

December 7-8, 2024 USAT Board Meeting Minutes

Location	Date	Time	Format
Colorado Springs, CO	December 7, 2024	9:06 AM (MST)	In-Person

In Attendance:

Board Members present		
Joel Rosinbum	Chair	Present
Henry Brandon	Vice Chair	Present
Yvonne Spencer	Secretary	Present
William Huffman	Treasurer	Present
Gabriela Gallegos	Director	Present
Laura Oliphant	Director	Present
Keri Serota	Director	Present
Scott Sternberg	Director	Present
Dylan Sorenson	Director	Present
Others Present		
Victoria Brumfield	CEO	Present
Krista Prescott	Chief Growth & Marketing Officer	Present
Laura Peeters	Legal Consultant	Present
Damilola Sule	Staff Attorney	Present
Megan Lantrip	Executive Assistant	Present
Jenny Wilson	Senior Director of Finance	Present
Tim Yount	Chief Sport Development Officer	Present
Christi-Marie Butler	Chief Development Officer	Present
Scott Schnitzspahn	High Performance General Manager	
Ben Pickel	Senior Director, Foundation Operations and Partnerships	Present

- 1. Call to Order/ Roll Call.** Mr. Rosinbum called the meeting to order at 9:06AM MST and then established a quorum.
- 2. Chairperson’s Opening Remarks and Agenda.** Mr. Rosinbum set the meeting’s agenda and asked for the disclosure of any potential conflict of interest. No potential conflicts of interest were disclosed.

MOTION: Approve Consent Agenda	
- September 13, 2024 Minutes	
- September 16, 2024 Minutes	
- CEO Hiring Standard Operating Procedure	
- CEO Evaluation Standard Operating Procedure	
- Bylaw Updates 6.2, 6.14, 7.2 (Approval to Post Online)	
- Refreshed Strategic Plan	
Dillian Sorenson	Laura Oliphant
CARRIED	

- 3. **CEO Update.** Ms. Brumfield provided an update on the organization.
- 4. **Strategic Pillars, Strategies and 2025 Goals for Review and Discussion.** The Board received a preview of the Board Reporting Dashboard.

USAT will provide qualitative commentary information on the dashboard.

- 5. **2025 – 2028 Strategic Plan for Discussion and Approval.** The Board discussed the 2025 – 2028 Strategic Plan for USAT.

MOTION: Approve Purpose, Mission, & Vision of USA Triathlon	
Vision: Bring Triathlon to New places, people and possibilities.	
Mission: Drive success for multisport from starting line to lifelong love.	
Purpose: Give everyone a chance to tri.	
Keri Serota	Henry Brandon
CARRIED	

- 6. **Executive Team 2025 Priorities to Deliver Strategic Plan.**
 Ms. Prescott delivered the 2025 priorities to increase membership, strengthen the USA Triathlon brand and push the of multisport.

 Mr. Schnitzspahn delivered the 2025 priorities for the USA Triathlon High Performance department.

 Mr. Yount delivered the 2025 priorities to increase high school, collegiate club, and NCAA participation in the sport.

Ms. Butler and Mr. Pickel delivered the 2025 priorities for partnerships and philanthropy.

7. **Financial Update / Budget Approval.** Ms. Wilson delivered the 2025 priorities for the USA Triathlon Finance and Business Administration departments.

MOTION: Approve 2025 Budget (as presented in Board Book)	
William Huffman	Dylan Sorenson
CARRIED	

8. **Legal, Governance and Compliance.**

Ms. Peeters provided an update on the state of SafeSport at USA Triathlon and USA Triathlon’s compliance with USOPC requirements.

Ms. Sule provided an update on the 2024 USA Triathlon elections and Committee appointment process. She also clarified the role and responsibilities of Ex-Officio members.

9. **2025 Board Planning.** The Board discussed its 2025 meeting schedule.

MOTION: Approve 2025 Board Meeting Schedule	
<ul style="list-style-type: none">• Q1: Virtual, January 28, 1900-2100 (EST)• Q2: Virtual, April 7, 1900-2100 (EST)• Q3: In-Person (Sprint, Olympic Nationals, Milwaukee, WI), August 7-10• Q4: In-person, Colorado Springs, CO, December 6-7	
Yvonne Spencer	Dylan Sorenson
CARRIED	

MOTION: Adjourn board meeting at 5:03pm MST.	
Gabriella Gallegos	Scott Sternberg
CARRIED	

December 7-8, 2024 USAT Board Meeting Minutes

Location	Date	Time	Format
USOPC Museum, Colorado Springs, CO	December 8, 2024	8:33 AM (MST)	In-Person

In Attendance

Board Members present		
Joel Rosinbum	Chair	Present
Henry Brandon	Vice Chair	Present
Yvonne Spencer	Secretary	Present
William Huffman	Treasurer	Present
Gabriela Gallegos	Director	Present
Laura Oliphant	Director	Present
Keri Serota	Director	Present
Scott Sternberg	Director	Present
Dylan Sorenson	Director	Present
Leslie Knibb	Director	Virtual at 9:00am MST
Felix Stellmaszek	Director	Virtual at 9:13am MST
Others Present		
Victoria Brumfield	CEO	Present
Laura Peeters	Legal Consultant	Present
Damilola Sule	Staff Attorney	Present
Megan Lantrip	Executive Assistant	Present

- 1. Call to Order/Roll Call.** Mr. Rosinbum called the meeting to order at 8:33AM MST and then established a quorum.
- 2. Board Span Review.** Ms. Peeters provided an update on the results of the Board peer review.

USA Triathlon will review the results and identify trends, if any.

{Victoria Brumfield, Laura Peeters, Damilola Sule, Megan Lantrip left the Meeting}
- 3. Executive Session.**

MOTION: Open Executive Session at 8:48am MST.	
Henry Brandon	Keri Serota
CARRIED	

MOTION: Adjourn Executive Session at 8:56am MST.	
Dylan Sorensen	Laura Oliphant
CARRIED	

{Victoria Brumfield, Laura Peeters, Damilola Sule, Megan Lantrip returned to the Meeting}

4. **Officer Elections.** The relevant candidates gave their speeches.

{Henry Brandon, Dylan Sorensen, Victoria Brumfield, Laura Peeters, Damilola Sule, Megan Lantrip left the Meeting}

5. **Executive Session.**

MOTION: Open Executive Session at 9:22am MST.	
Keri Serota	Gabriela Gallegos
CARRIED	

MOTION: Open Executive Session at 9:34am MST.	
Laura Oliphant	Keri Serota
CARRIED	

{Henry Brandon, Dylan Sorensen, Victoria Brumfield, Laura Peeters, Damilola Sule, Megan Lantrip returned to the Meeting}

6. **Officer Elections.** Henry Brandon was elected as Chair for a one-year term. Dylan Sorensen was elected Vice Chair for a one-year term

7. **Adjournment.**

MOTION: Adjourn board meeting at 9:56am MST.	
Laura Oliphant	Dylan Sorensen
CARRIED	