

USA Triathlon Board of Director's Meeting
Sunday – Monday, –November 14-15, 2010
Hilton Clearwater Beach, Clearwater, FL

Present:

Board of Directors:

Brian Harrington
Eric Averill
Bob Wendling
Candy Cheatham
Rob Kasper
Celeste Callahan
Jim Donaldson
Vince O'Brien (via conference phone)
Steven Sexton
Victor Plata
Dave Kuendig
Melissa Merson, Ex Officio

Absent:

Jim Ryun

Staff:

Tim Yount, Acting ED
Amy Drown, Executive Assistant
Sharon Carns, Governance Affairs & HR Manager
Chuck Menke, Marketing and Communications Director
Kathy Matejka, Event Services Director
Jeff Dyrek, National Events Director
Gordon Weldon, Operations Director
Katie Baker, Interim Sport Performance Director – via phone
Deby Williams, Finance Manager
Charlie Crawford, Commissioner of Officials

Committee Chairs:

Pam Zawada, Regional Council Committee Chair
Jon Beeson, Paratriathlon Committee Chair

Guests:

Mike Price, ESIX
Steve Meckfessel, WTC, COO

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

Sunday, November 14, 2010

Presiding: Brian Harrington

Call to Order: Brian Harrington 8:00 am

Roll Call: Candy Cheatham, Secretary

President's Opening Remarks

Brian Harrington welcomed the Board of Directors and went over Board meeting agenda.

Interim Executive Director's Opening Remarks

Tim Yount stated the USA Triathlon staff has been anticipating this budget meeting for some time. The staff has worked diligently to present the Board with a balanced budget. Tim provided the Board with 2010 office landmarks to include:

- Eclipsed 135,000 members
- Club registration exceeded 850
- 3000 sanctioned events
- Duathlon Nationals attendance record
- Age Group Nationals sold out
- World Championships – Junior podium finish and two 4th place finishes. Best performance of American Teams since 1994
- Three medals in the Youth Olympic Games in Singapore
- Verses broadcast of Age Group Nationals in Tuscaloosa, AL
- Drug testing for age group athletes started

Discussion Items

Long Course Championship

Bob Wendling stated two regions have approached him regarding the difficulty they are experiencing in choosing a top quality regional championship because they have already been selected by the half-max series.

Jeff Dyrek explained the process to the Board. Bob Wendling suggested we continue communications with the regions. He also suggested that we start to take a look at separating Long Course and Club Championships.

One-Day Membership Licenses

Bob Wendling recommended that USAT look for a solution on RD's collecting one-day fees. Jim Donaldson stated that as a Race Director he uses IM Athlete and it has worked flawlessly. Gordon Weldon stated another option might be Active since they are developing a new system that will send the money bimonthly to USAT.

The Board discussed IT solutions for online resolutions and how to avoid potential fraud.

Paratriathlon

Jon Beeson reported that Paratriathlon applied for Olympic status. Vote will happen in China (IPC) on 12/11/10. Board and Jon discussed inclusion in the Olympics and funding.

USOC Bylaw Requirements

Victor Plata stated that USAT Bylaws need to be consistent with the USOC Bylaws. The specific concern is elite athlete representation on USAT committees. Since the USOC has stated they will be tweaking their Bylaws over the next 12-16 months it makes sense to hold off on making any changes until those changes are made.

PATCO

Brian Harrington attended this year's PATCO in Puerto Vallarta. USAT was well represented and governance training was provided.

USAT Competitive Rules Discussion

Charlie presented an overview on the officials program. To include:

- USAT has a fair system
- Statistics on penalties
- 300 active officials
- Rules for youth underway

WTC – Steve Meckfessel

Steve Meckfessel with WTC (Ironman COO) joined the meeting for Q&A with the Board.

Resolution

Victor Plata presented the Elite Athlete Association Rebate Resolution.

