

USA Triathlon Board of Director's Meeting
Friday November 11-12 2005
USOC / Cheyenne Mountain Resort
Colorado Springs, CO

Present:

Board of Directors:

Brad Davison, President
Celeste Callahan, Secretary
Jim Donaldson,
Fred Phillips
Mike Plumb
Tom Reilly
Chuck Graziano,
Mike Smedley, Pro/Elite
Rob Kasper (telephone)

Absent: Gina Kehr
Joe Umphenour

Staff:

Yvonne Ailport, Account and Office Manager
Ofer Barniv, Intern
Sharon Carns, Executive Coordinator
Linda Cleveland, Coaching Education Manager
Charlie Crawford, Officials
Jeff Dyrek, Owned Events Director
BJ Hoepfner-Evans, Communications and Media Relations Manager
Skip Gilbert, Executive Director
Danielle Hamer, Member Rankings/Project Coordinator
Alan Ley, Coaching Education Manager
Kathy Matejka, Event Services Director
Jennifer O'Day, Membership Manager
Kelley Paulus, Marketing Manager
Scott Schnitzpahn, Athlete Development & Junior Program Manager
Chad Siebert, Membership Assistant
Troy Stiles, Team USA/Duathlon Coordinator
Elizabeth Tucker, Event Sanctioning Coordinator
Georgia Vanos, National Events Assistant
Shannon Votruba, Regional and Clubs Coordinator
Terri Walters, Event Sanctioning Coordinator
Bill Wengert, Financial Administration Director
Tim Yount, Senior VP of Marketing & Communications

Committee Chairs:

Scott Murr, Regional President, Regional Committee
Alison DeWall, AAC

Guests:

Victor Plata, AAC/USOC Representative

Note: Information may be reported according to topic and not necessarily in the chronological order of discussion.

Presiding: Brad Davison

Call to Order – Brad Davison 8:00 am, USOC

Approval of Minutes:

Motion was made by Jim Donaldson, seconded by Fred Phillips to approve the minutes of the July 2005 meeting.

Minutes approved unanimously

Brad introduced and welcomed Victor Plata, the UCOC/AAC Representative.

2006 Initiative Overview Presentations

Executive

Skip Gilbert, Executive Director presented "The New Face of USAT". The complete presentation handout is attached to the original of these minutes.

National Team

Libby Burrell, National Team Program Director was in attendance at the ITU World Cup in New Zealand, therefore, Scott Schnitzpahn presented on her behalf. Scott explained the department's structure, programs, activities as well as highlights.

Event Services

Kathy Matejka, Event Sanctioning Director presented on the following topics: risk management, online sanctioning application, RD education and officials. Kathy thanked her staff for their hard work. She explained the changing business climate in the marketplace and the opportunity for USAT to be a proactive organization rather than reactive.

Recess: 9:45 am

Reconvene: 10:00 am

RESOLUTION FOR BOARD ACTION

SUBJECT: Officials program funding

BACKGROUND:

Regional federations currently receive \$0.50 per member to fund the officials program within their respective regions. Below is the text of the funding for the regions:

Regional Officials Program

- At least one officials' clinic planned or conducted this year
- Official's uniforms provided at official's clinics
- Regional officials coordinator will receive stipends from the Region based on the following scale:
 - i. The region will pay the regional officials coordinator \$500 for the first 20 races that are staffed by USAT officials
 - ii. For every race after 20, the region will pay the official's coordinator \$20 per race that is staffed by USAT officials.

The Officials program within USA Triathlon fully funds a full time staff person to oversee the regional officials coordinators. The Commissioner of Officials acts as the direct contact to each regional officials coordinator and each regional officials coordinator is responsible to report to the Commissioner of Officials.

The Commissioner of Officials can oversee this program fully and ensure that the money allocated to the program is spent in a way that directly meets the mission and vision of the program. Uniforms for officials can be purchased with significant cost savings on a national level. Stipends for the regional coordinators can be paid in a timely manner.

