

**February 3<sup>rd</sup>, 2026, USA Triathlon Board Meeting Minutes**

<b>Location</b>	<b>Date</b>	<b>Time</b>	<b>Format</b>
Zoom	February 3, 2026	5:03 PM (MST)	Virtual

**In Attendance:**

<b>Board Members present</b>		
Henry Brandon	Chair	Present
Leslie Knibb	Secretary	Present
William Huffman	Treasurer	Present
Gabriela Gallegos	Director	Present
Laura Oliphant	Director	Present
Beth Kaufman	Director	Present
Scott Sternberg	Director	Present
Heather Grahame	Director	Present
Erika Ackerlund	Director	Present
Kelly Elmlinger	Director	Present
<b>Others in Attendance – USA Triathlon</b>		
Victoria Brumfield	CEO	Present
Kathryn Murtagh	General Counsel	Present
Hannah Ingalls	Staff Attorney	Present
Megan Lantrip	Executive Assistant	Present
Krista Prescott	Chief Marketing & Growth Officer	Present until 6:27 PM
Jenny Wilson	Senior Director of Finance and Administration	Present until 6:27 PM

Jason Rizzi	Chief Development Officer	Present until 6:27 PM
Scott Schnitzspahn	High Performance General Manager	Present until 6:27 PM
<b>Apologies</b>		
Dylan Sorensen	Vice Chair	Absent
Felix Stellmaszek	Director	Absent (joined briefly at start but unable to stay for meeting)

**1. Call to Order/ Roll Call**

Henry Brandon called the meeting to order at 5:03 PM Mountain Time. He asked Kathryn Murtagh to conduct the roll call and then established a quorum.

**2. Chairperson’s Opening Remarks and Agenda**

Mr. Brandon set the meeting’s agenda and asked for the disclosure of any potential conflicts of interest. No potential conflicts of interest were disclosed.

**3. Approval of Consent Agenda**

The Directors acknowledged the final draft minutes for the Q4 board meeting held in December 2025 and the final draft minutes for the SLACK December 2025 board meeting.

<b>MOTION:</b> Approve the Consent Agenda at 5:07 Mountain Time.	
<ul style="list-style-type: none"> <li>• December 6-7, 2025, Board Meeting Minutes</li> <li>• SLACK December 26, 2025, Board Meeting Minutes</li> </ul>	
Henry Brandon	Heather Grahame
<b>CARRIED</b>	

**4. Team USA AC and World Triathlon Board Update**

Vic Brumfield, on behalf of Dylan Sorensen, reported that there were no significant Team USA AC updates. Gabriela Gallegos provided an update on World Triathlon.

## 5. CEO Update

Before Ms. Brumfield started her presentation, she mentioned the Foundation's fundraising efforts and Jason Rizzi provided more detail to the Board of the start of the Elevate28 campaign and upcoming events.

Ms. Brumfield provided an update on the 2026 Endurance Exchange event and the upcoming 2025 Impact Report. Ms. Brumfield reminded the Board of the organization's annual goals and showed the new performance dashboard. She answered questions from the Board as it pertained to each topic.

## 6. Committee Reviews and Approvals

Ms. Murtagh presented the 2026 overviews and 2025 reports for each of the USA Triathlon committees. The Board posed a number of questions on the committee overviews and reports to the USA Triathlon management team. Thereafter, the Board voted on the recommended rosters and recommended board representation, where relevant.

<b>MOTION:</b> Approve the recommended roster and recommended board representation for the Athletes' Advisory Council at 6:06 PM Mountain Time.	
Leslie Knibb	Gabriela Gallegos
<b>CARRIED</b>	

<b>MOTION:</b> Approve the recommended roster and recommended board representation for the Compensation Committee at 6:07 PM Mountain Time.	
Leslie Knibb	Laura Oliphant
<b>CARRIED</b>	

<b>MOTION:</b> Approve the recommended roster and recommended board representation for the Ethics Committee at 6:07 PM Mountain Time.	
Heather Grahame	Henry Brandon
<b>CARRIED</b>	

<b>MOTION:</b> Approve the recommended roster and recommended board representation for the Finance and Audit Committee at 6:08 PM Mountain Time.	
Heather Grahame	Kelly Elmlinger

