

USA Triathlon Board of Director's Meeting  
Saturday - Monday, April 30 – May 1, 2011  
Hilton El Conquistador, Tucson AZ

Present:

Bob Wendling  
Eric Averill  
Candy Cheatham  
Brian Harrington – via Webex  
Celeste Callahan  
Kevin Smeltzer  
John Lines  
Vince O'Brien – via Webex  
Steven Sexton  
Dave Kuendig  
Victor Plata  
Melissa Merson -ex-officio

Staff:

Rob Urbach  
Sharon Carns  
Cristina Byman

Committee Chair:

Pam Zawada, Regional Council Chair  
Rob Kasper, Bylaw Committee Chair – via Webex

**Saturday, April 30, 2011**

**Presiding:** Bob Wendling

**Call to Order:** Bob Wendling 12:00 pm

**Roll Call:** Candy Cheatham, Secretary

**President's Opening Remarks**

Bob Wendling welcomed the Board of Directors and discussed the meeting agenda. Bob thanked Melissa Merson for her idea of going with paperless Board books. Gratitude was expressed to Celeste Callahan for her involvement with Tucson Duathlon Nationals.

**CEO Opening Remarks**

Rob Urbach presented. Presentation attached to the original of these minutes (**Attachment #1**).

Bob Wendling opened the floor for questions at the conclusion of Rob Urbach's presentation. Board discussion occurred regarding the status of the Officials Program and the need for experienced ITU Officials. Recommendation was made to have Candy Cheatham serve as the Board Liaison to the Officials. The Board agreed that Joyce Donaldson needs to be involved as well. Further discussion occurred on Paratriathlon, Collegiate program, WCS event, and youth.

## **Approval of Minutes**

Motion was made by Eric Averill, seconded by Kevin Smeltzer to approve the minutes of January 3, 2011 Teleconference Call; January 16, 2011; February 7, 2011 Teleconference Call; February 17, 2011 Teleconference Call; and April 4, 2011 Teleconference Call.

## **Motion passed**

**Recessed 2:20 pm**

**Reconvened 2:30 pm**

## **Reports and Discussion Items**

### **Treasurer's Report**

Steve Sexton, USA Triathlon Treasurer presented. Presentation is attached to the original of these minutes (**Attachment #2**).

### **Paratriathlon Committee Report**

Eric Averill, Paratriathlon Board Liaison reported the following:

#### Paratriathlon Committee Composition

Jon Beeson  
Brian Leske  
JP Therberge  
David Curnow  
Tabi King  
Eric Averill  
Amanda Duke

#### Paratriathlon in the Paralympics

#### Rio in 2016

#### Strengths:

1. We have in place a group of paratriathletes that have been quite successful on the international Stage.
2. We have many sources of identification and training of paratriathletes. Organizations such as CAF, Team Semper Fi, Wounded Warriors, Getting to Tri, CDifferent and others.
3. We have a large constituency of age group athletes that have significant means and desire to support paratriathlon.
4. We have a motivated staff.
5. We have an expectation of considerable financial and advisory support from USOC.

#### Weaknesses

1. We have no source of funding currently in place to support an elite paratriathlon program beyond what we have included in this year's budget-\$58,000.
2. We have no Paratriathlon High performance Plan
3. We have no High Performance Director in place on staff.
4. We have no NF Classifiers, or ITU Classifiers in the US.

## Opportunities

1. A ready source of new athletes from the military
2. Possibilities for funding:
  - a. Membership
  - b. Government grants
  - c. Foundation resources
  - d. Public fund raising campaigns
3. Paralympic medals in 2016

## Threats

1. Inability to fund the program- staff, support
2. Lack of dedicated staff to run a program
3. The moving target of classification by IPC leaves us wondering about how best to prepare National Teams for Rio.
4. The cooperative development of a USAT Paratriathlon program with the former USA players.
5. A Paratriathlon Program without attention and dedication of resources to stimulating and supporting Paratriathlon at the grass roots level

## **Bylaw Amendments**

Rob Kasper presented. Presentation is attached to the original of these minutes (**Attachment #3**).

Victor Plata presented. Presentation is attached to the original of these minutes (**Attachment #4**).