RESOLUTION:

WHEREAS, USA TRIATHLON ("USAT") has a full time Commissioner of Officials to oversee the Officials Program and all regional officials coordinators,

WHEREAS, USAT desires to achieve consistency and uniformity in the officials program from region to region and across the United States,

WHEREAS not all regions currently spend \$0.50 per member on the regional officials program,

NOW THEREFORE

BE IT RESOLVED that all officials funding currently given to regional federations will be allocated to the national officials budget and the Commissioner of Officials for USA Triathlon will have authority over how the money is budgeted, allocated and funded.

Relevant and Affected Bylaws, Rules, and Procedures

Bylaws- None

Rules- None

Procedures-

Regional Rebate Funding Resolution (12/2/03)

Regional Official's Program: \$.50

- A. Component 1: At least one officials' clinic planned or conducted this year.
- B. Component 2: Official's uniforms provided at official's clinics.
- C. Component 3: Regional Officials Coordinators will receive stipends from the

Region based on the following scale.

- 1. The Region will pay the regional officials coordinator \$500 for the first 20 races that are staffed by USAT Officials.
- 2. For every race after 20 the region will pay the officials coordinator \$20 per race that is staffed by USAT Officials.

BUDGETARY IMPACT:

Allocation of budget will move from Regional Federations budget to Officials budget beginning in 2006.

Brad Davison motioned, Mike Plumb seconded. Discussion occurred regarding the future use of funds for safety, helmets, and replacement uniforms with new USAT logo.

Motion passes by hand vote unanimously

Member Services

Bill Wengert, Vice President Member Services/Finance presented. The complete presentation handout is attached to the original of these minutes.

RESOLUTION FOR BOARD ACTION

Resolution:

Eliminate \$3 individual discount on annual memberships for registered club's members.

Background:

Members of USAT registered clubs currently have the ability to deduct \$3 from their annual membership fee each year they renew. The \$3 discount was created in an effort to obtain better membership records from triathlon clubs, as well as encourage athletes to be both members of clubs and USA Triathlon. In 2006 registered triathlon clubs will have the ability to manage their club roster individually through the USA Triathlon website.

By eliminating a program that has not been successful and has been individually driven, USA Triathlon can focus on programs that will be club driven to help meet USA Triathlon's strategic initiatives to promote club growth and development.

In an effort to help develop clubs and increase club activity in the United States, USA Triathlon will eliminate the personal \$3 discount on annual memberships, and in turn create other programs to foster club development and member growth, both for the club and for USAT.

Relevant and Affected Bylaws, Rules, and Procedures

Bylaws: None

Rules: None

Procedures: Resolution passed by the Board of Directors 2/21/97 granting club members a \$22 annual membership, rather than the traditional \$25 annual membership.

Whereas the \$3 personal discount for USAT annual members who are also members of registered clubs does not promote club growth,

Whereas directly funding USAT clubs through other programs will improve club functions,

Now Therefore be it Resolved USAT will eliminate the \$3 individual discount on annual memberships to club members.

Budgetary Impact

\$14,000 approximate additional revenue to USAT by eliminating the \$3 discount

Discussion occurred regarding the allocation of funds for the purpose of club development, the depth of the survey conducted to random sample clubs, and the announcement to the clubs.

Brad Davison motioned, Mike Plumb seconded.

Motion passes by hand vote unanimously

RESOLUTION FOR BOARD ACTION

Subject:

Make membership in USA Triathlon mandatory for all youth participants, and drop the youth membership fee to \$5. This will also eliminate the \$3 youth one-day license.

Background:

The current annual youth membership fee is \$15, with a one-day license fee for youth events of \$3. As of 10/10/05, there are 1297 youth members (approximately 2% of total members). In 2004, 14,816 one-day licenses were sold to youth (9.6% of total), and as of 8/31, 8988 have been sold in 2005 (7.8% of total).

As has been explained by athlete development (Scott Schnitzspahn and Libby Burrell), in order to build a strong pipeline of elite caliber athletes, the number of youth participants should ideally be greater than adult participants. Growing the youth base will also strengthen the sport as a whole, as many youth will go on to compete in the adult age group ranks. Please see the attached diagram for a visual explanation of this.