Resolution for Board Action

November 14, 2010

Subject: Elite Athlete Association Rebate

Background: In 2009 the USAT Athlete Advisory Council (AAC), in accordance with a vote of the elite members, recommended maintaining the 2010 USAT elite membership fee at \$100, and providing a grant sourced from elite athlete dues to fund a professional triathlon association (Association). In addition, the AAC voted to require membership in the Association to be eligible for a USAT elite license. Finally, the AAC recommended reducing elite athlete membership dues to \$39 beginning in 2011. The USAT Board of Directors approved the three AAC recommendations.

The elite athlete membership criteria included the following language: “To be eligible for an elite member license applicants must be a member of the elite athlete association designated by the AAC. Association membership is optional for Elite Collegiate, and Elite Foreign license applicants.”

One potential drawback of the prerequisite to join the Association for a USAT elite license is the issue of whether the right to compete includes the right to win prize money. This remains an unanswered question, which this resolution will resolve.

This Elite Athlete Rebate Resolution will accomplish the original intent of the vote of the elite athlete members, without the Association prerequisite, by creating a license fee rebate option. This resolution will:

- 1) Eliminate the prerequisite of Association membership to be eligible for USAT elite license;

- 2) restore the USAT elite license fee to \$100 (Elite Collegiate, and Elite Foreign licenses remain at the age-group level); and
- 3) provide a rebate of \$61 to Association members for a USAT elite license.

Financial Impact: Nominal.

Relevant & Affected By-Laws and Procedures: 1) Article VI Sec.2: “USA Triathlon shall create a class of membership known as an elite athlete membership with criteria established by the AAC and approved by the board of directors.”

2) Elite membership dues.

Whereas, the elite athlete members of USA Triathlon voted to maintain the USAT elite license fee at \$100 and use 61% of the fee to fund the Association, and

Whereas, the Athlete Advisory Council recommends an elite license fee rebate for Association members to make the license fee equal to the amount paid by age-group members, and

Whereas, the Athlete Advisory Council recommends removing the Association membership prerequisite to be eligible for a USAT elite license.

Now, therefore, let it be resolved that the following language be removed from the elite athlete membership criteria: “To be eligible for an elite member license applicants must be a member of the elite athlete association.”

Now, therefore, let it be further resolved that for 2011 the yearly USAT Elite license fee be restored from the amount paid by age-group members to one hundred dollars (\$100). Elite Collegiate, and Elite Foreign license applicants shall remain equal to the amount paid by age-group members.

Now, therefore, let it be further resolved that for 2011 the yearly USAT elite license fee include a rebate for Association members to make the license fee equal to the amount paid by age-group members.

This resolution is to take effect immediately.

Board talked about raising the Elite Pro membership from \$39 to \$100 and the remaining \$61 would go to PROTA. Resolution was tabled until the 12/6 BOD call.

Action item: PROTA will need to provide financials on money already spent and what the \$54,000 in the bank will be spent on.

Recessed 12:00 pm

Reconvened 1:15 pm

Budget – Business Units

Sport Performance, Katie Baker and Andy Schmitz (via phone); Event Services, Kathy Matejka; Marketing and Communications, Chuck Menke; Operations, Gordon Weldon; National Events, Jeff Dyrek; and Sport Development, Tim Yount presented the

following elements in conjunction with the budget:

2010 in Review – Greatest Success
2010 Key Learning's
2010 Cross Unit Successes
2011 Challenges
2011 Opportunities
Highest Priorities for your BU

Mike Price presented with Kathy Matejka, Event Services Director. Mike updated the Board on risk management and insurance claims.

After the Event Services presentation the Board discussed whether or not USAT supports U.S. ITU officials. Tim Yount stated that staff does not disagree that we need to bring in more ITU officials.

Melissa Merson motioned, Victor Plata seconded to have staff present in the January 2011 BOD meeting a proposal that merges WTC/ITU/USAT for USAT sanctioned races into one officials program.

