U.S. Biathlon Committees & Primary Tasks

Updated August 2026

For Complete Committee Descriptions See By-laws Chapter 22

Sport Safety – Three members appointed by the BOD – one must be an athlete

• Chair	Sarah Konrad
• Athlete Rep	Kelsey Dickinson
• Director	Jerry Baltzell

Tasks: The Safety Committee will meet as needed and is responsible for assessing and reviewing procedures related to range procedures, rollerskiing, and other health risks, to ensure the safety of athletes, coaches, spectators and others at biathlon training sessions and competitions. The Safety Committee will also review the circumstances surrounding any injuries that occur at training sessions and competitions to determine if steps can be taken in the future to eliminate or mitigate such injuries.

Nominating, Governance & Ethics – six members – two Athlete Representatives selected by the athlete representatives on the Board, two Board Members, one individual from "Group B" (Coaches, Trainers, Technical Delegates, Officials) appointed by the Board, and one individual from either "Group E" (National Program/Club) or "Group F" (Other member clubs)appointed by the Board. One Board member shall serve as the Chair. The Board has final approval over membership.

• Chair	Hap Brakeley
• Board Member	Sarah Konrad
• Athlete Rep	Kelsey Dickinson
• Athlete Rep	VACANT
• Group B	John Madigan
• Group E of F	Travis Voyer (Group E)

Tasks: *With regard to Nominating/Governance:* Identify, evaluate and propose members to serve on the BOD, vet potential nominees for potential conflicts of interest and other background issues, develop and recommend to the BOD for its consideration an annual plan for BOD self-evaluation, and recommend, as requested, individuals to serve on various committees and/or task forces.

With regard to Ethics: 1**)** Prepare, for BOD approval and review annually, a Code of Ethics and Policy against Conflicts of Interest for Officers and/or Board members, staff, committees, and task force members and other members to follow, 2) annually prepare and submit and collect from Board members and staff a form intended to disclose possible or actual conflicts of interest or other ethical concerns; and request supplemental disclosures whenever an individual's personal circumstances or employment has changed, 3) give advisory opinions with respect to ethical questions that may arise from time to time, 4) determine whether proposed nominees for officer and/or director positions are disqualified from being nominated by reason of conflicts of interest or other ethical considerations, 5) oversee the implementation of and compliance with the Code of Ethics and Policy against Conflicts of Interest including but not limited to hearing and deciding the relevant complaints which may by filed with or by the USBA.

International Competition - six members – A Chair is appointed by the BOD. Two athletes appointed by the athlete members of the BOD (often the Primary and Alternate Reps). The Chair shall appoint one member from each of the following Groups: B (Coaches/Officials), E (National Sports Organization) and the USBA Coaching Staff.

- Chair — Jay T. Kearney
- Athlete Rep — Maddie Phaneuf
- Athlete Rep — Russell Currier
- Group E — Drew Gelinas
- Group B — Tim Burke
- USBA Coaching Staff — Lowell Bailey

Tasks: Provide recommendations for BOD approval of the following: 1) team selection criteria for domestic and international events and activities to include all levels of international competition, 2) confirm team selection criteria outcomes, 3) proposals on issues of the USBA National Team selections and levels of individual support as provided by USBA budgetary action, 4) guidance concerning potential disciplinary actions for non-compliance of team directives and/or violations of the USBA Athlete Code of Conduct, 5) assist and support the High Performance Director in formulating the developmental and competitive strategies designed to meet the goals of the USBA High Performance Plan.

Complaint & Grievance – three members – Chair and the two other members are appointed by the BOD. No member of the BOD shall serve on the committee. The USBA Counselor is an ex officio member of the committee.

- Chair — Jim Levins
- Member — Gerrit Garberich
- Athlete Rep. — Deedra Irwin

Tasks: Appoint individuals to serve on Hearing Panels to resolve complaints and grievances filed in accordance with Ch. 32 of the USBA Bylaws. Perform other duties that are necessary and appropriate to ensure prompt, fair and independent resolution of complaints or grievances.

Compensation – Three members of the BOD including the Chair or one of the co-Chairs, and one of the athlete representatives, appointed by the BOD.

- Chair — Hap Brakeley
- Athlete Rep — Chloe Levins
- Board Member — Bob Hall

Tasks: 1) evaluate the CEO's performance at least once a year, 2) recommend to the full board the CEO's compensation, 3) review the USBA compensation plan for the CEO and other senior USBA staff in view of relevant market data and make recommendations to the full Board as necessary and appropriate. 4) Review the goals and objectives with the CEO and other senior staff annually and evaluate the CEO and senior staff in their performance related to those goals.

Audit Committee – Three members of the Board, including one athlete, and one of the Independent directors.

- Chair — Dexter Paine
- Athlete Rep — Chloe Levins
- Board Member — Hap Brakeley

Tasks: 1) oversee and monitor staff's implementation and handling of internal controls to ensure the timely and accurate recording and disclosure of financial information pertaining to USBA, 2) recommend to the BOD the selection of the independent auditors, 3) review the findings of the auditors and make recommendations to the BOD with respect thereto, 4) investigate all matters of fiscal controls, including budget control, and report to the BOD with recommendations as appropriate, 5) recommend the establishment of policies and controls that encompasses any activity that may impact on the financial well-being of USBA.

<u>Finance</u> – Up to six members of the Board of Directors, including the Treasurer and the Chair (or one Co-Chair), with minimum 1/3 athlete representation.

● Chair/US Biathlon Treasurer	Karl Zeile
● Board Member	Phyllis Jalbert
● Athlete Rep	Kelsey Dickinson
● Athlete Rep	*VACANT*
● U.S. Biathlon Chair	Bob Hall

Tasks: 1) evaluate the financial performance of U.S. Biathlon, 2) review the staff's budget proposal offering assistance as needed, 3) recommend to the full board the annual budget.