The purpose of this resolution is two-fold. One, requiring membership will allow USAT to know their youth participants, which will help with attrition rates as USAT can be in constant contact with these members and follow up with those who leave the sport. Second, by dropping the youth membership fee, all youth who participate in adult events will be charged a smaller fee to participate (\$5 rather than multiple \$9 fees for adult one-day licenses or \$15 for a youth membership). Youth who participate in more than one youth event will save money also (\$5 instead of \$6 or more for one-day licenses or \$15 for a youth membership). This will effectively lower the barrier of participation for youth, and give them incentive to continue participating in the sport throughout the season since there would be no additional fees after their first race.

The cost of \$5 will nearly cover the cost of membership packets and insurance.

Relevant and Affected Bylaws, Rules and Procedures

Bylaws: NA

Rules: NA

Procedures: One-day licenses will not be available for sale to youth.

Whereas youth annual membership is currently only 2% of total annual membership

Whereas greater youth participation is necessary to improve the athlete development pipeline

Whereas exposing more youth to triathlons will ensure larger numbers of adult age groupers in the future

Therefore be it resolved that annual membership is mandatory for all youth participants who take part in USAT sanctioned events, effective January 1, 2006.

Therefore be it further resolved that the annual membership fee for youth will be dropped to \$5, and the one-day youth license is eliminated, effective January 1, 2006.

Budgetary Impact

Revenue:

Youth one-days 2005 -	\$45,000
Youth annuals 2005 -	\$20,000
TOTAL -	\$65,000

Anticipated revenue for 2006 with fee changes:

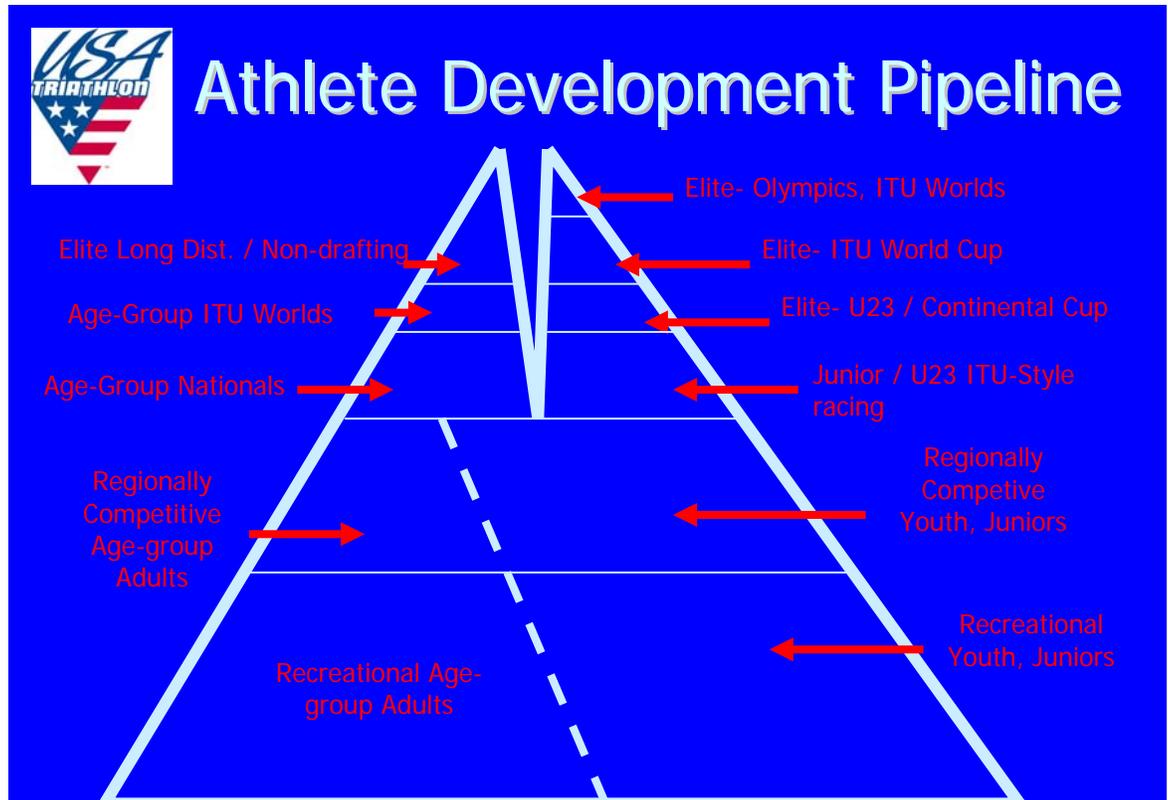
Youth annuals -	\$60,000
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Please note that the impact to adult one-day revenues is unknown.

