



U.S. Biathlon Board Meeting

October 5, 2025

9:00am MT

Attendees in person: Bob Hall, Rachel Steer, Justin Gold, Sarah Konrad, Phyllis Jalbert, Kelsey Dickinson (at 10:50), Chloe Levins (at 11:30)

Attendees remote: Russell Carrier, Dexter Paine, Jerry Baltzell, Hap Brakeley

Staff/Guests: Jack Gierhart, Sara Studebaker-Hall, Sara Donatello, Lowell Bailey, John Farra, Anna French (USBA AAC member), Ahmed Alali (USBA Foundation Trustee)

Jim Becker & Annika Pasch from 11-12, Federico Fontana from 11:10-12:30pm

A quorum was established, giving the athletes currently present $\frac{1}{3}$ voting power.

Bob Hall and Jack Gierhart welcomed attendees and asked for conflict of interest disclosures. None were noted.

Phyllis Jalbert made a motion to approve the June meeting minutes, Sarah Konrad seconded the motion and it was passed unanimously.

Bob Hall and Rachel Steer gave the Chairman's report, speaking of the mental health initiatives the team has been working on, as well as the excitement of the coming Olympic season.

Jack gave a financial update. He noted conservative income estimates due to uncertainty of Utah Sports Commission grants. He also noted some additional costs around personnel and Olympic housing due to the unclear timing of some of the USOPC reimbursements for Olympic items.

Tim Burke gave an overview of the X-team, noting what it is, how it functions in practice, and the stats related to XC skiing.

John Farra gave an update on the growth of the laser rifle program, and noted the generosity of donors to make this program really explode.

Lowell Bailey gave a High Performance update. First, he review criteria revisions for World Cup 3 qualification, noting that an error in a prior draft had meant there was no clear pathway for the women's team to qualify. The change had been approved by the ICC the day prior. Sarah Konrad moved to approve the change, Rachel seconded the motion and it was passed unanimously (with abstention from Kelsey Dickinson as an active athlete - Chloe Levins was not yet present).

Lowell then reviewed the summer progress and projects for the coming season, as well as providing an update on the mental health project and progress made there with the entire team.



Jim Becker then gave an overview of his projects with the U.S. Biathlon Team. Using devices such as motion capture and Archinesis, they've been able to glean a ton of data from our athletes as well as other athletes through cooperation at the Antholz World Cup 2025. He also noted that he has a PhD Candidate that hopes to be able to bring on and dedicate full-time to this project going forward.

Annika Pasch then gave an overview of the role of an Athletic Trainer, providing some specific examples from being on the road last season and at camps this summer and fall with the team.

Federico Fontana then presented an update from the ski service team, giving a season overview and a look into what preparation looks like for the Olympics.

Lowell then wrapped up the HP presentation, noting the huge steps forward Jim, Annika and Fede have been able to provide the team in their individual areas.

–Lunch Break–

Jack provided an update from IBU, noting their strong financial position as well as upcoming projects that would provide additional funding, observe governance structures of federations, and look at sustainability and sport. He also noted the upcoming Loop One Festival in Munich, where three US men will participate (Campbell, Maxime and Paul). He also provided an update about media rights and expressed disappointment in the lack of progress with NBC. However, he also introduced the upcoming USBA documentary that will begin filming in the coming days, and continue in Sweden at the first World Cup stop.

Rachel provided an update from the Athlete Safety Task Force. She stated that the group was pivoting to more of an observational role as there has been no feedback recently. The upcoming documentary about Joanne Reid's case and Joan Guestchow's case was noted, though no more details were available. Rachel also noted the positive comments she and others have received from Jack's update letter to the community.

Sara Studebaker-Hall provided an update on SafeSport cases and her attendance later this month at the SafeSport conference.

Jack gave an update on the Culture of Excellence project. He noted that athlete involvement is high and they are looking to also involve some juniors in the process. The organization will continue to add onboarding and other training, as well as implement some relevant items into future coaches' conferences. The idea of a kind of "culture award" for an athlete or someone who really embodies the three pillars and the culture of the team was floated.



The athlete representatives gave their update, beginning by noting a really good trials event the past week in Utah, and the continued good communication with the staff. They highlighted the desire to continue working on mentorship and networking opportunities, as well as investigating more about mental health “first aid” as it relates to firearms especially. The representatives noted that this was a special concern and area of expertise for USBA Athlete Advisory Council rep Anna French, who will lead this effort. They also gave an update on the upcoming roll-out of the athlete feedback form for the ICC to help athletes better be able to advocate for themselves.

Jack then gave an update on partnerships and sponsorships. He noted the ongoing process of renewals and the work on new partnerships, such as Deuter (a brand that makes bags). He also praised Sara Donatello’s work on activation and noted her plans for the coming season to be embedded with the team and provide tailored updates to different partners and donors.

Sara Donatello then gave a media update, introducing Paul Nihipali who came in for 10 minutes to discuss the USBA documentary, which he is producing. Sara also provided an update on the communications audit from Two Circles and the information learned there. Lastly, she noted the smooth roll-out of the new logo and the good reception from stakeholders. A question was asked about getting Maloja product, or other product with the new logo for purchase. Some of the challenges include the lack of a system for orders, but Jack said staff would look at the opportunities and speak again with Maloja about getting this off the ground.

Jack and Sara Studebaker-Hall provided a brief overview of the Olympic plan, regarding the Trustee trip, staffing and organization of the Milan-Cortina Games.

Jack then facilitated a discussion about the 2030 Plan and asked for engagement from the Board on reviewing this plan and what it looks like going forward.

The three pillars were reviewed:

Sport Development: discussion included the coaching landscape, athlete opportunities, IBU Cup quotas (can North America get an additional quota somehow?). The idea of a working group to help brainstorm the opportunities here was floated.

Pipeline Development: discussion included X-team direction, the role of NCAA and the National Guard going forward, what role the clubs can/should play.

High Performance: discussion included the changing landscape from the USOPC and renewed focus on medals and results, reform of both the ICC and criteria, health resources (mental and physical) for athletes and staff at National and Development levels, continuing to reduce self-pay costs, working towards biathlon as a sustainable career.

At 5:10pm the meeting was adjourned to Executive Session.