

USA Pentathlon Multisport

Board of Directors Meeting Minutes

Date: December 17, 2025

Time: 2:00 PM PST

Location: Virtual (Zoom)

Present: Tom Shepard; Barry Matchett; Dennis Bowser; Brendan Anderson; Ian Adamson; Phaelen French; Rob Stull; Blair Driggs; Michelle DeMott. **Absent:** Willie Wilson; Lucas Schrimsher.

Also Present: Kevin Montford, CEO

1. Call to Order & Purpose of Meeting

The meeting was called to order with the stated purpose of reviewing and approving the **2026 operating budget** and providing the Board with updates on **key strategic, high-performance, and organizational initiatives**.

2. Athlete Concerns & Program Updates

Athlete representatives **Phaelen French** and **Brendan Anderson** presented five primary concerns on behalf of the athlete body:

1. **Competition Schedule Clarity** – Request for a clear annual competition calendar.
2. **Selection Criteria Transparency** – Need for clearer qualification pathways for World Cups and Olympic events.
3. **Obstacle Training Access** – Need for consistent access to a dedicated obstacle course in the United States.
4. **Board Transparency** – Request for easier access to board notes and minutes.
5. **Recruiting Strategy Clarity** – Concerns regarding transparency in recruiting international athletes.

Management Response (Kevin Montford):

- A **February/March invitational** is planned, pending confirmation of the Kannapolis facility transition.
 - UIPM Olympic qualification criteria will be **posted publicly** once finalized.
 - The planned **Kannapolis move** will provide full access to a dedicated obstacle course.
 - Board minutes are routinely posted online; this meeting was an exception due to timing.
 - The current recruiting process is **athlete-initiated** and involves multiple clearance steps (home federation release, UIPM approval, and USOPC compliance).
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3. Charlotte Program Update & Planned Move to Kannapolis, NC

- The Charlotte Resident Program currently includes **8 full-time athletes** (7 men, 1 woman), with two additional athletes potentially demonstrating in January.
- **Rebecca Langrehr**, a two-time German Olympian, has officially transitioned to Team USA and placed **2nd at the 2025 National Championships**.
- Ongoing challenges at UNC Charlotte include **facility access limitations and scheduling conflicts**.

Proposed Solution:

- A planned relocation to **Kannapolis, NC** around **March 1, 2026**.
 - Benefits of the move include:
 - Full control over a fencing facility, private club, and track.
 - A dedicated obstacle course on nearby turf fields, with plans for a covered structure.
 - Athlete housing in a **12-bedroom residence** provided by the Murdoch Dole family.
 - **Pool access** remains a challenge and will require use of a local YMCA or seasonal outdoor pool.
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4. National Championships Recap & Recruiting Discussion

- The 2025 US National Championships hosted **59 competitors** and were deemed successful.
- Live scoring was implemented via **pentathlonscore.com**.

Results Highlights:

- **Senior Women:** Madison (1st), Rebecca Langrehr (2nd), Phaelen French (3rd).
- **Senior Men:** Tyler Evans (1st), with strong podium performances from **Tim Sabdenbek** (Kazakhstan moving to Team USA) and **Michael Arishito** (triathlete).

Recruiting Clarification:

- Concerns were raised regarding transparency for domestic athletes.
 - The Board clarified that USAPM accepts all interested athletes who successfully complete the **multi-step clearance process**.
 - **Action:** A formal, written international athlete recruitment policy will be developed and published.
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5. UIPM Update & Brisbane 2032 Strategy

UIPM President **Rob** provided an update on efforts to secure pentathlon's inclusion in the **Brisbane 2032 Olympic Games**.

- The IOC is reducing the number of sports for Brisbane, requiring pentathlon to demonstrate increased dynamism and spectator appeal.
- UIPM is looking into Rule changes to enhance the sport's viability.

Strategic Events:

- The **Budapest World Cup** will coincide with the European Olympic Committee General Assembly to maximize IOC visibility.
 - A final Brisbane 2032 decision is expected between **June 23 (Olympic Day)** and **late October 2026**.
 - **World Obstacle** is expected to dissolve by March 15, fully integrating obstacle into UIPM governance.
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6. 2026 Operating Budget Review & Approval

The Board reviewed the proposed **2026 operating budget**, described as a conservative **working budget** to be amended as additional revenue is secured.

Key Budget Items:

- **\$47,000** allocated for direct athlete support (travel and competition fees).
- Budget line included for the **Kannapolis relocation**, with US Performance Center will be engaged to cover most costs.
- Approximately **\$280,000–\$290,000** in USOPC Foundation funds remain under USOPC stewardship for strategic use.

Motion:

- Moved by **Barry Matchett**
- Seconded by **Ian Adamson**

Vote:

- **Approved unanimously**
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7. Sponsorship & Marketing Update

- A sponsorship agency is engaged on a **contingency basis**, with eight companies currently in discussion.
- A **sizzle reel** video was presented.

Board Feedback:

- Replace voiceover with athlete narration.
- Increase dynamic, action-oriented footage.
- Use of the term “**Ninja Warrior**” for sponsorship and internal communications.

Emerging Opportunity:

- A crypto/AI trading bot company is nearing partnership, with potential benefits to USAPM and eligible athletes.
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8. Next Steps & Action Items**Management (Kevin Montford):**

- Finalize Kannapolis move plan and timeline.
- Distribute sponsorship video and deck to the Board for feedback.
- Draft and publish a formal athlete recruitment/eligibility policy with athlete input.

Board:

- Provide feedback on sponsorship materials.
- Submit potential sponsor leads to management.

Action Items:

- Publish board meeting minutes to the website.
 - Define and publish athlete eligibility/citizenship policy.
 - Email sponsorship sizzle reel and deck to Board and collect feedback.
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9. Adjournment

There being no further business, the meeting was adjourned.