

December 6-7, 2025 USA Triathlon Board Meeting Minutes

Location	Date	Time	Format
USOPC Museum, Colorado Springs, CO	December 6, 2025	8:32 AM (MST)	In-person

In Attendance:

Board Members present		
Henry Brandon	Chair	Present
Dylan Sorensen	Vice Chair	Present (Zoom)
William Huffman	Treasurer	Present
Gabriela Gallegos	Director	Present
Laura Oliphant	Director	Present
Keri Serota	Director	Present
Scott Sternberg	Director	Present
Leslie Knibb	Director	Present
Felix Stellmaszek	Director	Present (Zoom)
Erika Ackerlund	Director	Present
Kelly Elmlinger	Director	Present
Joel Rosinbum	Ex-Officio Director	Present
Others in Attendance – USA Triathlon		
Victoria Brumfield	CEO	Present
Kathryn Murtagh	General Counsel	Present
Megan Lantrip	Executive Assistant	Present
Krista Prescott	Chief Marketing and Growth Officer	Present until 2:50PM (Zoom 3:05PM – 3:55PM)
Jenny Wilson	Senior Director of Finance	Present until 1:30PM
Jason Rizzi	Chief Development Officer	Present (2:15PM – 3:55PM)
Scott Schnitzspahn	High Performance General Manager	Present (1:30PM – 3:55PM)
Tim Yount	Chief Sport Development Officer	Present (11:40AM – 3:55PM)
Heather Grahame	Incoming Director	Present until 2pm
Apologies		
Yvonne Spencer	Secretary	Absent

1. Call to Order/ Roll Call

Mr. Brandon called the meeting to order at 8:32 AM Mountain Time. He asked Kathryn Murtagh to conduct the roll call and then he established a quorum.

2. Chairperson's Opening Remarks and Agenda

Mr. Brandon welcomed the new incoming board member, Heather Grahame, set the meeting's agenda, and asked for the disclosure of any potential conflicts of interest. No potential conflicts of interest were disclosed. Mr. Brandon asked for comments on the August Meeting takeaways; Kathryn Murtagh explained how the takeaways had been addressed and there were no further comments.

3. Approval of Consent Agenda

Ms. Murtagh presented the Collegiate Club Committee's updated roster for 2025-2026 and briefly explained the rationale for the updates. The Directors acknowledged the final draft minutes for the Q3 board meeting held in August 2025.

MOTION: Approve Consent Agenda at 8:54 AM Mountain Time	
- August 8, 2025, Meeting Minutes	
- Collegiate Club Committee: Roster 2025-2026	
Dylan Sorensen	Laura Oliphant
CARRIED	

4. Team USA AC, USA Triathlon Foundation, and World Triathlon Board Updates

Dylan Sorensen gave Team USA AC key updates. Laura Oliphant provided updates on the USA Triathlon Foundation, and Gabriela Gallegos provided an update on World Triathlon.

5. CEO Update

Vic Brumfield provided a review of 2025 organizational performance and presented the priorities for 2026. She outlined the 2026 goals of each pillar of USA Triathlon's ("USAT") Strategic Plan, and discussed opportunities, risks and questions from the Board.

6. Trends Discussion

Krista Prescott presented on USAT's data and trends. She provided insights into the multisport industry's strengths and risks and USAT's membership and participation trends and how that is informing strategy and decision making. The Directors asked a number of questions about participation, age and demographic trends.

7. Budget Presentation and Financial Update

William Huffman, the Board Treasurer, provided a brief introduction to the financial update and USAT and USA Triathlon Foundation ("USAT Foundation") budgets. Ms. Brumfield led

the Directors through a discussion about the financial information of USAT and the USAT Foundation provided to the Directors in the board book, including the operating budget for USAT. It was also confirmed that the Finance and Audit Committees for USAT and USAT Foundation had held a joint meeting to discuss and review the budgets and the USAT Finance and Audit Committee recommended that the USAT budget be approved by the Board.

MOTION: To approve the 2026 Budget for USA Triathlon at 12:04PM Mountain Time	
Laura Oliphant	William Huffman
CARRIED	

It was confirmed that the Board of Trustees of the USAT Foundation had reviewed the USAT Foundation Budget and that the Board, as sole member of the USAT Foundation, is empowered under the USAT Foundation bylaws to approve it.

