

TASK SUMMARY

Governance – Biathlon Sports Committee

Task statement:

- We need to ensure Biathlon has a voice and presence within the broader USSS organization.

Governance Planning:

- **USBA remains a separate legal entity.** It retains its own corporate existence, financials, and independent audit. U.S. Ski & Snowboard will manage the entity's operations.
 - USBA's financial performance will continue to be reported separately
- **USBA retains its NGB recognition.** USBA continues to be the USOPC-recognized National Governing Body for biathlon under the Ted Stevens Act and maintains its membership with the IBU as the National Federation for biathlon in the United States.
 - USBA will continue to maintain all compliance obligations under the direction of U.S. Ski & Snowboard (with assistance from the USSS GC and CAFO).
- **U.S. Ski & Snowboard will run day-to-day operations of biathlon.** Under a services agreement, U.S. Ski & Snowboard will be responsible for staffing, programs, events, and administration for biathlon.
 - Biathlon will have the full range and benefit of U.S. Ski & Snowboard's organizational resources and expertise, including but not limited to the CEO, Chief of Sport, Chief Marketing Officer, Chief Revenue and Philanthropy Officer, Chief Administrative and Financial Officer, GC, HR Director, Compliance Manager, SVP of High Performance, Medical, Sport support, technology support.
- **A new Biathlon Sport Committee will be established within U.S. Ski & Snowboard.** The Biathlon Sports Committee will provide biathlon governance oversight, including maintaining compliance with the Ted Stevens Act, the IBU, and the USOPC. The Biathlon Sport Committee will include the current governing board of directors of USBA and will continue to maintain 33% athlete representation per USOPC bylaws. The chair of the Biathlon Sports Committee and one of the athlete representatives will be members of the U.S. Ski & Snowboard Governance Board members, giving biathlon a direct voice within U.S. Ski & Snowboard's governance structure. Biathlon Sport Committee functions will continue to include high-level sport-specific review, budget and compliance review, and coordination with IBU. **Subcommittee**
- **Discussion**
 - The roles and focus of potential subcommittees (e.g., the purpose and scope of activities, such as calendaring domestic events).

Working statement:

What we see ourselves doing is creating a framework for subcommittee participation to deepen engagement in the grassroots of the biathlon community to grow the sport.

Discussion Topics:

- Biathlon Sport Committee Potential Subcommittees? Create a list of options for working subcommittees?
 - Sample options: development programs, competition development to broaden domestic competition, officials
- What is the desired level of overlap potential between XC and biathlon committees?

- How do we choose who should be involved in the subcommittees and make it enticing for them to engage?
 - Key elements to ensure biathlon community representation include the formation of the Biathlon Sport Committee and related subcommittees

What success looks like

We know the Biathlon Sports Committee/subcommittees are working successfully when:

- Biathlon participation and engagement with the XC community is growing.
- Biathlon athlete support is sustained or growing.
- The integration delivers operating efficiencies to the benefit of Biathlon athletes.
- The Biathlon community is effectively represented in U.S. Ski & Snowboard's governance and operations.
- The Biathlon Sports Committee is operating with transparency, so the biathlon community feels they have a voice within the larger organization.