Board discussed the various components relating to the bylaw amendments. Bob Wendling recommended that the Board continue ongoing discussions over the next few weeks.

Eric Averill motioned, John Lines seconded to adjourn at for the day.

**Meeting adjourned 4:45 pm Pacific**

**Reconvened Sunday, May1, 2011 at 8:00 am Pacific**

## **Reports and Discussion Items (continued)**

### **Race Director Committee**

Eric Averill, Board Liaison of the Race Director Committee reported that the group has had two conference call meetings since restructure. The committee is excited about their mission and has developed a number of goal list items to include: developing Race Director Sub-committee, Code of Ethics, ways to reward exceptional Race Directors, and looking for innovative ways to fund officials at events. The event services staff is fully engaged with this committee and their goals.

### **Women's Committee**

Candy Cheatham, Board liaison of the Women's Committee reported that they had a response from the Pacific Northwest region for a grant. The committee has two grants

remaining, and after May 2 if not applied for by the regions they will be opening up to the clubs. On May 11<sup>th</sup> the committee will be having a webinar with Rose Snyder on Communication Skills Required in Governance. Furthermore, the committee is on task with regards to the plan of action submitted to the board last year and is on budget.

The Board discussed the benefits of the grants and the requirements.

**Action item:** Pam Zawada will email the regions to notify them that there are still two grants available and the deadline is May 2.

### **International Relations Committee**

Melissa Merson reported a site evaluation will take place next week in San Diego for broadcasting on the WCS race. Additional noteworthy items:

- At the London ITU Board meeting a few weeks ago they toured the Olympic site and the venue is amazing.
- Doug Hiller is our representative on the ITU Medical Committee and has served in this capacity for more than two decades and was funded to attend the ITU Medical Conference. As a result of his participation the ITU has chosen Doug to be sent to international medical events.
- PATCO will be meeting in June and more information will be forthcoming and Melissa will share this information with the Board.
- ITU Executive Board approved bylaw amendments to the ITU bylaws and will be circulated to the Board when available. Voting will occur on new ITU bylaws in Beijing this summer.

### **Regions**

Kevin Smeltzer, Board Liaison to the Regional Council Chair Committee stated that Pam Zawada will provide a region update in her presentation.

### **National Coaching Committee**

Kevin Smeltzer, Board Liaison to the National Coaching Committee reported that they are currently reviewing coaching education, continuing education credits and certification.

### **Age Group Committee**

Kevin Smeltzer, Board Liaison to the Age Group Committee stated that the group is doing phenomenal work:

- Committee is requesting more money for what they want to do at Age Group Nationals in Burlington VT.
- There will be an Athlete of the Year celebration cruise (paid for by the athletes), more details to come.
- They will be reaching out to the regional chairs to discuss Aqua Bike and implementation - taking from Regional to National Championships.

The Board discussed the benefits of Aqua Bike and the implementation of Aqua Bike National Championships.

### **AAC**

Victor Plata reported that the AAC has met over the last couple of months to discuss the proposed bylaw amendments and also discussed the entry criteria to the World Championship Series and World Cup Events, specifically the discretionary selection.

This has not been resolved yet, and in the meantime it was discovered that one of the documents may have a typo and that is the World Cup Entry document. Andy Schmitz and Victor Plata are requesting that the Board consider correcting the apparent typo regarding discretion.

Steve Sexton stated that he disagrees with how discretion has been used and would like to get the AAC's feedback on changing it from one to two nominees. Dave Kuendig agreed with Steve.

Bob Wendling recommends this issue go back to the AAC and ask for an opinion before the Board votes.

**Action item:** Victor will contact the AAC on their position regarding the World Cup Entry document typo and email that to the Board.

### **Paratriathlon**

Eric Averill, Paratriathlon Committee Chair is relaying a request for stipends and camps. Further clarification is needed and whether this can be combined with the grants. Currently there are two budgets for Paratriathlon: travel and grants. Rob Urbach stated that he will make sure a system is in place for spending.

### **Collegiate Triathlon Association (CTA)**

Bob Wendling provided background information on the Rules document that was submitted for Board review on the April 4, 2011 Board teleconference call. The CTA would like to have this approved by August 2011.