Rob Kasper proposed a friendly amendment to direct staff to present in the January 2011 BOD meeting a plan to increase participation in the ITU program.

Melissa Merson did not accept the friendly amendment.

Record of Board Votes:

Eric Averill – no
Bob Wendling – no
Candy Cheatham - no
Rob Kasper – no
Dave Kuendig – yes
Steve Sexton – yes
Victor Plata - yes
Jim Donaldson – no
Celeste Callahan – abstain

Motion failed.

Action item: Kathy Matejka will provide a proposal on the officials program in the January 2011 BOD meeting.

Recessed 3:45 pm
Reconvened 4:00 pm

The Board discussed Budget Wish list items and agreed to continue budget discussions on Monday.

Eric Averill motioned, Celeste Callahan seconded to adjourn for the day.

Meeting adjourned 6:15 pm

Reconvened Monday, November 15, 2010 at 7:00 am

Approval of Minutes

Motion was made by Eric Averill, seconded by Celeste Callahan to approve the minutes of September 15, 2010 Teleconference Call; and September 26, 2010 minutes.

Minutes approved unanimously

Board Members Recognized

The Board recognized Rob Kasper and Jim Donaldson for their years of service on the Board.

WC/WCS Athlete Selection Policies



**ITU World Cup Event Selection Policy
2011-2012**

1. Introduction

This selection policy explains how USA Triathlon will prioritize USA athletes for nomination to the International Triathlon Union (ITU) to compete in ITU World Cup events (WC); is derived from current ITU WC Elite Qualification Criteria; shall be revised by USAT to comply with any material changes by the ITU to the WC Elite Qualification Criteria; and, shall include USA athlete nominations for WC events that are USA Pan American Games and Olympic Games Team Selection Events.

ITU determines the eligibility criteria for ITU WC events. Selections to ITU WC events are made by ITU from entries submitted by USA Triathlon. All USA athletes interested in WC entry are advised to read the ITU WC Elite Qualification Criteria posted at www.triathlon.org.

2. USAT Eligibility and Nomination Criteria

- A. USA athletes must request entry to a WC event by written notice to the USAT National Teams Program Manager (ituentries@usatriathlon.org) by the USAT entry deadline for that event. Entry deadlines for 2011 events are listed on page four (4) of this document. Entry deadlines for 2012 events will be posted on the USAT web site with notice sent to all USA athletes within one week of the official 2012 ITU WC Calendar being made public.
- B. USAT will enter all athletes onto the ITU wait list via the ITU online entry system no fewer than 31 days before the first competition day.
- C. Selection to the WC event will be made by the ITU in accordance with the ITU WC Elite Qualification Criteria.

3. Substitutions/Replacements

Once ITU has created the start list for a WC event, up to two athletes per gender with the lowest "Records" (defined below) who are not "Protected" (defined below) may be subject to replacement. The purpose of this replacement protocol is to ensure athletes returning from injury, quickly rising up the pipeline, or capable of contributing to a medal performance can be placed on the team to enhance medal opportunities. Should all USA athletes on the start list achieve Protected status, this replacement process will not be used except in the instance of an athlete withdrawal. Replacements will be made in the following priority:

- A. Discretion of the High Performance Director: USAT reserves the right to submit up to one discretionary entry per gender. Any elite athlete member may appeal for discretionary nomination. An appeal must be filed in writing with USA Triathlon's National Teams Program Manager 10 days before the USAT entry deadline. The appeal shall be in the form of a petition and shall contain the following:
 - i. The petitioner's name, address, email and telephone number;
 - ii. Detailed explanation of all of the grounds for the appeal;
 - iii. Evidence that the athlete wishes to be considered; and Request to participate orally at the hearing if so desired.

Athletes selected on discretion must have demonstrated exceptional ability at high-level competitive events and are candidates to medal or enhance team medal opportunities. Discretionary entries will be nominated by the USAT High Performance Director and voted on by the USAT Elite Athlete Selection Committee. Discretion will not be used in Pan American Games or Olympic Games Team Selection Events.

