May 11th, 2026, USA Triathlon Board Meeting Minutes

Location	Date	Time	Format
Zoom	May 11th, 2026	5:00 PM (MST)	Virtual

In Attendance:

Board Members present		
Henry Brandon	Chair	Present
Dylan Sorensen	Vice Chair	Present
William Huffman	Treasurer	Present
Leslie Knibb	Director	Present
Laura Oliphant	Director	Present
Beth Kaufman	Director	Present
Scott Sternberg	Director	Present
Heather Grahame	Director	Present
Felix Stellmaszek	Director	Present
Kelly Elmlinger	Director	Present
Others in Attendance		
Victoria Brumfield	CEO	Present
Kathryn Murtagh	General Counsel	Present
Hannah Ingalls	Staff Attorney	Present
Megan Lantrip	Executive Assistant	Present
Krista Prescott	Chief Marketing & Growth Officer	Present
Jenny Wilson	Senior Director of Finance and Administration	Present

Jason Rizzi	Chief Development Officer	Present
Apologies		
Gabriela Gallegos	Director	Absent
Erika Ackerlund	Director	Absent

1. **Call to Order/ Roll Call**

Dylan Sorensen called the meeting to order at 5:07 PM Mountain Time. Kathryn Murtagh conducted attendance and established a quorum.

2. **Chairperson's Opening Remarks and Agenda**

Mr. Sorensen set the meeting's agenda and asked for the disclosure of any previously undisclosed or potential conflicts of interest. No such conflicts of interest were disclosed. Mr. Sorensen reviewed the takeaways from the prior Board meeting with the Board and facilitated a brief discussion.

3. **Approval of Consent Agenda**

Henry Brandon joined the meeting at 5:13 PM Mountain Time and presented the consent agenda. The Directors acknowledged the final draft minutes for the Q1 board meeting held in February 2026 and the final draft minutes for the SLACK March 2026 board meeting.

MOTION: Approve Consent Agenda at 5:16 Mountain Time	
• February 3, 2026, Board Meeting Minutes • SLACK March 19, 2026, Board Meeting Minutes	
Laura Oliphant	Leslie Knibb
CARRIED	

4. **Team USA AC and World Triathlon Board Update**

Dylan Sorensen provided Team USA AC key updates. Vic Brumfield, on behalf of Gabriela Gallegos, reported that there were no significant World Triathlon updates.

5. **CEO and Business Update**

Ms. Brumfield provided organizational and business updates to the Board, including updates related to financial reporting, and events. She provided clarification and responses to Board questions on each item.

Krista Prescott then provided an update on the plans for 2027 Endurance Exchange and the upcoming USA TRI Elite brand launch. Ms. Prescott provided the Board with details of ways to become involved in, assist with and promote these initiatives which the Board discussed.

6. **Legal and Compliance Update**

Ms. Murtagh presented an overview of Legal and Compliance related topics including governance, rules and risk management.

Ms. Murtagh reminded the Board of the proposed Sport Integrity Policy which had been discussed at prior Board meetings and answered questions from the Directors. Thereafter, the Board voted to approve the proposed Sport Integrity Policy.

MOTION: Approve the 2026 Sport Integrity Policy at 6:43 PM Mountain Time.	
Heather Grahame	Laura Oliphant
CARRIED	

Ms. Murtagh presented the draft revised USA Triathlon Foundation Bylaws and discussed the revision and approval process. The Board noted that review by the Board of Trustees and posed questions on the changes. The Board voted to approve the revised Bylaws.

MOTION: Approve the updated USA Triathlon Foundation Bylaws at 6:50 PM Mountain Time.	
Laura Oliphant	Dylan Sorensen
CARRIED	

Ms. Murtagh presented the proposed Board of Trustee terms and renewals. Jason Rizzi addressed questions from the Board. Thereafter, the Board voted to approve the trustee terms and renewals.

MOTION: Approve the Trustee Term Renewals at 6:55 PM Mountain Time.

Leslie Knibb	Scott Sternberg
CARRIED	

{*Jenny Wilson, Krista Prescott, and Jason Rizzi left the Meeting.*}

7. Independent Director Retention Vote

Mr. Brandon then led the Independent Director retention discussion for Laura Oliphant. Ms. Murtagh discussed the process for conducting the retention vote. The Board asked Ms. Oliphant various questions about her prior services and her vision of USA Triathlon.

{*Laura Oliphant recused herself from the Meeting.*}

The Directors present voted via Slack by a majority to re-elect Laura Oliphant as an Independent Director of the Board for a second two-year term.

{*Laura Oliphant rejoined the Meeting.*}

{*Scott Sternberg left the Meeting.*}

8. **Succession Planning Discussion**

Ms. Brumfield led a discussion with the Board surrounding succession planning. The discussion primarily focused on future Independent Director recruitment priorities and the process for candidate recruitment, vetting, and nomination. The Board aligned on the characteristics being sought in a successful Independent Director candidate and the proposed process.

9. **Meeting Conclusion and Closing Remarks**

The Board provided key takeaways and action items from the meeting.

10. **Executive Session.**

MOTION: Open Executive Session at 7:37 PM Mountain Time	
Laura Oliphant	Heather Grahame
CARRIED	

{*Victoria Brumfield, Kathryn Murtagh, Hannah Ingalls, and Megan Lantrip left the Meeting.*}

The Board continued with their Executive Session.

MOTION: Close Executive Session at 8:07 PM Mountain Time	
Heather Grahame	Leslie Knibb

CARRIED

11. **Adjournment**

Mr. Brandon adjourned the Board Meeting at 8:08 PM Mountain Time.