Range Safety video.

X. Other Business

A. Vancouver World Cup invitation – Max Cobb invited the Board of Directors to attend the March 9-15, 2009 World Cup at Vancouver and announced that any who wish to attend will be provided a trip research report made by Jerry Baltzell. Jerry scouted out housing and transportation as well as potential costs for the event for the dates of 11-15 March, 2009. Currently there are no plans in development for Board members to attend the World Championships in Korea, February 12-22, 2009, however Max said that anyone interested can still attend.

B. The IBU has confirmed that Ft. Kent will host a World Cup event in 2011.

C. Ed Williams provided the group with a "Due Process Checklist" for athletes and reviewed a recent arbitration decision that confirms the broad definition of "amateur athletic competitions" in Section 220501(b) (2) of the Ted Stevens Olympic and Amateur Sports Act. He also pointed out that USOC By-Laws revisions from July will require minor revisions to USBA By-Laws. He proposed to have this done in time for vote at the Annual Meeting.

XI. Recognition of Donald Rubottom

Donald Clark Rubottom, 87, a retired Army colonel with a connection to the U.S. Army's Biathlon program in Alaska died on August 1st, 2007 in Ridgecrest, CA. From 1963 through 1967 he served as the G-3 (Operations) for the 172nd Infantry Brigade (Mechanized) at Fort Richardson, in Anchorage, Alaska and, in that capacity, was the primary liaison between the Biathlon Unit (USMWBTC) and the Infantry Brigade. His support and enthusiasm for the Army's biathlon program insured its continuation.

Colonel Rubottom served in the U.S. Army from 1941 to 1972, participating in the Battle of the Bulge during World War II and the Chosin Reservoir campaign during the Korean War. His military decorations included the Silver Star, three awards of the Legion of Merit, three awards of the Bronze Star, the Joint Service Commendation Medal

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and the Army Commendation Medal. His final active-duty assignment was at U.S. European Command in Stuttgart, Germany, where he was chief of the plans division, in the plans and policy directorate.

He was born in Gering, NE, and attended the University of Nebraska, where he was a member of the football team that played in the 1941 Rose Bowl and lost to Stanford University. His education interrupted by World War II, he later received a bachelor's degree from George Washington University. He settled in the Washington D.C. area after retirement and spent a decade serving on the executive staff of the Army Emergency Relief, a nonprofit financial assistance organization. He was buried with full military honors in Arlington National Cemetery, beside his wife, Vera Harvey Rubottom, whom he married in 1942, and predeceased him in 1998. Survivors include two daughters, Donna Scharf and Ann Roseman, both of Ridgecrest; and three grandchildren.

Members of the Biathlon Unit during Colonel Rubottom's tenure in Alaska will recall the personal interest that he took in the welfare, professional and athletic development of the men in the Unit, and the gracious hospitality offered to them by Colonel and Mrs. Rubottom at their home on "Birds' Hill" and elsewhere. In his retirement, he maintained his personal connection, through correspondence, with many of the biathletes that benefitted from his considerable contributions. Colonel Rubottom's contributions to and guidance of the U.S. Army's Biathlon Training Center is recognized by the USBA Board of Directors and recorded in these minutes of its regular Meeting on September 16th, 2008.

XII. Date of Annual Meeting

The date of the required USBA Annual Meeting is set for 5:00 P.M., November 12th, 2008 at the USBA Office, Pineland Farms, New Gloucester, ME.

XIII. Adjournment

The meeting was adjourned at 11:50 A.M.