Expenses:

Estimate that USAT will lose \$2 per member (insurance and youth membership program costs).

TOTAL -	\$24,000 (based on 12,000 total youth members in 2006)
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Board members asked that the age of youth be defined (17 & under). The administrative functions involved in this resolution were addressed as well as concern and confusion for parents and participates.

The call for question; Fred Phillips motioned, Celeste Callahan seconded.

Call for question unanimous

Fred Phillips motioned, Jim Donaldson seconded.

Motion passes by hand vote:

Celeste Callahan – no	Fred Phillips - yes
Jim Donaldson – yes	Mike Plumb – yes
Tom Reilly – yes	Chuck Graziano – yes
Mike Smedley – yes	Rob Kasper – yes (telephone)

RESOLUTION FOR BOARD ACTION

Rob Kasper brought up a Board decision that was made on a prior Executive Session Telephonic meeting on October 19, 2005. Rob is proposing to change the language to eliminate the one year review. The original resolution and decision was recorded as follows:

Resolution

Submitted by Jennifer O'Day

Subject:

Abolish the resolution requiring USAT to ask a member for their club's name and print it on their membership card.

Background:

At a board meeting which took place on March 3rd-4th, 2000, the following resolution was passed:

Therefore be it resolved that the resolution to include official club affiliation on the USA Triathlon membership applications and cards is approved.

This resolution has caused several problems. First, members have used many different abbreviations of club names, and have indicated affiliation with clubs that are not registered with us. Second, by printing the name of the club on the membership card, if the member changes clubs or their club membership expires, the card becomes outdated.

For greater accuracy, and with the creation of the new database and website, we will be asking the club president to submit an electronic roster that will link to the membership database, at which point the member will have access to their club's calendar, etc. In this way the club's name will be standardized, and the club members will know when their membership in the club is current. In addition, due to the potential for outdated information, club names will no longer be printed on membership cards.

Relevant and Affected Bylaws, Rules and Procedures

Bylaws: Abolishes the following resolution from the March 3rd-4th, 2000 board meeting:

Therefore be it resolved that the resolution to include official club affiliation on the USA Triathlon membership applications and cards is approved.

Rules: NA

Procedures: Requires the club president to keep current records of their club membership, instead of relying on each member to submit the appropriate name.

Whereas club information that has been submitted by individual members has been inaccurate,

Whereas printing the club name on membership cards often results in outdated information,

Therefore be it resolved that the following resolution passed at the March 3rd-4th, 2000 board meeting is abolished:

Therefore be it resolved that the resolution to include official club affiliation on the USA Triathlon membership applications and cards is approved.

Budgetary Impact

None

Brad motioned, Fred seconded

Rob recommended a friendly amendment to suspend the requirement for one year until we get our automated processes in place.

Brad accepted the friendly amendment as stated for suspension of one year.

Fred interjected an additional friendly amendment that will require us to look at it in a year to analyze whether or not we want to extend the old resolution or rescind it.

Brad accepted additional friendly amendment to review in one year.

After discussion Brad recommended that we revisit the issue in 6 months to find out what USATs liability is for members that take a club discount that do not belong to a club. Then if we have to do a stop gate at that point because the honor system is not working at least we can control the outflow.

