U.S. Biathlon Board of Directors Special Meeting Minutes
Sept. 9, 2026
1pm MT, Virtual

Attendees: Sarah Konrad, Phyllis Jalbert, Major General Henry Harder, Jerry Baltzell (joined after minutes approval), Bob Hall, Karl Zeile, Chloe Levins, Jake Brown, Leif Nordgren, Katherine Kendrick, Justin Gold
Additional Attendees: Jack Gierhart, Sara Studebaker-Hall, Lowell Bailey, Tim Burke, Sara Donatello, Sophie Goldschmitt, Anouk Patty, Stephen Hess, various other staff and membership (totalling approximately 61 total attendees).

Bob Hall called the meeting to order. Sara Studebaker-Hall confirmed a quorum with the athletes given ⅓ voting power. She then asked for conflict of interest disclosures and noted Dexter Paine's continued absence due to previously explained potential conflict (see July 29 minutes) and Kelsey Dickinson's absence due to a potential perceived conflict of interest due to her past employment with USSS (see appendix email disclosures below).

A request was made to approve the meeting minutes from June 24, 2026 and July 29, 2026 which had been previously circulated to the Board. Bob motioned to approve the minutes, Karl Zeile seconded the motion and the minutes were approved unanimously.

Bob thanked everyone for attending and called out the working group for all their hard work in negotiating a good deal with US Ski and Snowboard. He then recognized Sophie Goldschmidt, CEO of USSS, to say a few words. Sophie thanked Bob and noted the good working relationship between USBA leadership and USSS and that she felt USSS could really help USBA make a leap in results and other areas. She expressed disappointment with the reception of the community to this alliance and said she would need to regroup with her Board before they could continue any kind of relationship. Bob then announced that the Board would go into executive session to discuss the recent developments and that a vote on the Strategic Operating Agreement would not happen today.

Karl made a motion to move into executive session, Justin Gold seconded the motion. Leif Nordgren noted that he felt that so much of this discussion has happened behind closed doors that he would like to remain in open session to provide transparency to the

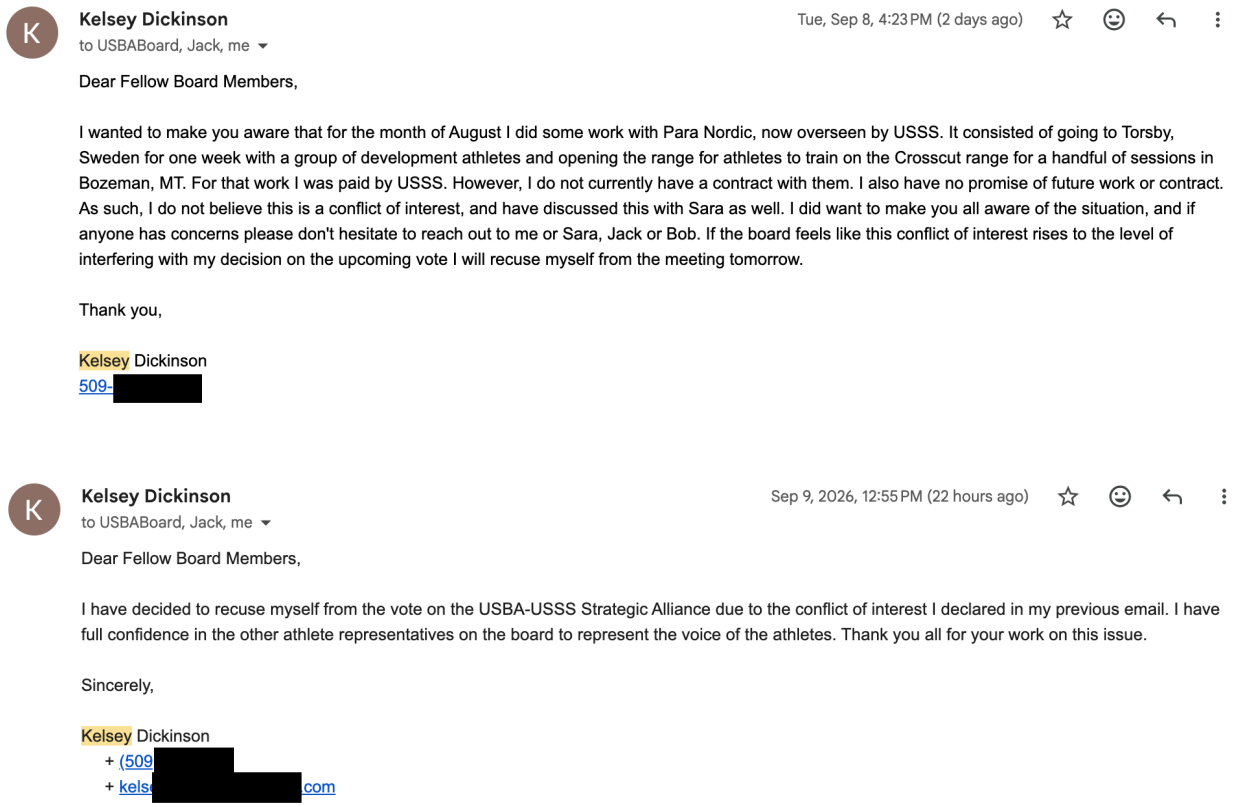
membership. The vote carried with 5 in favor, 1 opposed, and 4 abstaining. The meeting moved to executive session at approximately 1:20pm MT.

EXECUTIVE SESSION SUMMARY MINUTES

The Board members were joined by Jack Gierhart, Sara Studebaker-Hall and Stephen Hess for the executive session. Hap Brakeley joined the session around 1:30pm MT for approximately 30 minutes.

The Board discussed where the alliance now sat, with understanding it was unlikely to move forward and they would agree to pause any action. Future plans and efforts needed going forward were discussed, and the meeting was adjourned by vote at 2:35pm MT.

Appendix: Kelsey Dickinson Recusal



Kelsey Dickinson Tue, Sep 8, 4:23 PM (2 days ago)
to USBABoard, Jack, me

Dear Fellow Board Members,

I wanted to make you aware that for the month of August I did some work with Para Nordic, now overseen by USSS. It consisted of going to Torsby, Sweden for one week with a group of development athletes and opening the range for athletes to train on the Crosscut range for a handful of sessions in Bozeman, MT. For that work I was paid by USSS. However, I do not currently have a contract with them. I also have no promise of future work or contract. As such, I do not believe this is a conflict of interest, and have discussed this with Sara as well. I did want to make you all aware of the situation, and if anyone has concerns please don't hesitate to reach out to me or Sara, Jack or Bob. If the board feels like this conflict of interest rises to the level of interfering with my decision on the upcoming vote I will recuse myself from the meeting tomorrow.

Thank you,

Kelsey Dickinson
509-[redacted]

Kelsey Dickinson Sep 9, 2026, 12:55 PM (22 hours ago)
to USBABoard, Jack, me

Dear Fellow Board Members,

I have decided to recuse myself from the vote on the USBA-USSS Strategic Alliance due to the conflict of interest I declared in my previous email. I have full confidence in the other athlete representatives on the board to represent the voice of the athletes. Thank you all for your work on this issue.

Sincerely,

Kelsey Dickinson
+ (509[redacted]
+ kels[redacted].com