



**U.S. Biathlon Association, Board of Directors Meeting
Pineland Farms Conference Center – Saturday, June 13th, 2009
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 8:40 A.M. on June 13th, 2009 at the Pineland Farms Conference Center, New Gloucester, ME. The meeting immediately followed a Hall of Fame review and nomination presentation at the USBA office.

II. Roll Call

Members of the Board of Directors present were: Larry Pugh, Charles Kellogg, Bill Alford, Phyllis Jalbert, Art Stegen, Jerry Baltzell, and Sarah Konrad. Absent were MG Michael Dubie, Brian Olsen and Jeremy Teela. Also in attendance were Legal Council Ed Williams, Executive Director Max Cobb, High Performance Director Bernd Eisenbichler, Coach James Upham, Marketing Committee Chair Andy Shepard and USOC Sport Folio High Performance Director Jay.T. Kearny. Members of Board of Directors participating represent a quorum.

III. Approval of Minutes

Following his welcome to those attending Chairman Larry Pugh asked for a motion for acceptance and approval of the regular Board of Directors' meeting minutes from November 12th, 2008. A motion was made, seconded and approved.

IV. Executive Director's Report

Executive Director Max Cobb provided an update of IBU issues announcing that the 2011 World Cup schedule had been approved by the IBU Executive Board with events scheduled for Lake Placid, NY and Ft. Kent, ME. Preliminary IBU inspections of these sites will take place in September of 2009. A marketing agreement between the USBA and APF (the IBU's Sports Marketing firm) was signed for the sponsorship of the World Cups. The revenue will support the local organizing committees. Max explained that the political landscape within IBU had changed as a result of the past season's doping scandal. The IBU election for its Executive Board will take place in September 2010.

Regarding USOC issues, a new CEO, Stephanie Streeter has been appointed and will serve through the Vancouver Winter Games, after which a new CEO search will begin. In the current economic climate, the USOC has attempted to reduce its expenses through staff reduction without impacting NGB support. The USOC Olympic television network is nearly complete and it now has a "one-platform" website for all sports. The USBA website will migrate to this platform (biathlon.teamusa.org). The USOC will open an office in New York City to improve its marketing strategy. A new media strategy will

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also provide assistance to the USBA and help guide efforts and gain placement in major media outlets. Two writers will provide coverage of biathlon activities and feature stories.

On the status of the Vancouver Hospitality program Max explained that a web based registration was ready to launch. The program details were designed by Sabrina Noering and the first block of dates was already sold out. The Athlete Family support program is being developed by Jerry Baltzell.

Max reviewed the 2009-10 National Team nominations and the 2010 Olympic team selection procedures that had been previously provided to the Directors. Motions to approve the National Team and Olympic Team Selection procedure were made, seconded and approved.

V. High Performance Director's Report

High Performance Director Bernd Eisenbichler reviewed the previous season's highlights that included a 3rd place finish by Jeremy Teela at Whistler, the first World Cup podium finish since 1992, a 5th place men's relay finish and a 10th place relay result by the women at the World Biathlon Championships, a silver medal by Grace Boutot at the World Youth Championships and 7 top-fifteen finishes and 25th place in the overall World Cup ranking by Tim Burke. Bernd compared the statistics between 2005 and 2009 that show dramatic improvement with four men gaining top 15 place finishes and 3 women earning world cup points. He explained that the up-coming season's major focus will be on the men and relay. All the top women will train together with more coaches and a fully-funded B team. He stressed that the program has now attained "one philosophy" with continued efforts on development and recruiting. He also stated that the anti-doping position of the USA has been made clear in the international and domestic environments.

VI. Coaches Report

James Upham reported on the resident program provided by the USOC at Lake Placid Olympic Training Center and on-going improvements in the facilities for that program. He reported that focus for the season would continue on recruiting and talent development with a special emphasis on the U26 Championships. As director of the Paralympics program he told the group that the USOC has provided extensive support for that program and that one athlete won a medal in a World Cup this season.

VII. Budget

In his budget report, Max Cobb explained that FY 09 has a current surplus of \$120,451; however more expenses are expected in June. A balanced budget of \$1.91 million is proposed for FY 10 with strong USOC support. A presentation before the USOC resource allocation group by Max Cobb, Bernd Eisenbichler and Sarah Konrad helped to improve that expectation. There will be some adjustments and fine-tuning to the budget as more detailed plans are developed and the USOC's project support becomes more clear.

VIII. Athlete's Report

Sarah Konrad reported to the members that although she had received some constructive feedback from the athletes, they were generally pleased with the current status and most issues that arose were from the athletes below the top level. Athletes were happy with the training center environment, although the women felt somewhat less supported and recognize that their results haven't been as good as the mens. Their primary concerns were a feeling of devalued emphasis on the women's program. The development group wishes for more clear criteria for moving up and being added to the team. They ask for greater dialogue from the staff. There was very little feedback from the junior athletes.

IX. Committee Reports

Audit Committee – Phyllis Jalbert told the members that the Dawson, Smith, Perivs & Bassett firm would again perform the audit in accordance with a time-frame to meet the June 30th year-end fiscal period. The audit is to be completed by October 1st.

Safety Committee – Jerry Baltzell reported that roller-ski safety guidelines would be published in the Bulletin and that plans to produce a range operations and safety video were delayed due to changes in National Guard's Biathlon office. The Safety Committee was also considering development of wax-room safety guidelines.

Marketing Committee – Andy Shepard reported that the current focus of the committee is to retain the current sponsors support. He explained the current Wii/Nentendo Biathlon Game that has Fort Kent as part of the game. The committee was exploring a second tier sponsorship with a credit card company with a relationship to IBU and affiliated branding. Currently there are three on-going fundraising efforts; the annual Golf Tournament that would target 80 people, the Gold Medal Campaign and Bob Delfy's marketing and grant writing efforts within the Shooting Sports Industry.

X. Other Business

According to the By-Laws, Max Cobb presented the members with a list of new committee assignments. A motion to accept these recommendations was made, seconded and approved.

Two new committees, one for developing a new High Performance Plan (2010-2014) and an Awards and Recognition committee were also proposed. A working group of Andy Shepard, Sarah Konrad, Charles Kellogg, Max Cobb and Bernd Eisenbichler will work on the High Performance Plan with work due by April 2010, with Board review in November 2009. Andy Shepard, Rachael Steer and Piotr Bednarski would present a formal plan for Awards and Recognition in September 2009.

A motion to approve Art Stegen's nomination for the Hall of Fame was made, seconded and approved. Prior to the meeting, Charles Kellogg presented the nomination and a list of achievements to the members following a review of the progress in the development of the Hall of Fame at the USBA office.

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It was announced that Sarah Konrad would represent biathlon at the Athletes' Advisory Council meeting at Chicago in September and that she would serve as an Athlete Service Coordinator at the Vancouver Olympic Games. Ed Williams will also be attending the Athletes' Advisory Council meeting in Chicago.

XI. Date for the next Board of Directors Meeting

The date for the next Board of Directors Meeting is set for Tuesday, September 15, 2009 from 8:30 to noon at the Pineland Conference Center. The date for the Annual Meeting was set for 5:00 PM on Thursday November 12, 2009.

XII. Adjournment

The meeting was adjourned at 12:15 P.M.