



**U.S. Biathlon Association, Board of Directors Special Meeting
Pineland Farms Conference Center - Saturday July 28th, 2006
Meeting Minutes, Submitted by Art Stegen,**

I. Call to Order

Chairman, Larry Pugh called to order the special meeting Board of Directors of the U.S. Biathlon Association at 10:00 A.M. on 28 July, 2006 at Pineland Farms, New Gloucester, ME.

II. Roll Call

Members of the Board present were: Larry Pugh, Charles Kellogg, Phyllis Jalbert, Art Stegen. Members Bill Alfond, Roger Hartley, Gerry Baltzell, Chad Salmela, and Jeremy Teela participated via telephone conference call. Members present represent a quorum. Others presents were Ed Williams, Max Cobb, Stacy Cook and Bill Lilly, who was on the telephone conference call.

III. Approval of Minutes from Last Meeting

Following a correction to Jerry Baltzell's name, the Minutes of the May 20th meeting were approved.

IV. Ethics Committee Report

Erich Wilbrecht gave an oral summary of the process of ethics review of potential candidates for the Board of Directors positions, which began with the previous suspended elections. The Bylaws changes were intended to streamline the process, but became lengthy and centered on "conflicts of interest." This was problematic in that many have strong associations to the sport. The committee tried to narrow down the issues to actual potential conflicts and some candidates had to be removed, which was communicated to the Nominations Committee. A clear process now exists and each candidate is required to complete an ethics form. The potential conflicts found by the committee existed due to employment or positions with a second organization. There were no actual violations, however the committee felt the potential conflicts existed because it would have more likely led to a bias in decision-making rather than personal gain. A written report was provided.

V. By-laws Amendments

The By-laws amendments proposed by Ed Williams were approved with the change that there shall be a minimum of three meetings per year. The Board also empowered Ed Williams and Max Cobb to fix some clerical errors.

VI. Budget Report

The successful presentation by Max Cobb and Larry Pugh to USOC on June 1st at Colorado Springs resulted in a grant greater than that requested. The projected budget (provided to members) now shows a surplus of \$50,000. There are still some assumptions made on the income side. Some of the projected incomes will only materialize if the projects that they are tied occur. The deficit from the previous year would be resolved with funds from the income from the USOF 1984 grants. \$82,000 will be used to balance the previous budget. \$140,000 remains, with the hopes that future budget surpluses will enable the amount to be paid back. A motion to approve the budget was seconded and the motion was approved.

VII. Executive Director's Report

Max Cobb, Executive Director stated that USBA had never before enjoyed such full USOC support of areas; BOD, By-Laws, Sponsorship, etc as we do today. The USOC now shares USBA's vision and it is putting the full weight of their resources behind USBA's success. This is a wonderful and unique situation for the USBA. On the sport side of things, Max provided the following highlights and initiatives:

- Hiring new coaches, with an apparent immediately positive impact.
- Ground work for establishing a recruiting effort among juniors among coaches Upham, Shalna, Cervanka and Colliander.
- Development of a clear pathway from High School to National Teams.
- IBU training camp in Argentina for Juniors.
- IBU European Cup Competitions and a training camp is planned prior to the World Junior Championships.
- A visit to Vancouver to plan future ski testing, meeting with the organization committee, tour of facilities and site and agreement to provide a National team training camp in February for continued testing and development of "home-court" advantages.
- Creation of a plan for BOD members to attend the Vancouver Games.
- Athlete support grants and health insurance – USOC wants robust support and working on rewarding performance with stipends and it also willing to make additional Health Insurance packages available for our up and coming athletes. Max hopes to have the program in place by mid August.

On the business side:

- Administrative assistance – hiring Ruth Hall as office manager, to be shared with NENSA. She has already been helping with the Summer Biathlon World Championships Team entries/visas, staff training.
- Katie Cook hired as Executive Director's Special Projects Coordinator and working on the Golf Tournament as well as other ongoing projects.
- Systems in office need focus; memberships, calendar, filing, communication, finance practices with timeline for September.
- Grant opportunities for International Relations through the USOC (\$.5 million) hoping to bring IBU Executive meeting to the USA with goal of increasing partnership opportunity with the IBU and introduce the new leadership.
- IBU Congress in September, proposal to run Andy Shepard as 1st VP. Max and Andy to attend.
- Membership communication continues with Bulletin and frequent messages.

- Annual meeting proposed for August, must be changed since the Audit will not be complete. However, Max and Larry will meet with the athletes, coaches and parents in Jericho at 7 PM on August 11th. All Board Members are invited to attend too.
- Need to continue to build out plan to 2010. More details is needed for 2008.

VIII. Athlete's Report

Jeremy Teela relayed thanks from the athletes and reported that they are happy with the new coaches. The new environment is respectful and productive. Athletes feel that the Swedish coaches understand our culture. The concentration on shooting performance is productive and motivating. The next training camp will be in Sweden and includes skiing in the new ski-tunnel. The athletes have questions as to the racing schedule, especially the NorAm racing in Nov/Dec.

IX. International Competition Committee Report

The ICC is working on a system for qualification based on existing race series, to be approved on in September. The committee asked that Denise Teela and Wynn Roberts be named to the National teams. A motion was made, seconded and approved.

X. Development Committee Report

The concept of the Gold Medal Club program proposed by Ed Williams was reviewed and accepted by the BOD. Details will be finalized by the September meeting with a goal of raising \$25,000. The Golf Tournament invitations were nearly ready for mailing. The Tournament would be September 25th at the Falmouth Country Club in Falmouth, ME. With a goal of raising \$25,000, work is still being done to find additional sponsorship from Maine organizations.

XI. Club Activities

Bill Lilly reviewed the activities around the USBA Roller-ski Festival in August, which includes Officials certification. Summer Biathlon National Championships had taken place in July and the team will be self-funded to the World Championships in Russia.

XII. Next Meeting

The next meeting of the Board will be September 26th at 10:00 at the US Biathlon Association Headquarters. A preliminary date was set for October 21, at 9:00 A.M. at Pineland Farms for the Annual meeting. This meeting is required by the By-Laws and must include the annual Audit. Also planned for this meeting will be the election of the Secretary.

XIII. Other Business

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Max Cobb was invited to a USOC strategic planning session. Jerry Baltzell informed the BOD that the Montana National Guard plans for an additional facility at McDonald Pass near Helena was on-going and the period for additional public comment was extended to August 14th.

XIV. Adjournment

Following recognition of form USMPBA President George Wilson, the meeting was adjourned at 11:30 A.M.