- B. Record: The athlete on the wait list with the highest Record, so long as the replacement athlete's Record is greater than that of the USA athlete with the lowest Record already on the start list being replaced.
- C. Any replacement determinations will be made promptly, however, the change will be submitted to the ITU as close to, but no later than, the 12-day ITU deadline as possible, given the limit of two voluntary substitutions per country. This insures all illness, injury or voluntary withdrawals can be taken into account before a final decision is made.

Definition of Record

- 1) For WC events conducted on or before June 30, 2011: the sum of an athlete's two best scores from the ITU Olympic Qualification List and/or Continental Cup Podium (Top-3) Scores from the ITU Points List between June 1, 2010 and the start list creation date
- 2) For WC events conducted between July 1, 2011 and December 31, 2011: the sum of an athlete's two best scores from the ITU Olympic Qualification List and/or Continental Cup Podium (Top-3) Scores from the ITU Points List between January 1, 2011 and the start list creation date
- 3) For WC events conducted between January 1, 2012 and June 30, 2012: the sum of an athlete's two best scores from the ITU Olympic Qualification List and/or Continental Cup Podium (Top-3) Scores from the ITU Points List between July 1, 2011 and the start list creation date
- 4) For WC events conducted between July 1, 2012 and December 31, 2012: the sum of an athlete's two best scores on the current ITU **Points** List between January 1, 2012 and the start list creation date
- 5) Tiebreaker: Where the athletes' Records are tied, the athlete with highest individual score wins the tie. Where the athletes' highest scores are the same, the athlete with the most recent highest individual score wins the tie. Where the athletes have no score, the athlete with the most ITU Points on the Current ITU Points List wins the tie.

Definition of Protected

An athlete achieving any of the criteria listed below will be exempt from replacement at a WC event:

- 1) Ranked top three (3) among USA athletes in the ITU Olympic Rankings at the time of the creation of the start list
- 2) Ranked in the top 40 of the current ITU Points List at the time of the creation of the start list

4. Elite Athlete Selection Committee

The Committee will be comprised of four individuals: High Performance Director (ex officio/ non-voting) and three disinterested members of the Elite Athlete Selection Committee Pool. For a full description of the EASC, please review the committee charter on the USAT web site. All members of the EASC are required to sign the USAT Conflict of Interest statement that is required of all USAT committee members.

5. Nomination Procedure Agreement

This form must be initialed (after each bullet point in the designated space), signed and returned along with the first nomination you submit for entry to a WC Event in 2011.

- An athlete must email/fax the National Team Program Manager on or before the advertised WC Events Deadline Dates (see 2011 WC Event Deadlines below). No verbal communication of interest will be considered. _____
- It is the responsibility of the athlete to check the ITU website for any changes to the submission deadline dates as a result in a change as determined by the ITU. _____
- An athlete understands that WC Event start positions are limited and ranking points earned in WC Events are crucial to the USA earning the full three start positions at the Olympic Games. If an athlete is not 100% ready to compete due to injury, illness, or any other reason, he or she will withdraw from the WC Event as early as possible to allow a better-prepared athlete to race for the good of USA Triathlon. _____
- If an athlete elects to withdraw from a WC Event after the submission deadline dates, he/she is obligated to inform the National Team Program Manager immediately so a replacement athlete can be nominated. This communication must be done in person or in writing. If an athlete does not withdraw before the closing date to ITU, a penalty (see below) will be enforced and an athlete will forfeit consideration to future WC Events. Medically justified withdrawals will be accepted without penalty to ensure the strongest team for USA Triathlon at each WC Event. _____
- An athlete must understand that he/she is not guaranteed a WC Event start if entered by USA Triathlon. ITU has the right of selection and USAT has the right of substitution. Only after the start list is posted on the ITU website, and USAT has exercised its substitution authority, is a selection confirmed. _____
- I have initialed and understood all of the above. _____

Print Name

Date

Signature

2011 ITU WC Event Cancellation Policy

The cancellation policy will be strongly enforced in 2011. If an athlete wishes to avoid the below penalties, athletes must communicate in person or via email with the National Team Program Manager their wishes to be removed from the WC Event consideration list by the ITU deadline dates listed below. Failure to do so will result in the penalties outlined below in addition to the ITU penalties outlined at www.triathlon.org. Athletes with injury or sickness must produce an authorized doctor note.