MOTION: To approve the 2026 Budget for USA Triathlon Foundation at 12:05PM Mountain Time	
Scott Sternberg	Leslie Knibb
CARRIED	

Ms. Wilson discussed with the Board the proposal to approve the new auditor for USAT and USAT Foundation. Ms. Wilson explained the RFP process, how the new auditors had been vetted and why the USAT Finance Team recommended them. Ms. Wilson answered questions from the Board.

MOTION: To approve the change in auditors for both USA Triathlon and USA Triathlon Foundation to BiggsKofford, P.C. at 12:11PM Mountain Time	
Keri Serota	Gabriela Gallegos
CARRIED	

{Jenny Wilson left the meeting}

8. Brand Update

Ms. Prescott gave an update on the plans to enhance brand and storytelling to drive stronger recognition, deeper member engagement, and clear understanding of USAT, High

Performance, and Foundation, while building strategic partnerships and a heightened presence in the Olympic and Paralympic movement ahead of LA28.

9. High Performance Update

Mr. Schnitzspahn gave an update on Olympic and Paralympic Development and preparation for LA28, as well as funding details (including donor contributions and USOPC funding). Mr. Schnitzspahn provided details on the recent camp, USAT's Talent ID program and the Development program, in the context of the pipeline for LA28 and future Games.

10. USAT Foundation Update

Jason Rizzi provided the Board with an update on the USAT Foundation's work in 2025. He talked through the Elevate28 Campaign and the rationale and strategy behind it. He informed the Board that the campaign commences in January 2026 with the Elevate28 Campaign Kickoff event. Mr. Rizzi provided details on the event and the proposed USAT Foundation events for 2026. Finally, Mr. Rizzi apprised the Board how they can help with the USAT Foundation's work.

11. NCAA Update

Tim Yount presented on NCAA triathlon. He gave the Board a quick history of triathlon as a women's varsity sport and the state of play as we head into 2026. The Board asked questions about funding and the effect of the program on USAT's elite pipeline.

{Tim Yount, Krista Prescott, Jason Rizzi, Scott Schnitzspahn and Megan Lantrip left the meeting}

12. Executive Session

MOTION: Open Executive Session at 3:52PM Mountain Time	
Leslie Knibb	Dylan Sorensen
CARRIED	

The Board continued with their Executive Session.

{Vic Brumfield left the meeting}

The Board continued with their Executive Session.

{Kathryn Murtagh left the meeting}

The Board continued with their Executive Session.

MOTION: Close Executive Session at 4:37PM Mountain Time	
Gabriela Gallegos	Laura Oliphant
CARRIED	

{*Vic Brumfield, Kathryn Murtagh and Megan Lantrip were invited to return to the meeting*}

16. Adjournment

MOTION: Adjourn board meeting at 4:37pm MST.	
Gabriella Gallegos	Leslie Knibb
CARRIED	

The Chairman adjourned the Board Meeting at 4:37PM Mountain Time.

December 6-7, 2025 USA Triathlon Board Meeting Minutes

Location	Date	Time	Format
USOPC Museum, Colorado Springs, CO	December 7, 2025	8:34 AM (MST)	In-person

In Attendance:

Board Members present		
Henry Brandon	Chair	Present
Dylan Sorensen	Vice Chair	Present (Zoom)
Gabriela Gallegos	Director	Present
Laura Oliphant	Director	Present
Keri Serota	Director	Present
Scott Sternberg	Director	Present
Leslie Knibb	Director	Present
Felix Stellmaszek	Director	Present (Zoom) (from 8:49AM)
Erika Ackerlund	Director	Present
Kelly Elmlinger	Director	Present
Joel Rosinbum	Ex-Officio Director	Present
Others in Attendance – USA Triathlon		
Victoria Brumfield	CEO	Present
Kathryn Murtagh	General Counsel	Present
Megan Lantrip	Executive Assistant	Present
Heather Grahame	Incoming Director	Present (Zoom)
Apologies		
William Huffman	Treasurer	Absent
Yvonne Spencer	Secretary	Absent

1. Call to Order/ Roll Call / Potential Conflicts of Interest

Mr. Brandon called the meeting to order at 8:34 AM Mountain Time. He asked Kathryn Murtagh to conduct the roll call and then he established a quorum. He asked for the disclosure of any potential conflicts of interest. No potential conflicts of interest were disclosed.

