

USA Pentathlon Multisport Board of Directors Meeting February 26, 2025

Call to Order: 2:00pm PST

Board Members present: Tom Shepard, Phaelen French, Brendan Anderson, Dennis Bowsher, Lucas Schrimsher, Michelle DeMott, Blair Driggs, Rob Stull, Barry Matchett, Ian Anderson, Willie Wilson. Also, present Kevin Montford, USAPM CEO.

Acting Chairman Shepard called the meeting to order. Introduction of the elected board members from the Athlete Election as well as the Independent Board Directors Election.

Election of Officers of the Board: Tom Shepard nominated to be Chairman of the Board; unanimous approval. Blair Driggs nominated to be Treasurer of the Board; unanimous approval. Barry Matchett nominated to be Secretary of the Board; unanimous approval.

Appointment of Board Members: Chairman Shepard requested the board consider the appointment of Willie Wilson and Ian Adamson to the Board of Directors. Mr Wilson is the long time supervisor of the WCAP pentathlon program. Mr. Adamson is the President of the World Obstacle Federation. Short discussion about how the experience of both nominees will significantly improve the Board's knowledge in their areas of expertise. Both appointments unanimously approved.

UIPM Update from President Rob Stull: Rob Stull provided a report on the last two quarters of work at UIPM. Most importantly, Mr. Stull was elected as President of the UIPM. He is the first American to hold that role. Stull reported on the UIPM's focus in 2025 including working on LA2028 venue negotiations, the IOC presidential election (March 20, 2025) and the prioritization of the athletes first in all aspects of the sport

USAPM 2025 Objectives and Initiatives: CEO Kevin Montford reported on the many 2025 objectives and initiatives underway. Key issues discussed:

- How USAPM has launched the Charlotte resident training program with 10 athletes, aiming to grow to 20. Discussion about the parameters of this program.
- Expanding staffing: CEO, operations manager, CFO, compliance officer, development officer, coaches
- Goals: Raise \$350k in fundraising, develop community programs, improve USOPC relations
- Montford emphasizes the importance of building a sustainable foundation of financial and infrastructure in 2025 to support growth through 2028

Athlete Representative Report: Athlete representatives French and Anderson provided the athlete report on the following topics.

- How the athletes are working to expand the internal AAC governance structure
- The importance of focusing on improving communication with athlete base

- Emphasis on the importance of publishing meeting/event details in advance as well as promoting logistical awareness for event preparation.

2025 Budget Overview: Kevin Montford provided a 2025 budget overview.

- \$510,500 balanced budget approved
- Key revenue: \$150k US Performance Center grant, \$106k USOPC admin support
- Major expenses: staffing, athlete support, equipment, events
- \$30k allocated for World Championships, aiming to fully fund 12 athletes

Committees and Board Development: Chairman Shepard noted that all standing committees require membership. He asked for Directors to volunteer to serve on the following committees: judicial, development, audit, commercial, events, technical, nominating. He noted there will be two onboarding sessions for new board members in the next month: USOPC board member training and USAPM bylaws review

Next Steps: Chairman Shepard noted the following next steps for USAPM in the next quarter.

- Board members to indicate committee preferences.
- Develop and communicate athlete qualification criteria for funded competitions
- Create application process for athletes to join Charlotte resident program
- Schedule quarterly board calls and determine date for in-person meeting
- Consider nominations for Vice Chair position
- Review and potentially update USAPM bylaws

Motion to adjourn by Driggs, seconded by Bowsher; unanimous approval.

Meeting adjourned 4:00pm PST.