WC Event	Event Date	ITU Deadline	USAT Deadline
Mooloolaba, Australia	March 27	February 24	February 18
Ishigaki, Japan	April 17	March 17	March 11
Monterrey, Mexico	May 8	April 6	April 1
Edmonton, Canada	July 10	June 9	June 4
Tiszaujvaros, Hungary	August 14	July 14	July 8
Huatulco, Mexico	October 9	September 8	September 2
Tongyeong, South Korea	October 15	September 14	September 9
Guatape, Columbia	November 6	October 6	September 30

*Race dates and deadlines are subject to change so please check the ITU website for the most recent race date. If race dates change, so will the deadline so please contact the NTPM

- 1st offense: \$1000 fine
2nd offense: Ineligible for any ITU event starts for 6 months from race date

***Above payments must be received within 14 days from the event date. If athlete neglects to make payment their elite license will be suspended for six months from deadline date of missed payment. Payments will be enforced by NTPM with actions being reported to the AAC.**



ITU World Championship Series Event Selection Policy 2011-2012

6. Introduction

This selection policy explains how USA Triathlon will prioritize USA athletes for nomination to the International Triathlon Union (ITU) to compete in ITU World Championship Series events (WCS); is derived from current ITU WCS Elite Qualification Criteria; shall be revised by USAT to comply with any material changes by the ITU to the WCS Elite Qualification Criteria; and shall include USA athlete nominations for WCS events that are USA Pan American Games and Olympic Games Team Selection Events.

ITU determines the eligibility criteria for ITU WCS events. Selections to ITU WCS events are made by ITU from entries submitted by USA Triathlon. All USA athletes interested in WCS entry are advised to read the ITU WCS Elite Qualification Criteria posted at www.triathlon.org;

7. USAT Eligibility and Nomination Criteria

- D. USA athletes must request entry to a WCS event by written notice to the USAT National Teams Program Manager (ituentries@usatriathlon.org) by the USAT entry deadline for that event. Entry deadlines for 2011 events are listed on page four (4) of this document. Entry deadlines for 2012 events will be posted on the USAT web site with notice sent to all USA athletes within one week of the official 2012 ITU WCS Calendar being made public.

- E. USAT will enter all athletes onto the ITU wait list via the ITU online entry system no fewer than 31 days before the first competition day.
- F. Selection to the WCS event will be made by the ITU in accordance with the ITU WCS Elite Qualification Criteria.

8. Substitutions/Replacements

Once ITU has created the start list for a WCS event, the athlete of each gender with the lowest "Record" (defined below) who is not "Protected" (defined below) may be subject to replacement. The purpose of this replacement protocol is to ensure athletes returning from injury, quickly rising up the pipeline, or capable of contributing to a medal performance can be placed on the team to enhance medal opportunities. Should all USA athletes on the start list achieve Protected status, this replacement process will not be used except in the instance of an athlete withdrawal. Replacements will be made in the following priority:

- A. Discretion of the High Performance Director: USAT reserves the right to submit up to one discretionary entry per gender. Any elite athlete member may appeal for discretionary nomination. An appeal must be filed in writing with USA Triathlon's National Teams Program Manager 10 days before the USAT entry deadline. The appeal shall be in the form of a petition and shall contain the following:
 - i. The petitioner's name, address, email and telephone number;
 - ii. Detailed explanation of all of the grounds for the appeal;
 - iii. Evidence that the athlete wishes to be considered; and
 - iv. Request to participate orally at the hearing if so desired.