Rob Urbach referenced rules and Collegiate Nationals and stated that the rules need to be revisited. Suggestion was made to check insurance policy to verify if a large scale draft legal race will fit into the current policy.

Dave Kuendig stated there are problems and that Collegiate Nationals should be draft legal. Bob Wendling reminded the Board that USA Triathlon has a phenomenal event as it is now.

Melissa Merson asked that the Board to take a lead and be decisive on a draft legal race.

After Board discussion, Bob Wendling suggested a taskforce be created that evaluates the options of drafting and non-drafting and bring back the evaluation to the Board.

The taskforce will consist of Candy Cheatham, John Lines (Chair), Dave Kuendig, Steve Sexton and Rob Urbach will involve staff at his discretion.

### **Term Limit Analysis**

Eric Averill asked the Board to review the Board Term Limit document and offer feedback in the near future.

Melissa Merson brought the election petition criteria to the Board. The concern is some members are appointed, thus, not required to get 50 signatures. At some point the Board needs to consider either going with petitions for all members or remove the petition required altogether.

### **New Race Series**

Celeste Callahan updated the Board on recent discussions of a new race series. The goal is to bring back the excitement of the Bud Light series in the 80's. The issue is USA Triathlon has a lot of races and we need to rise above the masses and establish strong regional series. Moving forward with this will require further discussion and feedback from various committees.

### **Youth**

Rob Urbach presented on youth programming. Presentation is attached to the original of these minutes (**Attachment # 5**).

Board discussed relevancy and other successful youth models. Discussion will continue with Board and staff regarding the different elements moving forward.

### **Board went into executive session at 10:15 am**

### **Reconvened at 11:10 am**

### **Region Report**

Pam Zawada presented. Presentation is attached to the original of these minutes (**Attachment #6**).

The Board talked about the regions recommendations. Bob Wendling stated that this not only introduces regional distribution but governance and representational concepts that need further evaluation.

Pam Zawada asked for her recommendations to be considered, specifically, to eliminate the 2 to 1 ratio requirement.

Melissa Merson motioned, Celeste Callahan seconded that the bylaw committee come back with proposal to eliminate the 2 to 1 ratio.

### **Record of votes:**

Eric Averill – no

Steve Sexton – no

Candy Cheatham – no

Kevin Smeltzer – yes

Brian Harrington – no

Dave Kuendig – abstain

Victor Plata – yes

John Lines – no

Vince O'Brien – no

Celeste Callahan – yes

### **Motion Failed**

After Board vote, Victor Plata made a point that a committee can bring a resolution to the Board after it goes through the Board Liaison.

Bob Wendling recommended that the Governance and Nominating, Bylaw and Strategic Planning Committee continue discussions on regional restructure.

**Recessed 12:00 pm**

**Reconvened 2:10 pm**

**Independent Director**

Board voted by paper ballot. Charles Baker was the top vote getter and was contacted with the result.

**Budget Process Reform**

Rob Urbach explained the current budget process and stated that changes are underway to create a better system. The goal is to have a comprehensive budget going into the November 2011 Board meeting. The Board discussed how to make the budget meetings more productive and the overall process. Several points of discussion included: wish list items, committee and region budgets and, focusing on budget meeting separate from event race activities.

**Board Goals**

Eric Averill reviewed the 2011 Board Goals (**attachment #7**).

**Board went into executive session at 1:20 pm**

**Board of Directors meeting adjourned at 2:00 pm.**

For a copy of an attachment, please contact Sharon Carns at ([sharon.carns@usatriathlon.org](mailto:sharon.carns@usatriathlon.org)).

### **Attachments**

April 30 – May 1, 2011 – USA Triathlon Board of Directors Meeting – Tucson, AZ

**Attachment #1**      Page 1 – CEO Opening Presentation

**Attachment #2**      Page 2 – Treasurer’s Report

**Attachment #3**      Page 3 – Bylaw Amendments

**Attachment #4**      Page 3 – Bylaw Amendments

**Attachment #5**      Page 6 – Youth Programming Presentation

**Attachment #6**      Page 6 – Region Report Presentation

**Attachment #7**      Page 7 – Board of Directors 2011 Goals