



US Biathlon Board Meeting

Dec. 19, 2023

4:10pm ET, Virtual

Attendees: Bob Hall, Rachel Steer, Brian Noyes, Jerry Baltzell, Maj. Gen. Gregory Knight, Jake Brown, Kelsey Dickinson (until 4:45pm), Kelly Kjollien (until , Max Durtschi (4:30-5pm), Katherine Kendrick, Hap Brakeley, Sarah Konrad, Dexter Paine (until 5pm) Jack Gierhart, Lowell Bailey, Tim Burke, John Farra, Sara Studebaker-Hall
Approximately 46 USBA Members joined the call

A quorum was established, giving the athletes present $\frac{1}{3}$ voting power.

Board Chair, Bob Hall gave the floor to membership for comments, questions.

Matt Thompson asked a question about how we could encourage members to vote so we could have a quorum.

- Sara Studebaker-Hall answered that legal representation had advised that our attempt to hold the annual meeting was sufficient to satisfy the requirement legally, so we would not be attempting to hold the meeting again. She advised that the same updates would be made during the Board meeting that would have been reported during the Annual Meeting.
- Additionally noted the Annual Report was distributed and is posted online.

Jack Gierhart suggested we move to reports and then open the floor to membership questions.

Bob Hall gave an update on the Board and attendance at the IBU President's Meeting, and USOPC meetings. He noted US Biathlon's good regard in both organizations.

Rachel Steer gave a quick update and asked for a motion to approve the October Board Meeting minutes.

Maj. Gen. Knight motioned to approve the minutes

Jake Brown seconded the motion.

Motion carried unanimously.

Jack Gierhart gave a CEO report, highlighting the state of the sport, community growth and operations updates. He also provided a financial update.

John Farra provided an update on Sport Development.

- Maj. Gen. Knight asked a question about Try-It events and how the Guard can partner and help with making some of these events happen.

Tim Burke provided an update on Athlete Development.

Lowell Bailey provided an update on High Performance, focusing on current international team performance and challenges, as well as preparations for the 2024 season.



Hap Brakeley provided an update on the upcoming Board election - looking forward to an election in early 2024. Sara Studebaker-Hall added procedural information for membership.

Jack Gierhart opened the floor to members with questions.

Mark Mehler from Wisconsin Biathlon - Did the Board know about the SafeSport case involving Joanne Reid and what is being done to prevent future issues, and if the Board did not know, why.

- Jack Gierhart answered that the Board was not aware of the details, but are now aware. He assured members that current USBA policies and programs are working to address the issues and ensure that this does not occur again. He noted US Biathlon followed procedures as required, but that the issue was tragic for all involved.

Ed Williams asked about discrepancies in membership numbers in the Annual Report versus what was reported in the meeting today.

- Jack noted that there was likely a difference in how the numbers were calculated.

***Note - the initial report sent out was incorrect, and an updated report was sent to membership with revised numbers showing the increase in membership.*

Mr. Williams asked about whether we have the audited financials for FY23.

- Jack said he has a draft but no final report. Noted that he's not pleased with the timing, but he's confident in the financial numbers we have.

Mark Mehler - Question regarding the decision to merge women's and men's teams into one under one head coach and one assistant coach.

- Jack Gierhart noted we are in a transition phase, Lowell Bailey noted high confidence in our decisions and our staff. Also noted the high-level results that have come out of the last couple years and this structure.

Mark Torresani - Question regarding where the membership growth is happening (geographically and demographically).

- Jack Gierhart noted increases have happened across the board, and Sara Studebaker-Hall noted increases since Covid as well as renewed commitment to masters athlete growth with the implementation of the masters advisory group.

Chris Thompson made some comments/observations from Alaska.

- Jack Gierhart thanked Mr. Thompson for his comments, and noted that American-made rifles are a work in progress.

Jack Gierhart closed the open section of the meeting by noting that staff is always available to answer questions, and thanked the community for engagement.

Sara Studebaker-Hall went through the 2024 USBA Board Meeting schedule.

Bob Hall thanked staff for their presentations, and Board members for their participation. The Board moved into Executive Session at 5:55pm ET.