It was reiterated that the resolution on the table is to suspend the requirement and review for one year; Fred called the question in order to end discussion. All in favor of calling the question:

Roll call vote:

Fred – yes	Joe - yes
Gina – yes	Celeste - yes
Rob - yes	Mike - yes
Tom –yes	Jim - yes
Chuck – yes	

Voting on one year suspension of the requirement to put the club name on the card with a review cycle of one year; the suspension will be until the end of 2006, may be reviewed on the phone or in-person meeting at the end of 2006.

After discussion Rob Kasper withdrew his proposal/resolution to eliminate one year review. October 19, 2005 decision is as stands.

Recess: 11:20 pm

Reconvene: 11:25

Member Services

Bill Wengert, Vice President Member Services/Finance resumed presentation. The complete presentation handout on Membership Fee and Structure including region rebate structure vs. budget structure is attached to the original of these minutes.

Brad Davison suggested naming a task force to evaluate the region rebate/budget structure to include the Regions Development Manager, Board Liaison, and a Board member. Jim Donaldson offered to fill the Board member position.

Recess: 11:45 pm

Reconvene: 12:45 pm

National Events

Jeff Dyrek, National Events Director presented on the Grand Prix Series and site visits. The complete presentation handout of the site visits is attached to the original of these minutes.

Jeff explained to the Board that the Grand Prix Series are races that have met specific USAT guidelines ranging from sanctioning, safety and quality of the event to promotion, community and athlete support of the event. Each year USAT will select Grand Prix events based on their previous year's evaluation. This will allow each race to showcase their individual characteristics on a National stage.

AGE GROUP - 2006 USAT Grand Prix Series Blueprint

TRIATHLON

Region	Youth Series	Date	Sprint Series	Date
Pacific Northwest	Valley Kids Tri	16-Jul	Deschutes Dash	24-Jul
Southwest	Silicon Valley Kids Tri	4-Jun	Breath of Life- Ventura	26-Jun
Rocky Mountain	Table Mountain Tri	15-Jul	5430 Sprint Triathlon	19-Jun
Midwest	Longview Tri	29-Jul	Quad Cities	18-Jun
South Midwest	Cedar Park Kids Tri	15-May	Stonebridge Ranch Sprint Tri	
Mideast	Sylvania Super Kids	12-Aug	Ann Arbor Triathlon	12-Jun
Southeast	Peachtree City Youth Tri	3-Jun	Clemson	14-May
New England	A Tri in the Buff	2-Jul	Musselman	17-Jul
Mid Atlantic	Escape from School	4-Jun	Breezy Point	5-Jun
Florida	Tri-Fever	5-Aug	Beaches Fine Arts	
National Championship	USAT Youth Nationals	26-Aug	Mountain Lakes Triathlon	
# of Races In Series	10		10	

Region	Triathlon Series	Date	Long Distance Series	Date
Pacific Northwest	Federal Escape	30-Jul		
Southwest	Land Rover Pumkinman Tri	15-Oct		
Rocky Mountain	Las Vegas Tri at Storrie Lake			
Midwest	Turtleman Triathlon	13-Aug		
South Midwest	Marble Falls Tri			
Mideast	Mideast Region Championship	28-Aug		
Southeast	Tugaloo	10-Sep		
New England	Westchester Triathlon	25-Sep		
Mid Atlantic	Columbia Triathlon	22-May		
Florida	St. Anthony's			
National Championship	USAT Tri Nationals			
# of Races In Series	10		5	

DUATHLON

Region	Duathlon Series	Date	Long Distance Series	Date
Pacific Northwest	Rose Festival	22-May		
Southwest	Desert Classic	27-Feb		
Rocky Mountain	Rattlesnake	28-Aug	5430 Long Course Duathlon	7-Aug
Midwest	Apple Duathlon (5k, 33k; 5k)	28-May		
South Midwest	Lazy E Duathlon Formula 1			
Mideast	Mideast Region Championship	28-Aug	Powerman Ohio	15-May
Southeast			Powerman Alabama	
New England				
Mid Atlantic	Brandywine Valley	8-Apr	Powerman North Carolina	23-Apr
Florida	About Family Fitness Duathlon 7	4-Jul		
National Championship	USAT Du Nationals	7-May	Metroplex Du 2 Du	
# of Races In Series	5		5	

Collegiate National Championship

Due to hurricane Katrina Collegiate National Championship has to be rescheduled. Charlie Crawford and Jeff Dyrek spoke about two site visits; Tuscaloosa Alabama and Reno Nevada. Both sites have positive characteristics.

