



**U.S. Biathlon Association, Board of Directors Regular Meeting
Pineland Farms Conference Center – Saturday, November 11th, 2006
Meeting Minutes, Submitted by Art Stegen,**

I. Call to Order

Immediately following the adjournment of the Annual Membership Meeting, and in compliance with Chapter 18, Section 1 of the USBA By-Laws, Chairman Larry Pugh called to order the regular meeting Board of Directors of the U.S. Biathlon Association at 10:30 A.M. on 11 November, 2006 at the office of the U.S. Biathlon Association located at Pineland Farms, New Gloucester, ME.

II. Roll Call

Members of the Board present were: Charles Kellogg, and Art Stegen. Chairman Larry Pugh, Roger Hartley, Phyllis Jalbert, Bill Alford, Jerry Baltzell, Chad Salmela and Rachel Steer participated via telephone conference call. Members participating in the meeting represent a quorum. Others attending the meeting were Edward Williams, Executive Director Max Cobb and Susan Stegen.

III. Approval of Minutes from Last Meeting

A motion to approve the minutes from the previous September meeting was made, was seconded and approved.

IV. Chairman's Report

Chairman Larry Pugh first congratulated Art Stegen on his election as the Secretary and felt that his contributions to the Association were enormous. He also felt that Jeremy Teela has and would continue to serve his role as Athlete Representation in excellent manner. He then went on to comment on the successful start to the annual Gold Medal Campaign, with 100% participation by members of the Board of Directors. The Campaign has already raised \$17,000 and thanked the members for their participation. He requested that the members forward the names of anyone who might be interested in making a contribution to Katy Cook.

Larry reported that during a session with the IBU, Executive Director Max Cobb was approached by the Secretary General with a request that the USBA research the possibilities for a joint hospitality program for the 2010 Olympic Winter Games at Vancouver. Historically this kind of event (a full package including meals, housing, tickets, and accreditation) was very expensive for the participants and the IBU feels that it does not best serve the interests of the IBU as planned and that it might better be partnered with the USBA and Biathlon Canada with objectives of bringing donors to the National Federations. IBU asked that this be brought to the attention of the Board of Directors. Larry suggested the discussion should be taken to the next level. Discussions

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with the IBU at the World Championships in February at Antholz will provide an opportunity to explore the issue further.

The USBA has no endowment policy and Larry recommended that one be developed. He asked Charles Kellogg and Roger Hartely to look into this and report to the Board at the meeting in May.

Larry reported that on the November 1st-3rd meetings on the subject of athlete development took place with a group of coaches, Piotr Bednarski and Max Cobb at a Hilton Hotel in Boston. The meetings were highly successful and identified the need for a systematic approach as the highest priority. This is seen as the first step towards restoring a "plan" for athlete development. Among the other items discussed were:

- Scheduling development training camps in coordination with the National team
- Exposure of biathlon to junior skiers at the U.S. Skiing Junior Olympics at Soldier Hollow
- Recruitment and educational programs (University of Vermont)
- The need for tuition grants
- Athlete identification and test goals protocols
- Prioritizing next efforts
- Establishing contacts with Alaska as the next area of growth

Larry revisited the discussion on the need for an Athlete Development Committee at the September Board of Directors meeting. It was determined that a need exists and asks that Charles Kellogg, Art Stegen, Bill Alford, Rachel Steer sit on that committee along with Piotr Bednarski who will serve as the staff liaison.

V. Executive Director's Report

Max Cobb began his report with a comment about the National team's training in Sweden. The coaches reported that during a six-stage shooting combination training session (30 targets), Jeremy Teela, Lowell Bailey, and Tim Burke has no misses. The coaches felt this represented great progress.

Max reviewed the activities since the last meeting and reported that USOC athlete support stipends have started with monthly payments. The IBU World Cup support will increase 40% from last season, which will help to cover the indirect cost of staff and help with budget relief.

Berndt Eisenbichler will work through 2007 and is considering full-time employment through 2010.

A new membership database and membership renewal procedure has been implemented. Membership renewals to this date have netted \$7,000. The Gold Medal Campaign has netted \$17,000 thus far with a goal of reaching \$25,000.

Looking ahead, Max reported that the season is nearly started and the athletes are training on-snow at various locations, with the National team in Sweden. On the

management side, Max's major focus will be to develop a sustainable culture of success as outlined in the High Performance Plan. There will be three major efforts: smooth operation and a successful season on the World Cup, World Championships, Junior World Championships and North American Cup, fundraising and marketing, and systems improvements. Racing success will have a high priority. Plans for the 2007 season and work towards developing a supporting budget were planned for the near future. This season would also focus on recruiting top skiers by letting them know the opportunities. In the area of systems improvements, top priorities are accounting upgrade, improving the website to develop on-line membership maintenance and modernizing e-mail.

VI. Athlete's Report

Chad Salmela reported that there were no real concerns among the athletes. Rachel Steer updated the members on the Anchorage Kincaid Park project in Alaska. As the High School season begins, it presents a major opportunity to recruit high school athletes. Rachel reported that the Kincaid Park project is to include \$10 million in improvements of which \$3 million was already raised. A Hora target system is to be installed in July 2007. Rachel serves as the chair of Capital Campaign Committee and still to be funded are snow-making, roller loops and soccer fields.

VII. Audit Committee

The Independent Auditor's report was provided at the Annual Membership meeting preceding this meeting. A new audit firm of Dawson, Smith, Purvis & Bassett from Portland, Maine was recommended. The firm will provide annual audit and tax preparation services for \$7,500. A motion for approval was seconded and approved.

VIII. Next Meeting

The date and location for the next meeting was set for May 19th, 2007 at the U.S. Biathlon Association office located at Pineland Farms, New Gloucester, ME.

IX. Adjournment

Prior to adjourning the meeting, Jerry Baltzell gave an update to the members on the McDonald Pass project by the Montana National Guard, indicating that there would be a January-February time-frame for final approval. Larry commented that it will be a busy next few months and thanked all for attending. The meeting adjourned at 11:30 A.M.