Athletes selected on discretion must have demonstrated exceptional ability at high-level competitive events and are candidates to medal or enhance team medal opportunities. Discretionary entries will be nominated by the USAT High Performance Director and voted on by the USAT Elite Athlete Selection Committee. Discretion will not be used in Pan American Games or Olympic Games Team Selection Events.

- B. Record: The athlete on the wait list with the highest Record, so long as the replacement athlete's Record is greater than that of the USA athlete with the lowest Record already on the start list being replaced.
- C. Any replacement determinations will be made promptly, however, the change will be submitted to the ITU as close to, but no later than, the 12-day ITU deadline as possible, given the limit of one voluntary substitution per country. This insures all illness, injury or voluntary withdrawals can be taken into account before a final decision is made.

Definition of Record

- 6) For WCS events conducted on or before June 30, 2011: the sum of an athlete's two best scores on the ITU Olympic Qualification List between June 1, 2010 and the start list creation date
- 7) For WCS events conducted between July 1, 2011 and December 31, 2011: the sum of an athlete's two best scores on the ITU Olympic Qualification List between January 1, 2011 and the start list creation date
- 8) For WCS events conducted between January 1, 2012 and June 30, 2012: the sum of an athlete's two best scores on the ITU Olympic Qualification List between July 1, 2011 and the start list creation date
- 9) For WCS events conducted between July 1, 2012 and December 31, 2012: the sum of an athlete's two best scores on the current ITU **Points** List between January 1, 2012 and the start list creation date
- 10) Tiebreaker: Where the athletes' Records are tied, the athlete with highest individual score wins the tie. Where the athletes' highest scores are the same, the athlete with the most recent highest individual score wins the tie. Where the athletes have no score, the athlete with the most ITU Points on the Current ITU Points List wins the tie.

Definition of Protected

An athlete achieving any of the criteria listed below will be exempt from replacement at a WCS event:

- 3) Ranked top three (3) among USA athletes in the ITU Olympic Rankings at the time of the creation of the start list

- 4) For the first two (2) WCS events in a calendar year: ranked in the top 30 of the prior year's World Championship Series Rankings
- 5) For the Grand Final: ranked in the top 30 of the current year's World Championship Series Rankings
- 6) For all other WCS events: ranked in the top 20 of the current year's World Championship Series Rankings at the time of the creation of the start list

9. Elite Athlete Selection Committee

The Committee will be comprised of four individuals: High Performance Director (ex officio/ non- voting) and three disinterested members of the Elite Athlete Selection Committee Pool. For a full description of the EASC, please review the committee charter on the USAT web site. All members of the EASC are required to sign the USAT Conflict of Interest statement that is required of all USAT committee members.

10. Funding

USAT shall pay the reasonable travel expenses to WCS events for athletes who are nominated and meet any of the funding criteria listed below:

- A. Funding Criteria:
 - 1) Ranked top three (3) among USA athletes in the ITU Olympic Rankings at the time of the creation of the start list
 - 2) Ranked in the top 30 of the World Championship Rankings. For the first two WCS events in a calendar year, this will be based off the prior year's rankings. For all subsequent events, this will be based off the rankings at the time of the creation of the start list
 - 3) Ranked in the top 30 of the current ITU Points List at the time of the creation of the start list
 - 4) Post a top 15 finish at the WCS event in which reimbursement is requested
- B. Logistics: Athletes selected to a WCS event shall travel together, train together, stay together, and be supported fully and equally by the USAT support staff. Athletes who fund their own travel through the User Fee to the WCS event shall be required to follow the travel and lodging itinerary provided by the USAT staff. USAT staff will provide the itinerary as soon as possible following start list posting by the ITU, but not less than 21 days before the WCS event.
- C. User Fee: Athletes who do not meet funding criteria 1-3 above shall be required to pay USA Triathlon a User Fee of \$1188.00 (double occupancy; or \$1588.00 for single occupancy) to cover the costs of the lodging, staff support contract fees, staff travel and other costs associated with participation in the WCS event. This fee is due to USA Triathlon within five (5) days of confirmation of the start list. Airfare and food is the responsibility of the athlete. Athletes who meet criteria 4 above will be entitled to a full refund of the user fee. USA Triathlon may waive the User Fee and/or cover the airfare at the discretion of the HPD.