Fred Phillips motioned, Jim Donaldson seconded to have the Collegiate National Championship for 2006 in Reno Nevada and for 2007 have it in Tuscaloosa Alabama.

Motion passes by hand vote:

Celeste Callahan – yes	Fred Phillips - yes
Jim Donaldson – yes	Mike Plumb – yes
Tom Reilly – yes	Chuck Graziano – yes
Mike Smedley – yes	Rob Kasper – no (telephone)

AAC Recommendation

Regarding the 2006 National Championship Sites the AAC is recommending:

Elite Long Course Triathlon Nationals

The AAC recommends the Spirit of Racine for the site of 2006 Elite Long Course Nationals. This is based on the information provided by the race directors as well as feedback from elite members we represent. See AAC report in Board packet for details.

Elite Duathlon Nationals

We recommend Mason, Ohio on May 6, 2006. Mason is the host of a 2006 International Triathlon Union's (ITU) Duathlon World Series event. National Age Group Duathlon Championships will be at Mason on May 7.

Elite Long Distance Duathlon Nationals

We recommend Powerman Alabama as the site of Long Course Duathlon Nationals on April 9, 2006. Therese Bynum will be the race director.

Fred Phillips motioned, Chuck Graziano seconded to except as written/stated the AAC recommendations.

Motion passed by hand vote unanimously

RESOLUTION FOR BOARD ACTION

Subject: National Championship Criteria

Submitted by: Rob Kasper

Now therefore be it resolved:

A) USAT shall own and produce the Age Group, Duathlon, Youth and Collegiate National Championships. USAT shall own all of the rights to the Grand Prix Series as well as the Elite Cup Series in all four distances, as well as the exclusive right to negotiate said rights with partnered races.

B) USAT shall domicile the above mentioned races in the selected towns for a two-year time span. During this two year span USAT will have the opportunity to evaluate each of the cities, and vice versa. If all goes well, USAT shall focus on securing a longer term agreement with the cities that host our National events, and shall leave the above mentioned races in their respective towns until it there are compelling reasons to move them.

C) The National Events Director shall conduct evaluations of potential race venues, and present recommendations to the Board of Directors for final approval.

~~D) All National Championship races will always rate as 100 point races for age group ranking purposes.~~

⇒ D) USAT will, as much as practical, adhere to the following criteria for selection of the National Age Group Championship for 2006 and beyond. These criteria will be used to establish an ideal venue for any given Championship race and should act as a guideline and not mandate in the evaluation process.

1. The swim should take place in a clean, scenic body of water, temperature usually between 60F and 80F. When it is a World's qualifier, this race will use a 72-degree wetsuit illegal rule, instead of our usual 78 degrees, as Worlds uses a 72-degree rule.

2. It should have moderate, reliable weather and climatic conditions (no possibility of hurricanes, no great likelihood of forest fires, no snow, no searing heat or oppressive humidity).

3. The bike course should be moderately hilly, but safe (no 50 mph descents).

4. The bike course should consist of entirely closed roads or lanes that can comfortably accommodate 1500 athletes.

5. The area should include a large hamlet or small city, perhaps 5,000 to 35,000, where the hotels, B&Bs and restaurants can serve 6000 athletes and supporting populous.

~~The area should include a large hamlet or small city, perhaps 5,000 to 35,000, where the hotels, B&Bs and restaurants can serve 6000 athletes, sponsors, hangers-on, and spectators (probably a resort town, one which has more hotels and restaurants than would normally be expected for a town of its size). The town should have a "village" atmosphere, small and cultural enough where athletes would continually run into each other in cafes and on the streets for 3 or 4 consecutive days like an old mining town: Park City, Telluride, Nevada City, Angel's Camp, Dahlenega.~~

6. The venue should be reasonably proximate to an airport served by aircraft large enough to accommodate the large influx of bicycle cases. Best is within one hour from a big regional (Sacramento, Raleigh, Spokane) and/or two hours from a major airport (ATL, Chicago, DFW, LAX, SFO, St. Louis).

