U.S. Biathlon Board of Directors Special Meeting Minutes
June 24, 2026
2pm MT, Virtual

Attendees: Bob Hall, Rachel Steer, Sarah Konrad, Jerry Baltzell, Phyllis Jalbert, Chloe Levins, Hap Brakeley, Dexter Paine, Russell Currier
Additional Attendees: Jack Gierhart, Sara Studebaker-Hall, Lowell Bailey, Tim Burke, Sara Donatello, Brian Halligan, Mike Gibson, Laura MaCaulay (legal counsel), Anna French (USBA AAC member), Jackie Garso (USBA AAC member), Denise Parker (USOPC), Karl Zeile (proposed USBA Board member).

Chair Bob Hall welcomed the Board and membership in attendance.
Sara Studebaker-Hall asked for approval of the minutes from March 26-27 and April 29 - Hap Brakeley motioned to approve the minutes, Jerry Baltzell seconded the motion. The motion was approved unanimously.

A disclosure of conflict of interests was asked for (Dexter Paine disclosed his membership on the FIS and US Ski and Snowboard boards of directors via email to Secretary Sara Studebaker-Hall). No others were noted.

Bob Hall presented Karl Zeile as a potential new Board member to replace Brian Noyes who resigned. Bob noted Karl's financial expertise and excitement about biathlon. He made a motion to approve Karl as a new Board member under Ch. 14, Sec. 2 of the USBA bylaws. Dexter Paine seconded the motion.
Some discussion was had, Sarah Konrad asked Karl why he wanted to join the board, and Karl noted his experience with the USOPF and Olympic movement, and excitement about biathlon since meeting Lowell many years ago. Karl then left the meeting so a vote could be had.
Sarah voiced reticence at adding a new board member in the midst of the US Skiing integration discussions. Bob answered that he felt an outside perspective can be helpful.
The motion to add Karl as an USBA Board member passed 5-1, with 4 abstaining.
Bob Hall then nominated Karl to serve as Treasurer of the Board. Jerry Baltzell seconded the motion, and the motion passed unanimously. Karl rejoined the meeting, but it was noted he was not able to participate in voting as he still needed to complete SafeSport training.

Bob Hall led a discussion regarding the US Ski and Snowboard Association and U.S. Biathlon Association merger. He highlighted financial difficulties and remedies possible via this merger. Feedback heard during town halls was discussed.
Denise Parker from USOPC gave some information regarding how we got her (the push from USOPC) and how financial decisions are made, including the decision to decrease the support for USBA this year.
Jerry Baltzell expressed his frustration regarding our reliance on this system.
Membership was recognized, and Marc Sheppard asked what the USOPC sees as a metric with US Skiing. Denise answered that USOPC has merely been encouraging discussion and collaboration, and what form that takes has not been their push. Jack Gierhart noted that the intent at this point was to find ways for the integration to work well. He recognized the community feedback centering on athlete support & funding, USBA identity, development and grassroots growth and long-term accountability and safeguards. The idea of working groups to dig into these ideas was introduced, with Jack suggesting possibly four groups - Athlete Support & High Performance, Governance & Representation, Development & Club Engagement, and Success Metrics & Review Framework. Marc asked for clarity on the purpose of these groups and Jack noted they would be looking at items in the context of the integration.
Tracy Lamb expressed concerns about losing the U.S. Biathlon identity.
Walter Pichler noted he felt the merger idea was positive, emphasizing the athletic success of XC and overall US Skiing athletes.
Peter Thimm asked why Nordic & Biathlon couldn't just merge into their own NGB. Bob answered that there was simply not funding for that, nor appetite from USSS.
Ben Scott asked about the possibility of a phased integration. Jack said he worried USSS would lose interest if we took that approach but that it was possibly worth considering.
Cory Salmela asked about the net positive of finances with this move. Jack explained that the merger would provide significant financial benefits (over $3 million in additional funding). He noted no personnel reduction aside from the CEO would take place, and the downside financially of not going through with this merger is a $300,000 deduction.
Martha Bellisle asked if this would impact U.S. Biathlon's relationship with the National Guard. Jack answered that it would likely strengthen given USSS's relationship with Army, and that the Guard still maintained their Board seat.
Art Stegen asked how we will meet requirements of the Ted Stevens Act. Jack explained that the Board would remain intact and gave detail on the proposed structure.

Todd Otanicar asked about involvement in the Working Groups and Jack explained the general framework and that USBA would be asking for community involvement.
Bob thanked the membership for their questions and engagement and said the Board would look to move into executive session. Jerry Baltzell motioned to move into executive session, Dexter Paine seconded the motion, it was approved unanimously and the Board entered executive session at 3:20pm MT.

EXECUTIVE SESSION SUMMARY MINUTES

A discussion of the general feeling of the Board members was had. It was agreed that the Working Groups would be set up and USBA would be creative and work towards a structure that can work for us.

The meeting was adjourned at approximately 4:00pm MT.