



US Biathlon Board of Directors Meeting

Oct. 13-14, 2023

Oct. 13 Center of Excellence, Park City

Attendees: Bob Hall, Phyllis Jalbert, Kelly Kjolien, Gen. Greg Knight, Dexter Paine, Rachel Steer, Sarah Konrad (remote), Hap Brakeley (remote, approx. 2-3:30pm MT), Max Durtschi (remote, approx. 2:15pm MT), Jerry Baltzell (remote, approx. 2:30pm MT)

Jack Gierhart, John Farra, Armin Auchentaller, Fede Fontana, Lowell Bailey, Tim Burke (remote), Sara Studebaker-Hall

Guests: Dan Ariens, Dr. Jim Becker, Joanie Hall

A quorum was established once Max joined (athletes given 33.3% voting power)

Welcome from Bob Hall

Welcome from Jack, overview of the agenda - presentations from staff

Fede Fontana

- Fluor ban overview - testing and process from IBU, impacts to USBA
- Stonegrinding - Giovanni Ferrari taking over from Muck Bauer
- Hand structure - Gio leading this project as well - US Biathlon developed.
- Fast Skis 2026 - combines fluoro free waxes, stone grinding, hand structure - without fluoros, the technicians and structure projects become even more important.
-Discussion from Board, including inquiry about obtaining Fluor testing device.
- Summer ski testing and ski selection - Approx. 20 days of testing = 300+ tests (wax, grinds, skis)
-Discussion

Dr. Jim Becker (MSU professor and biomechanics researcher)

- Collaborative project with Crosscut: Skiing Physiology (economy & efficiency), Skiing Biomechanics, Shooting Mechanics
- So far the project has been focused in the lab, hoping to move outdoors this winter
-Discussion
- Promotes high performance culture, customizable training plans, objectively track progress, identify opportunities for improvement (ex. Sean with video, force, balance)
-Discussion from Board members

Lowell Bailey

- Camp update, performance testing, selection procedures, season preview
-Discussion from Board

Armin Auchentaller

- Overview of the plan, what all goes into decisions
- Year plan draft is set Nov. year prior
-Discussion from Board
- Biggest challenges - sickness and injury; Opportunities - new clubs, data collection

Tim Burke

- Youth Olympic Games update



John Farra

- Support growth of sport, support current clubs, develop the sport further
- Try-it events - grant for more laser rifles
- Coach Development - The Center has launched to coaches, soon to all members
- Club Development - Roundtable Nov. 1, continued visits
- Collegiate Nationals - good opportunity, good PR
- Project X mini camp - quick touches with perspectives
- Opportunities after MN WC

Catherine Raney-Norman

- History of SLC bid, support of public & government
- Update for dual award likely before/at Paris 2024 (2030 & 2034)
- Rotational Games - SLC is well positioned

Thanks from the Board to all presenters.

Adjournment at 4:10pm

Oct. 14 Soldier Hollow

Attendees: Bob Hall, Kelsey Dickinson (stepped out 2-2:25pm), Hap Brakeley (remote until 1:45), Sarah Konrad (remote), Phyllis Jalbert, Kelly Kjorlien, Jake Brown, Rachel Steer, Dexter Paine (remote until 3pm), Jerry Baltzell (remote), Max Durtschi (remote at 3pm)
Jack Gierhart, Sara Studebaker-Hall, Paul Schommer (2:40p), Lowell Bailey (2:30p), Luke Bodensteiner (2:45p)

A quorum was established

Bob Hall welcomed the group

Phyllis Jalbert made a motion to approve June and August meeting minutes, Kelly Kjorlien seconded - passed unanimously (1:35pm)

Jerry Baltzell made a motion to remove the officers of the board from the VT workmans comp policy, Jake Brown seconded - passed unanimously (1:40pm)

Governance update - Hap Brakeley

- Overview of changes made in June meeting; overview of future election for two Board at-large seats. To be elected at the annual meeting.
-Discussion on qualifications/needs from Board.

Rebranding Update - Rachel Steer

- Working with Scream agency (pro bono), Sara Donatello, Hap, Rachel, Jack - new logo but also new messaging, new concepts to Board hopefully around Thanksgiving. Maloja also providing input.



Chairmen's Report - Bob Hall

- Momentum here in Utah with new building etc. Office move is looking good.
- Great presentations yesterday - thanked the staff for their hard work.
- US Ski & Snowboard collaboration is clearly important

Rachel Steer - Vice Chair

- Energy here, especially with the Schützenski festival energy
- Thanked the Board and staff for all the work bringing USBA in line and energy coming from the Board
- Noted the excitement around SoHo WC in March

Foundation Update - Bob Hall

- Foundation trip to Antholz (26 attendees) - some new faces (Ryans, Pete Karns, Lizanne Galbreath, Phillips, Attenborough, Brumbaugh, Welches)

CEO Report - Jack Gierhart

- Big topic around USOPC is fundraising
- Possibilities for Paris 2024 trip for our donors?
- Office Move - some better process possibilities with new office/person
 - Discussion around needs with regard to personnel but also systems.
- Broadcast - still working on a partner in the US for IBU, we will have something for this year.
- Leadership in Europe for WC team - Jack and Lowell are working on this, as per athlete meeting/request
 - Discussion from the Board, including thanks for regular reports from CEO/staff

Treasurer's Report - Jack Gierhart for Brian Noyes

- Jack reviewed the financials - on-track with budget (some timing issues)
- Some issues with marketing relationships, some opportunities to branch out.
- Some wins, including increased AirBnB VIK
- Update on prize money, most has been given out

USOPC Audit Update, Sara Studebaker-Hall

- Process has begun, and weekly meetings begin Monday

Soldier Hollow WC Update, Luke Bodensteiner

- Overview of the event and preparations (snowmaking, building, etc)
- Spectators - ski-in access to trailside viewing, free general admission to stadium (stage, fan zone), premium seating with hospitality (500 capacity), VIP inside building (200 capacity). Goal of 2K spectators per day
 - Discussion around how Board and specifically athletes can help promote event.



Athlete Report

- Shared the athlete feedback that was given to staff
 - Lack of urgency around women's team development, possible need for women's dedicated coach - having potential athletes are not a substitute for a robust team
 - Optics of X team versus current athletes in the program
 - Dedicated IBU Cup camp/coach was well received
 - Leadership challenges when Lowell is not on the WC
 - How to give feedback wrt waxing/skis, the process of give/receive
 - Conflict resolution between team members on WC
 - Group E seat on ICC - expanding representation?
 - General ICC makeup, and encouragement that athlete reps are representative
 - Team culture

-Discussion around athlete rep role and continued Board and staff engagement with athletes.

Annual meeting, Dec. 19

- Election timeline

Executive session

4:20 adjournment