7. The venue should be convenient from anywhere in U.S. (not necessarily central, but convenient). If the September race favors one coast, the spring race should favor the other.

8. It should be that town's shoulder season, or low season. Examples:
- If it's a summer resort, the race would be after Labor Day.
- If it's a college town on semesters, the race would be before Labor Day, that is, before "back to school."

9. Ideally should be no higher than 4250' above sea level.

10. No split transition.

11. The swim and transition venue should be moderately close to the town, the closer the better.

Rob Kasper accepts friendly amendment to strike line D) in its entirety because ranking system is currently being evaluated.

Rob Kasper accepts friendly amendment to change E) to D).

Rob Kasper accepts friendly amendment to change paragraph 5, to read:
The area should include a large hamlet or small city, perhaps 5,000 to 35,000, where the hotels, B&Bs and restaurants can serve 6000 athletes and supporting populous.

Rob Kasper motioned, Jim Donaldson seconded.

Motion passed by hand vote:

Celeste Callahan – no	Fred Phillips - yes
Jim Donaldson – yes	Mike Plumb – yes
Tom Reilly – yes	Chuck Graziano – yes
Mike Smedley – yes	Rob Kasper – yes (telephone)

Recess 3:10 pm
Reconvene: 3:20 pm

Marketing & Communications

Tim Yount, Senior Vice President of Marketing & Communications is excited about the direction the department is taking. The department supports the infrastructure of USAT and sustains USAT programs; therefore, the top priority is creating revenue streams. We have some incredible sponsors right now that stand behind the programs but we have a lot of gaps to fill.

Age Group Nationals / Aquathlon

Fred Phillips motioned, Celeste Callahan seconded to have the Kansas City Age Group Nationals on 7/ 8- 9/2006 and the Aquathlon on 7/ 7/2006 or close proximity to the 8 & 9 of July.

Motion passes by hand vote:

Celeste Callahan – yes	Fred Phillips - yes
Jim Donaldson – yes	Mike Plumb – yes
Tom Reilly – yes	Chuck Graziano – yes
Mike Smedley – yes	Rob Kasper – abstained

Race Director Commission

Jack Weiss, Chair for the RD Commission reported. Complete report is attached to the original of these minutes.

Athlete Advisory Council

Alison DeWall, Chair for the AAC reported. Complete report is attached to the original of these minutes.

The issue of trade teams in the report became a point of discussion because it is such a controversial issue among the elites. Alison stated that they polled all the elites and received quite a few responses back. The elites believe that the policy prohibiting trade teams limits their sponsorship opportunities and therefore limits the amount of money an athlete can make.

Victor Plata spoke on the issue in support for trade teams.

Board members, Skip Gilbert, and NTP staff were asked to share their philosophy on the issue. All were in support of policy prohibiting trade teams.

Skip Gilbert stated that we provide sponsorships that in turn supply the team with uniforms and equipment. Some athletes depend on the money the USOC feeds through us to them. A National Team that is funded by USAT will not stand on the podium wearing anything other than USAT approved apparel.

Adjournment: Fred Phillips motioned for the meeting for November 11, 2005 be adjourned. The meeting was adjourned at 5:00 pm

Reconvened Saturday, November 12, 2005, Cheyenne Mountain Resort

Meeting called to order at 9:00 am by Brad Davison

Rules Summit

Brad gave an update regarding the Rules Summit. It is scheduled for January 16, 2006. The following individuals make up the task force; Kathy Matejka, Joe Umphenour, Tom Reilly and Fred Phillips serves as Chair person. The task force will work on three sections, USAT rules, membership/ITU and WTC.

