

USA Pentathlon Multisport Board of Directors

Date: June 9, 2023

In Person Meeting

Colorado Springs, Colorado

Call to Order: 10:00am MST

Board Members present: Tom Shepard, Blair Driggs, Rob Stull, Nathan Schrimsher, Tyler Evans and John Helmick. Harry Greene, Will Brady and Emily Hamilton participated via Zoom. Absent Melanie Henning and Barry Matchett. Also, present Kevin Montford.

Chairman Shepard called the meeting to order. Chairman Shepard reinforced that Board members have a responsibility to attend and participate in their roles as board members.

Managing Director Stull, Director Evans and Deputy Director Montford reported on the 2023 national and international competitions and activities by USAPM athletes. The World Cup season was discussed, and an update provided regarding the list of our elite athletes for the World Championships and Pan American Games Competitions. It was reported that at the Pan American Games, the riding is anticipated to be included during the Semi and Final events similarly to the Paris Olympic Games format. The schedule of the Paris 2024 Games was presented. Directors Schrimsher and Brady provided an update on the USOPC and USAPM Internal AAC Committee activities. Discussion was held regarding camaraderie among the athletes and funding. Director Evans noted that the athletes still need to be held accountable and per Chairman Shepard's direction the Athlete Agreements were to be looked at to more clearly define the USAPM and Athlete's roles when representing the organization in international competitions.

Chairman Shepard notified the Board that the Letter of Concern investigation (from November 10, 2022) was officially closed, and the Closure Letter was read in summary, to wit: [USAPM] has successfully implemented recommendations and its policies and procedures updated and set in place therefore the investigation is closed. Chairman Shepard thanked Directors Matchett, Driggs and Stull for their help in responding to and resolving the Letter of Concern. Director Helmick had a related question concerning the issue of funding from the USOPC to the NGBs in the future and the accountability of the USOPC. A discussion was held relating to objectives of the USOPC and how that may or may not affect USOPC financial support with an overview of our financial position and mid-year USOPC funding report to date presented by Director Stull. Chairman Shepard discussed the NGB Commercial Working Group, which he chairs, and their successful work in creating a commercial structure that would aggregate and monetize NGB content for the benefit of all National Federations.

Managing Director Stull presented an update on the quadrennial USOPC Compliance Audit. The Compliance Audit is part of the recertification process for all NGBs every four (4) years.

USAPM's audit was started in April 2022 and structural performance and financial activities (USOPC funds) – 48 areas - were examined by the auditors. In December 2022, a draft report with USOPC findings in all areas was given to USAPM.

There were several areas where improvement was required and USAPM has been requested to fix. Since December 2022, staff has been working on the recommendations and any deficiencies. In September 2023, USOPC will meet with USAPM and make a decision on recertification for the next four (4) years.

It was noted that a preliminary check in meeting with the auditors will be in August 2023. The Board went over the areas examined by the auditors and the recommendations that were made. Based upon the recommendations, several motions were entertained:

- a. Directors Driggs/Greene moved and seconded a motion that the Board approve all loans taken by the organization to be included in the updated and approved USAPM financial policies and procedures. Motion passed Unanimously.
- b. Director Driggs/Helmick moved and seconded that the Board approve amendments to our Bylaws, and add the required language to all USAPM policies including (Whistle Blower, COC, COI, Grievance etc..) to remain in compliance with the amended US Olympic Sports Act. Motion passed Unanimously.
- c. Mandatory On-boarding of USAPM Committees would continue through the US Nationals Long Weekend. Judicial, Audit and Ethics, Nominating, Pentathlon Performance Group and Internal AAC and COI Reviews having begun prior to the board meeting and would continue through June 12 in person and via telephonic methods

Chairman Shepard noted that the Board will be set to undergo a 360-degree Board Review of itself immediately as well as the 2023 CEO review which it was agreed will be done after the decision by the IOC on the future of Pentathlon's participation in the Olympics – 2028 and beyond. The board also reviewed and approved the COI disclosure forms for the members of the Audit and Ethics Committee as a matter of policy.

Chairman Shepard moved/seconded by Director Greene to go into Executive Session to discuss a potential future relationship with Obstacle Course Racing events, the UIPM and the IOC noting the co-hosted Ninja event scheduled for Orlando, Florida in July. The Board exited the Executive Session.

Chairman Shepard initiated a discussion by the Board relating to planning for the future of USAPM beyond 2024. Chairman Shepard led off with a discussion concerning succession and the need to look at the organizational structure of USAPM in the future. Board member's roles may be significantly changed, and their roles and responsibilities altered due to the potential changes by the UIPM and the incorporation of new disciplines. Board members discussed the need to be proactive in preparation for potential changes. What USAPM could look like, suggestions for representation of various members while being mindful of diversity and inclusion regarding additional members. Chairman Shepard created a working group to look at possible future

structures. The working group will consist of USAPM Directors Helmick, Greene, Stull, Driggs and Chairman Shepard and shall include Ian Adamson from the Obstacle community with other board members encouraged to participate.

Under other business, Director Greene felt that the Board needs to be aware and prepared to address issues concerning transgender and diversity as they relate to participation, fairness and Safesport implications.

Adjournment: 3:05pm MST.