2. Legal, Governance, Compliance

Kathryn Murtagh presented on Legal, Governance, and Compliance topics.

Ms. Murtagh invited the Board to discuss the proposed updates to the USA Triathlon (“USAT”) Bylaws which would be formally presented to the Board in the Q1, 2026 meeting.

The Directors discussed the proposals and noted that Ms. Murtagh's takeaway is to prepare draft revised Bylaws for Director approval at the next Board Meeting.

The Directors confirmed that the office of Secretary would be redesignated to the General Counsel of USAT (or other appropriate legal team member), such approach aligning with the USOPC. The Directors noted this for the upcoming officer elections and that, therefore, the incoming Secretary would hold the office temporarily.

The Directors discussed the Board meeting schedule for 2026 and confirmed dates for the Q1, Q2 and Q3 meetings. Ms. Murtagh noted that the Q4 meeting dates would be confirmed by the end of the year. Ms. Murtagh will follow up and invite the Directors to vote via Slack in due course.

The Directors also discussed standing agenda items for 2026 and topics for each quarterly meeting.

Ms. Murtagh presented the draft governance handbook to the Directors and invited comments. The handbook is designed to become part of the incoming directors' onboarding package.

Ms. Murtagh provided a short debrief on the 2025 Director Elections and the corresponding Board changes. Mr. Brandon gave a short thank you speech to Keri Serota, one of the departing General Directors. The Board discussed new Board Liaisons to the National Coaching Committee and the DEIA Committee. Leslie Knibb and Kelly Elmlinger expressed interest in serving in these roles to these committees and Ms. Murtagh will provide the appropriate introductions. Ms. Murtagh rounded off this discussion with a look at potential 2026 Board elections.

Ms. Murtagh reminded the Board of USAT's Gift and Entertainment Policy which had been recently updated and appraised them of an upcoming new policy from the USOPC (Sports Integrity Policy).

Finally, Ms. Murtagh drew the Board's attention to the final version of the Athlete Safety Policy. She reminded the Board that the USOPC is requiring all NGBs to implement or update their policies to align with Executive Order 14201 and the Ted Stevens Olympic & Amateur Sports Act, 36 U.S.C. § 22501, et. Seq. Such compliance is required to ensure continued certification as an NGB.

MOTION: To approve the Athlete Safety Policy to be issued and implemented as of January 1, 2026 at 10:02AM Mountain Time.	
Leslie Knibb	Scott Sternberg
CARRIED	

3. Officer Elections

Ms. Murtagh invited each officer standing for election to give their nomination statement. Each of Henry Brandon (running for Chair), Dylan Sorensen (running for Vice Chair) and Leslie Knibb (running for Secretary) gave their speeches. The Board noted that William Huffman was not able to attend the meeting today and had sent his apologies; Ms. Murtagh directed the Board to his statement in the packet of documents previously provided to the Directors.

{Henry Brandon recused himself from the Meeting}

The Directors present unanimously voted via Slack to re-elect Henry Brandon as Chair of the Board for a two-year term.

{Dylan Sorensen recused himself from the Meeting}

The Directors present unanimously voted via Slack to re-elect Dylan Sorensen as Vice Chair of the Board for a two-year term.

The Directors present unanimously voted via Slack to re-elect William Huffman as Treasurer of the Board for a two-year term.

{Leslie Knibb recused herself from the Meeting}

The Directors present unanimously voted via Slack to elect Leslie Knibb as Secretary of the Board on a short-term basis, pending Bylaw amendments.

4. Executive Session

MOTION: Open Executive Session at 10:31AM Mountain Time	
Leslie Knibb	Laura Oliphant
CARRIED	

{Kathryn Murtagh and Megan Lantrip left the meeting}

The Board continued with their Executive Session.

{Vic Brumfield left the meeting}

The Board continued with their Executive Session.

MOTION: Close Executive Session at 11:33AM Mountain Time	
Keri Serota	Dylan Sorensen
CARRIED	

{Vic Brumfield, Kathryn Murtagh and Megan Lantrip returned to the meeting}

5. Adjournment

MOTION: Adjourn board meeting at 11:33AM Mountain Time	
Keri Serota	Laura Oliphant
CARRIED	

The Chairman adjourned the Board Meeting at 11:33AM Mountain Time.