



## **U.S. Biathlon Board Meeting**

February 26, 2025

3pm ET

Attendees: Bob Hall, Rachel Steer, Kelsey Dickinson, Jerry Baltzell, Hap Brakeley (until approx. 4:15), Sarah Konrad, Phyllis Jalbert, Major General Knight (until 4:30), Dexter Paine, Russell Currier, Chloe Levins, Justin Gold (joined approx. 4pm)

Staff/Guests: Jack Gierhart, Sara Donatello, Sara Studebaker-Hall, Mike Gibson, John Farra, Doug Jensen

A quorum was established

Jack Gierhart welcomed everyone and invited Bob Hall to give a report

Bob spoke to the success of USBA at the recently completed World Championships in Lenzerheide, Switzerland. He noted that though the December meeting was difficult, the organization is strong throughout and we are making forward progress. He also gave a brief update on the Foundation and their trip to Ruhpolding and St. Moritz, and the plans for two waves of trips to the Olympics in Antholz 2026.

Jack Gierhart referenced the agenda sent out and asked Board members for any Conflicts of Interest. None were disclosed.

Approval of the December minutes was requested - Rachel Steer motioned to approve the minutes, Kelsey Dickinson seconded, the minutes were approved unanimously.

Sara Studebaker-Hall gave a SafeSport update, outlining the number of cases USBA had at the end of Q4 2024 and known progress since then. She outlined USBA's support of all investigations, including BIU requests.

Kelsey Dickinson gave an Athlete Report, outlining in particular the new representatives' work in establishing their main focuses, and working with the USBA AAC on projects like support for former Crosscut athletes, ICC structure, feedback mechanisms and increasing athlete resources. She also noted the USOPC AC work around independence and trans athlete inclusion.

Jack Gierhart gave a CEO update, including a review of the Dashboard and progress towards outlined goals. He highlighted the sponsorship work Justin Gold. He also mentioned the awarding of the World Cup in 2029 to Soldier Hollow, and noted we will continue to work with IBU for more events in the US. He noted the USOPC continues to focus on LA and SLC ahead of future Games, and has begun to work on guidance for NGBs around the trans athlete executive order. Dexter Paine asked why the US was not awarded more World Cups ahead of the 2034 Games. Jack answered that we are hopeful for two WCs in the next quad (not yet awarded) and Sara Studebaker-Hall noted the competitive landscape for IBU events. Rachel and Kelsey added the athlete input on the IBU schedule and how that has increased in importance.

Jack continued by giving a brief update on Crosscut and the loss of their elite team for the coming year, and reiterated USBA's support for them and the athletes, but noted we have not had any funding role there in the past.



Lastly, Jack touched on the continued work around team culture and plans to continue that conversation at the June camp.

Jack then moved on to give a brief financial update, and asked for approval of the updated Financial Policies and Procedures. Jerry Baltzell made a motion to approve the policies and procedures, Rachel Steer seconded the motion, the policies were approved unanimously.

Mike Gibson gave a High Performance update, debriefing the successes of the World Championships, and other event series'. Jack noted the progress we've made against our 2030 plan goals.

John Farra gave a Development update, highlighting the upcoming Youth/Junior World Championships, the success of the trials/junior Nationals event in December at Soldier Hollow, X-team progress especially with Margie and Luci's successes, a successful Master's event in Wisconsin, and the heavy use of the laser biathlon rifles around the country. He also noted the continued increase of traffic to The Center for RSO and Basic Rifle Safety training. Jerry Baltzell asked about target availability for venues currently utilizing laser rifles and suggested we reach out to the Guard about possibilities.

Sara Donatello gave a Communications update, outlining the strong social media and other communication activity around World Championships especially. She also noted the progress on the new logo design and anticipated it would be ready to roll out in summer 2025.

Sara Studebaker-Hall gave an administrative update outlining upcoming membership year changes to align with IBU age calendar, USOPC audit finalization, work on committee updates, and officials education to be added to The Center by the end of Q2/USBA Q4.

Rachel Steer gave a brief update on the Athlete Safety Task Force, noting it would look to fold into the Safety Committee by the end of the year after doing some one-year-on follow-up surveys.

Jack Gierhart noted due to scheduling issues the June meeting would likely be virtual, but the plan was for October to be in-person in Utah, likely Oct. 5th and 6th.

The meeting was adjourned into executive session at 4:55pm ET.