<b>CARRIED</b>
----------------

<b>MOTION:</b> Approve the recommended roster and recommended board representation for the Judicial Committee at 6:08 PM Mountain Time.
---

Leslie Knibb
--------------

Scott Sternberg
-----------------

<b>CARRIED</b>
----------------

<b>MOTION:</b> Approve the recommended roster and recommended board representation for the Nominating and Governance Committee at 6:09 PM Mountain Time.
--

Heather Grahame
-----------------

Henry Brandon
---------------

<b>CARRIED</b>
----------------

<b>MOTION:</b> Approve the recommended roster and recommended board representation for the Membership Committee at 6:12 PM Mountain Time.
---

Heather Grahame
-----------------

Laura Oliphant
----------------

<b>CARRIED</b>
----------------

<b>MOTION:</b> Approve the recommended roster for the Collegiate Club Committee at 6:13 PM Mountain Time.
---

Henry Brandon
---------------

Kelly Elmlinger
-----------------

<b>CARRIED</b>
----------------

<b>MOTION:</b> Approve the recommended roster and recommended board representation for the DEIA Committee at 6:17 PM Mountain Time.
---

Heather Grahame
-----------------

Henry Brandon
---------------

<b>CARRIED</b>
----------------

<b>MOTION:</b> Approve the recommended roster for the Hall of Fame Committee at 6:23 PM Mountain Time.	
Heather Grahame	Leslie Knibb
<b>CARRIED</b>	

<b>MOTION:</b> Approve the recommended roster and recommended board representation for the National Coaching Committee at 6:24 PM Mountain Time.	
Heather Grahame	Henry Brandon
<b>CARRIED</b>	

<b>MOTION:</b> Approve the recommended roster and recommended board representation for the Paratriathlon Development Committee at 6:25 PM Mountain Time.	
Heather Grahame	Leslie Knibb
<b>CARRIED</b>	

<b>MOTION:</b> Approve the recommended roster and recommended board representation for the Race Director Committee at 6:26 PM Mountain Time.	
Heather Grahame	Leslie Knibb
<b>CARRIED</b>	

*{Krista Prescott, Jenny Wilson, Jason Rizzi, and Scott Schnitzspahn left the meeting.}*

## 7. Legal and Compliance

Ms. Murtagh presented on Legal, Governance, and Compliance topics.

Ms. Murtagh presented the revised USAT Bylaws and discussed the revision process. The Board discussed the questions on the revised Bylaws and voted to approve the changes and for this version of the Bylaws to be posted to USAT’s website for 30 days for public comment.

<b>MOTION:</b> Approve the updated USAT Bylaws and post the Bylaws on the USAT website for 30 days for public comment at 6:36 PM Mountain Time.
---

Heather Grahame	Laura Oliphant
<b>CARRIED</b>	

Ms. Murtagh presented and discussed the revised USAT Election Policy and 2026 election timeline.

Ms. Murtagh shared the results of the U.S. Center for SafeSport 2025 audit, confirming that USA Triathlon had passed and that all required standards were fully implemented. Ms. Murtagh provided the Board with reminders of the Minor Athlete Abuse Prevention Policies and mandatory reporting requirements.

Ms. Murtagh reminded that Board that they are all required to complete the Boardspan training provided by the U.S. Olympic and Paralympic Committee; and that she would forward the training to any members who needed to take it. She closed her section by providing the Board with an overview of Q2 meeting items.

**8. Executive Session.**

<b>MOTION:</b> Open Executive Session at 7:01 PM Mountain Time.	
Henry Brandon	Heather Grahame
<b>CARRIED</b>	

*{Victoria Brumfield, Kathryn Murtagh, Hannah Ingalls, and Megan Lantrip left the meeting.}*

The Board continued with their Executive Session.

<b>MOTION:</b> Close Executive Session at 7:37 PM Mountain Time.	
Beth Kaufman	Gabriela Gallegos
<b>CARRIED</b>	

**9. Adjournment**

<b>MOTION:</b> Adjourn the Board meeting at 7:38 PM Mountain Time.	
Gabriela Gallegos	Leslie Knibb
<b>CARRIED</b>	