



U.S. Biathlon Board of Directors Meeting Minutes

March 26-27, 2026

USBA Offices, Midway, Utah

Thursday, March 26, 2026

Attendees: Bob Hall, Max Durtschi, Katherine Kendrick, Sarah Konrad, Justin Gold
Virtual: Rachel Steer, Jerry Baltzell, MG Harder (non-voting), Kelsey Dickinson, Chloe Levins, Russell Currier, Phyllis Jalbert (beginning 12:30), Dexter Paine (beginning 2:15)
Additional Attendees: Jack Gierhart, Lowell Bailey, Tim Burke, John Farra, Sara Studebaker-Hall, Sara Donatello

The meeting was called to order at 12:10 MT with Chair Bob Hall welcoming the Board and giving an introduction of Major General Hank Harder who is replacing MG Knight as the National Guard representative on the Board (*note, pending SafeSport completion, MG Harder is non-voting).

Bob then provided a brief introduction of the idea of the merger between USBA and US Skiing.

Conflict of interest disclosures were asked for, none were given.

The minutes from the December 16 meeting were brought forward for a vote, Bob motioned to approve the minutes, with Max Durtschi seconding the motion. Minutes were approved unanimously.

Lowell Bailey provided an High Performance update - highlighting the 2030 plan progress on performance indicators, and an Olympic season overview.

Tim Burke presented an overview of the season from an Athlete Development perspective - highlighting junior results, the landscape of the US versus our international competitors, the development process within USBA (where we are, where we're going). Additionally, momentum within Project X was highlighted, noting a few possible new athletes nearing commitment.

John Farra provided an update on Sport Development - highlighting the popularity of the laser biathlon project and work done on education (the USBA Center) and momentum at the club level.

The Athlete Representatives then provided an update, running through the athlete survey. The reps asked that USBA formalize an athlete listening period post-season and then brought two proposals recommending ICC updates. Discussion regarding a working group was had and staff agreed to come back tomorrow with wording on what a motion should



look like. Athletes requested that the hiring committee for the new coaching roles should include athlete representation, that USBA formalize an athlete listening period, and they requested filling the AAC with interim elections. Sara Studebaker-Hall agreed to connect with legal counsel but thought it was likely USBA could hold elections to fill open seats through the end of the term (Dec. 31, 2026).

Bob Hall suggested the Board move into executive session to discuss the US Skiing integration and asked for dissent. With none noted, the Board moved into executive session.

The Board Meeting stopped for the day at 5pm MT.

Friday, March 27, 2026

Attendees: Bob Hall, Max Durtschi (from 12:20), Katherine Kendrick, Sarah Konrad, Justin Gold

Virtual: Chloe Levins, Phyllis Jalbert (departed at 12:30), MG Harder (non-voting), Rachel Steer (from 10:20), Kelsey Dickinson (from 11:30), Dexter Paine (from 10:00)

Additional Attendees: Jack Gierhart, Lowell Bailey, Tim Burke, John Farra, Sara Studebaker-Hall, Sara Donatello

The Meeting was called to order at 9:15MT.

Bob Hall began with a Chairman's Report, touching on the successful Olympic Trip and announced Karl Zeile as a new Sport Ambassador (agreeing to funding for USBA of \$1.5million over 10 year). He discussed the outreach and discussion with the athletes as well as prospective projects and prospective donors.

Jack Gierhart gave an financial report, highlighting that USBA was overall in a good financial position. The need to continued work on getting Trustee renewals done was noted.

Jack and Sara Studebaker-Hall gave an IBU Update, discussing the success of the Games from IBU's perspective and the excitement heading into next quad. IBU will hold Executive Board and Technical Committee elections at Congress in September (Sara intends to run for re-election). The Lake Placid IBU Cup was discussed, noting a lot of leg work from staff in the lead up, but overall a very successful event.



Sara Studebaker-Hall then presented a SafeSport update, noting declined case numbers and highlighting changes at the Center for SafeSport that should be positive for the relationship between NGBs and the Center.

Jack gave a brief sponsorship update, noting overall we are in a good place, but encountering some challenges with Ariens. They have suggested they would decrease the level of sponsorship, but Jack has proposed a 1-year extension to work on the partnership. Sara Donatello gave a media and communications update, highlighting the benefits of the communications audit that was done by Two Circles last year and the positive experience with the documentary ahead of the Games. While data was difficult to parse out, Sara did note a good increase from the 2022 Olympic season engagement, and noted increased athlete collaboration as being helpful for both parties.

The Board then discussed the upcoming call with US Skiing and who would like to ask what questions and how we should proceed.

Sara Studebaker-Hall presented wording for a potential motion regarding the Athlete Representative ask for a working group to review the ICC. Rachel Steer motioned to establish a working group to evaluate the ICC structure and policies, taking into account the athlete representative's recommendations. Bob seconded the motion, and the motion was passed unanimously. Sara will head up the working group, with Kelsey and Sarah Konrad helping to fill out the group and get the working group going.

Sophie Goldschmidt, Anouk Patty, and Kikkan Randall from US Skiing joined the call at 12:00.

US Skiing CEO, Sophie Goldschmidt, kicked off the discussion, noting the doubling of their revenue over the last 4 years. She noted they have proven success and momentum. She also noted that the scope and scale of USSS can be beneficial to USBA - helping funding go further and helping USBA reach more and take advantage of already set up administrative processes. She stated that USSS already has funding partners committed to biathlon support, and that their media relationships are excited about the opportunity of adding biathlon. She also addressed that USOPC would like this to happen, and addressed the idea that biathlon might go the way of Nordic Combined - stating Nordic Combined was different in that they did not bring their own revenue and have far fewer medals and competitions.



US Skiing Chief of Sport, Anouk Patty, noted the establishment of high performance programs and the opportunity of USBA to take advantage of the larger number of developing athletes and clubs.

US Skiing Board Member and former athlete, Kikkan Randall, spoke about grassroots integration and opportunities for coordination. She noted this integration could help USSS prioritize more endurance sport investment.

Questions from the USBA Board were asked:

- How can USSS help USBA grow revenue?
 - Adding USBA into a portfolio for commercial revenue; Athlete gift officers to “tell the story” for Foundation members; help with events.
- How would scheduling work?
 - Likely this would be deferred to HP managers from XC and Biathlon to plan together.
- What lessons has USSS learned from past integrations or attempts?
 - The major differences between other sports this has been tried with were highlighted.
- How would sport development work?
 - We should learn together - USSS doesn’t have the answers but is there to support USBA. It was noted that there are 10 sports and 200 high performance employees within US Skiing, so relying on the expertise of biathlon staff would be key to success in HP and development.
- How is the athlete voice heard at the staff/board level?
 - Input from athletes is of critical importance, and clear methods are provided. However, athletes are not part of high performance decision making.
- How would Athlete Funding work?
 - USBA and USSS would have a contractual commitment to ensure funding remained at the same level as it is currently, providing USOPC continues funding at the same level for biathlon. US Skiing noted that they pay all expenses for National Team athletes, though they do not provide stipends.

Sophie noted that her Board would meet in May and they hoped to discuss this process at length there.

Sophie, Anouk and Kikkan left the call and it was agreed by remaining Board members to enter into executive session (1:10pm).



The meeting was adjourned at 2:30pm MT.