



U.S. Biathlon Board of Directors Update Minutes

April 29, 2026

Virtual

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Attendees: Bob Hall, Rachel Steer, Katherine Kendrick, Kelsey Dickinson, Hap Brakeley, Dexter Paine, Jerry Baltzell, Russell Carrier, MG Harder (non-voting), Chloe Levins, Phyllis Jalbert, Justin Gold, Max Durtschi

Additional Attendees: Jack Gierhart, Sara Studebaker-Hall

The meeting was called to order at 9:05 MT with Chair Bob Hall welcoming the Board and noting the solid position USBA is in, but with room to improve - especially with depth of athletes and financial (corporate) sponsorship.

Rachel Steer introduced the idea of a merger highlighting that it was a risk worth taking. The question was asked of the Board if they were ok moving forward with the circulated proposal, and if anything was missing.

Jerry Baltzell asked if US Skiing was on board with the idea, and why - would this truly help us move forward? Dexter Paine noted that we are the only winter sport without a medal in Milan-Cortina and there is a real possibility that USOPC will cut our funding.

Sarah Konrad noted that leaving the March Board Meeting, it felt like we were leaning away from this idea, so asked why we were now leaning back in? Bob noted the co-brand opportunities with US Skiing, access to many more clubs and questions about funding. He felt this was worth continuing to explore. Jack Gierhart also noted there has been continued conversation with US Skiing and USBA staff regarding non-negotiables and progress has been made there that is positive for USBA.

Kelsey Dickinson noted she felt the integration task force needed to include more athlete representation. She also brought up the point that US Skiing athlete info shows the depth of support for athletes is not there - USBA is better in this area and she questioned if our desire to continue to improve athlete support would be possible under USSS. She noted conversations with US Skiing athletes not funded by USSS who felt like their sport was more like a hobby. She did note better education benefits, but also noted their staff has already said their budgets are tight. Bob responded reminding the Board that funding



would be ring fenced. Jack noted that funding for the World Cup and need-based stipends would remain, and growth in athlete support has been discussed with USSS. He also noted that IBU funding and the USBA Foundation funding would remain 100% with biathlon. He admitted that definitive metrics to funding need to be defined (what additional funding would come in) and more definition around the Development Endowment. Jack also noted that this meeting was not asking for a vote as to if we merge with US Skiing, but rather, should we continue to explore this possibility.

Kelsey noted that USSS has highlighted the opportunity for collaboration, but that this has not happened even when USSS and USBA have been in the same locations in the past, so how would this be different? Jack admitted that more discussion on how this would work was needed. Kelsey noted that our training groups were of more importance to biathlon since we don't have clubs.

Russell Currier asked if we would be trading being beholden to USOPC for funding to being beholden to USSS? He also asked if perhaps less USOPC funding would be beneficial if we had less oversight? Jack noted that we have a great deal of freedom already and that would remain, so this was not really an issue.

Rachel noted that USBA does a lot of things right and hoped we could bring that to USSS. However, she noted that USSS is winning medals and we are not - so we should pursue this opportunity.

Max Durtschi asked about how the meetings with the US Skiing High Performance staff went. Jack answered that the discussions were really high-level and there was potential, but no real substance has come so far.

Hap Brakeley noted that if we distill this down, we need money and depth, so we should pursue this. He did note we need to ensure we maintain our culture and be clear on what the KPIs and metrics would be going into this.

Phyllis Jalbert agreed that it feels like the risk is worth taking at this point.

Bob noted there are a lot of unknowns but that we can dictate a lot of what happens.



MG Hank Harder noted that next steps do not feel like a risk - exploring is a good idea, and if it does not pan out, we can withdraw still.

Jerry added that we should vote on this but with the ability to step back.

Sarah added that there needs to be a step added to the process where the Board reviews and votes again as to whether we move forward or not with an integration.

Rachel Steer motioned that we move forward with the exploration of an integration. Hap Brakeley seconded the motion.

Kelsey Dickinson asked that more clarity be given regarding the athlete involvement, and Rachel and Hap accepted an amendment to the motion to add more athlete representation to the process.

Sarah Konrad asked what the next step would be if the motion passed before the Board comes back together. Jack Gierhart said USBA would take the points discussed here, negotiate with US Skiing and come back to the Board with more details. He also noted USBA and USSS would work on key KPIs and what this integration would look like, as well as add clarity to the document to bring back to the Board.

The motion was approved unanimously.

Jack noted he would add clarity and a timeline to the document regarding Board involvement/approval.

The meeting was adjourned at approximately 10:30am MT.