



USBA Board Meeting Minutes June 9 & 10, 2023

June 9

Attendees: Bob Hall, Bill Alford, Phyllis Jalbert, Rachel Steer, Sarah Konrad, Brian Noyes, Kelly Kjorlien, Drew Galinas (proxy for Maj. Gen. Greg Knight). Virtual - Dexter Paine, Kathy Kendrick, Max Durtschi, Kelsey Dickinson, Jake Brown, Jerry Baltzell
Also: Jack Gierhart, Lowell Bailey, Tim Burke, Sara Donatello, Preston Noon, Jay T. Kearney.
John Farra virtual.

John Farra gave an update on Sport Development

- IBU Laser Rifle Grant (10 rifles), hoping for two more grants this year
- 850 kids involved in 2022-23
- Range Development Continues to be a big issue
- Project X - continuing work to find the right athletes and situation
- Mobile Coach App - launching Foundations of Biathlon Coaching this summer
- Regional Select Camp
- Club Best Practices - slated for this fall
- USBA Nationals - adding collegiate category

Tim Burke gave an update on Athlete Development

- Continuing work on consistency and finding the right experience (WC, IBU Cup, etc)
- Female results - need to increase the number of female coaches, increase athlete opportunities
- Transition from Jr to Sr - mix of training with seniors, consistent philosophies, group dynamics
- Project X pilot
- Regional Camps
- "Branding" - how do XC coaches talk about biathlon; creating success leads to increased interest; look at the logo?

Lowell Bailey gave an update on High Performance

- Project X - reiterating the importance of this program throughout the pipeline
- Matt Emmons - USBA shooting plan, even without him on staff plan is still executed
- XC - new approach for Project X
- Max Durtschi noted that a good biathlon pitch is important - show athletes you believe in them, show it's possible, leverage OPTC
- Sport Performance Framework:
 - Funnel approach - wide to narrow
 - National Team Performance Standards
 - Mental strength - more effort here



- Jake Brown asked, is our ultimate goal an Olympic Medal? - There's more to success than just that. Strong team.
- Max noted the power of the collective training group
- Kelly Kjorlien noted a need for robust team outweighs a hard line in the sand.
- Sarah Konrad added, we highlight the word integrity in our mission/vision
- Discussion around the number of women named to the National Team - Limited resources = need for criteria; creating an identity around all programs surrounding efforts to increase this number.
- Brian Noyes asked if there was a gender bias in our criteria? If not, things fall as they fall.
- Jerry Baltzell noted the medals were won by the team overall, teamwork makes it happen.
- Kelsey Dickinson noted that Project X is not going to solve the problem and there should be more opportunities for the women.
- Talking points for Gender Equity Working Group

ICC Report - Lowell Bailey, Jay T Kearney, Tim Burke

- Bill Alfond moved, Sarah Konrad seconded motion to approve
- Approval of selection criteria (4:26 PM on June 9, 2023)

Sr. National Team 2023/2024 Approval

- Bob Hall moved, Bill Alfond seconded motion to approve
- Kelsey Dickinson, Jake Brown, Kelly Kjorlien, and Max Durtschi oppose
- Final approval of Sr. National Team (4:38 PM, June 9, 2023)

Jr. National Team 2023/2024 Approval

- Bob Hall moved, Bill Alfond seconded motion to approve
- Approval of Jr. National Team (4:38 PM, June 9, 2023)

2023/2024 Budget

- Bill Alfond moved, Phyllis Jalbert seconded motion to approve
- Approval of 2023/2024 budget (4:06 PM, June 9, 2023)

June 10

Attendees: Bob Hall, Phyllis Jalbert, Rachel Steer, Sarah Konrad, Brian Noyes, Kelly Kjorlien, Drew Galinas (proxy for Maj. Gen. Greg Knight). Virtual - Dexter Paine, Kathy Kendrick, Max Durtschi, Kelsey Dickinson, Jake Brown, Jerry Baltzell

Also: Jack Gierhart, Lowell Bailey, Tim Burke, Sara Donatello. John Farra virtual.

Approval of the Minutes from February 2023 Virtual Board Meeting

- Phyllis Jalbert moved, Rachel Steer seconded the approval
- All approved at 8:25 AM on June 10, 2023



Membership

- IBU is looking to double # of athletes
- Phyllis Jalbert - club gain status in part by reporting on races stats from those races
- Important metric to track participation to see progress with female competitors, specifically
- Work with clubs to gather data - advisory committee setup?

Sponsorship

- IBU \$1,000,000 to provide to NF's based on reach, engagement, etc. on social media and the website
- Noted US Skiing - overlap between their suppliers with us
- IBU will sell video clips from WC to sponsors
 - Information on the IBU website - Content Hub
- Maloja - lots of inventory leftover to sell to clubs
 - Promo for August member newsletter?

Noted, Sweden got a sponsor to fund a documentary

Board and Governance

- Appointment of Directors: Renewal of 4 director terms (Bill, Bob, Phyllis, Sarah)
 - Motion to move by Dexter Paine and seconded by Jerry Baltzell
 - All in favor of appointment of directors at 11:13 AM on June 10, 2023
- Approval of new recommended brand structure
 - Jerry recommends, Dexter second
 - Motion accepted at 11:20 AM on June 10, 2023
- Election of Officers - chairman, vice-chairman, secretary, treasurer
 - Dexter recommendation: Bob Hall -Chair, Rachel Steer -Vice Chair, Brian Noyes - Treasurer, Sara Studebaker-Hall - Secretary
 - Jerry Baltzell motioned to approve the recommendation, Phyllis Jalbert second
 - All in favor at 11:27 AM on June 10, 2023

Button on the website for new opportunities for National Guard

- National Guard vs WCAP
 - Deedra in process

Bylaws

- Kelsey - Group E
 - Opening up and revising the definition of Group E
 - Rotating position for ICC
- Phyllis motioned to table discussion, Jake seconded



- All in favor at 12:34 PM on June 10, 2023
- Changing position in Bylaws or on ICC

Meeting moved to executive session, and adjourned at 12:45pm