USOC Compliance Letter & Bylaws

Rob Kasper went through the different issues addressed in the USOC Compliance letter and requested that some of the verbiage as well as review the language of the letter be changed.

The proposed bylaws need to be considered. And whether it will be easier to comply with the laws in California where USAT is incorporated or in the state of Colorado. HRO has evaluated the pros and cons of changing the state USAT is incorporated in and it will not be a benefit to change at this time. It was decided to set aside this issue and discuss at the next BOD meeting.

Winnercom

Bill Wengert, Vice President Member Services/Finance presented the changes Winnercom's new design for USAT's website and event sanctioning page. The complete presentation handout is attached to the original of these minutes.

Rob Kasper no longer in attendance by telephone 10:30 am.

Budget

The proposed Budget was distributed to the Board.

Brad Davison called an executive session at 11:30 am.

Recess: 12:00

Reconvene: 1:00

Team USA Critique

Jeff Dyrek stated that the National Events department is looking forward to changing certain elements to benefit Team USA; specifically:

- Keeping Team USA informed with a newsletter
- Capability of signing up on the website
- Uniforms on a quad system

- Shirts will be specific to the team
- USAT will provide team parade wear
- Commemorative coin
- Team lapel pin
- Team USA reunion

Troy Stiles, Team USA Coordinator explained that the department will be looking to take on some of the costs involved because participation on Team USA should not be a financial burden.

Contingency Plan

Mike Plumb requested members to provide input for a contingency plan. The consensus was to create an overall policy for most situations, though it would be impossible to address every situation at all the geographic locations. With all the ideas gathered from the BOD Mike Plumb and Celeste Callahan should have the plan ready by 11-21-2005.

Regional Update

Scott Murr, Region President, stated that the regions are passionate about the sport of triathlon and looking forward to opportunities. He requested that the National Office and Regions coordinate and communicate specific ideas. For example, if a region is doing something good let the other regions know.

2006 Congress

USAT Congress will take place on January 12-16, 2005, incorporating the Race Director Conference – Tools of the Trade, Regional Presidents, Regional Officials Coordinators, Regional Athlete Development Coordinators, USAT Board of Directors and Global Rules Summit. The key note speakers that will address Congress are: Bob Roll, Carol Lewis and Jef Mallett.

Risk Management

ESIX is currently USAT's risk management service. All incident reports, medical claims, will go through ESIX. They are willing to work with us to have information available on the USAT website.

Kathy spoke on USAT's loss comparison; losses valued, policy period, carrier and total incurred as of 1/7/2005 and 8/29/2005.

Age Rule

The issue of the age rule 3.2a "All age group athletes must participate and compete in the age group division corresponding to the athlete's actual age on the date of the event" was discussed.

The discussion involved changing 3.2a to have race age on December 31st of that year to be the respective age group.

Fred Phillips motioned, Chuck Graziano seconded that 2006 will be used to educate Race Directors and athletes on the December 31st rule change and implementation of the rule will occur in 2007.

Celeste Callahan proposed a friendly amendment to start the December 31st rule on 1-1-2006.

Fred Phillips accepted the friendly amendment.

After discussion Brad called to question, Fred Phillips seconded.

Motion to change the age rule passes by hand vote:

Celeste Callahan – yes	Fred Phillips - yes
Jim Donaldson – no	Mike Plumb – yes
Tom Reilly – yes	Chuck Graziano – yes
Mike Smedley – yes	

Charlie Crawford verified that the 3.2a will read as of 1-1-2006 "All age group athletes must participate and compete in the age group division corresponding to the athlete's December 31 the year of the event."

Brad Davison confirmed that the change in the wording is correct. Charlie Crawford will insert in USAT rulebook at the appropriate time.

Please note: Regarding the vote to change the age rule involved two objectives, 1) support the Grand Prix Series; 2) align with USAT ranking system.

Recess: 2:45 pm
Reconvene: 3:00 pm

2006 BOD Meetings

April, July and November has been decided for the 2006 BOD meetings. The actual dates TBD.

Adjournment: The meeting was adjourned at 4:00 pm

Executive Session / closed 4:00 pm