11. Nomination Procedure Agreement

This form must be initialed (after each bullet point in the designated space), signed and returned along with the first nomination you submit for entry to a WCS Events in 2011.

- An athlete must email/fax the National Team Program Manager on or before the advertised WCS Events Deadline Dates (see 2011 WCS Event Deadlines below). No verbal communication of interest will be considered. _____
- It is the responsibility of the athlete to check the ITU website for any changes to the submission deadline dates as a result in a change as determined by the ITU. _____
- An athlete understands that WCS Event start positions are limited and ranking points earned in WCS Events are crucial to the USA earning the full three start positions at the Olympic Games. If an athlete is not 100% ready to compete due to injury, illness, or any other reason, he or she will withdraw from the WCS Event as early as possible to allow a better-prepared athlete to race for the good of USA Triathlon. _____
- If an athlete elects to withdraw from a WCS Event after the submission deadline dates, he/she is obligated to inform the National Team Program Manager immediately so a replacement athlete can be nominated. This communication must be done in person or in writing. If an athlete does not withdraw before the closing date to ITU, a penalty (see below) will be enforced and an athlete will forfeit consideration to future WCS Events. Medically justified withdrawals will be accepted without penalty to ensure the strongest team for USA Triathlon at each WCS Event. _____
- An athlete must understand that he/she is not guaranteed a WCS Event start if entered by USA Triathlon. ITU has the right of selection and USAT has the right of substitution. Only after the start list is posted on the ITU website, and USAT has exercised its substitution authority, is a selection confirmed. _____
- I have initialed and understood all of the above. _____

Print Name

Date

Signature

2011 ITU WCS Event Cancellation Policy

The cancellation policy will be strongly enforced in 2011. If an athlete wishes to avoid the below penalties, athletes must communicate in person or via email with the National Team Program Manager their wishes to be removed from the WCS Event consideration list by the ITU deadline dates listed below. Failure to do so will result in the penalties outlined below in addition to the ITU penalties outlined at www.triathlon.org. Athletes with injury or sickness must produce an authorized doctor note.

WCS Event	Event Date	ITU Deadline	USAT Deadline
Sydney, Australia	April 9-10	March 9	March 4
Yokohama	May 14-15	April 13	April 8
Madrid, Spain	June 4-5	May 4	April 29
Kitzbuehel, Austria	June 18-19	May 18	May 13
Hamburg, Germany	July 16-17	June 15	June 10
London, Great Britain	August 6-7	July 6	July 1
Beijing, China (Grand Final)	September 10-11	August 10	August 5

*Race dates and deadlines are subject to change so please check the ITU website for the most recent race date. If race dates change, so will the deadline so please contact the NTPM

1st offense: \$1000 fine
2nd offense: Ineligible for any ITU event starts for 6 months from race date

***Above payments must be received within 14 days from the event date. If athlete neglects to make payment their elite license will be suspended for six months from deadline date of missed payment. Payments will be enforced by NTPM with actions being reported to the AAC.**

Eric Averill motioned, Dave Kuendig seconded to approve the WC/WCS selection criteria.

Motion passed unanimously

USA Triathlon Region Update and Budget

Pam Zawada, Regional Council Committee Chair presented. Presentation is attached to the original of these minutes.

Bob Wendling motioned, Rob Kasper seconded to approve the USA Triathlon Region Budget.

Motioned passed.

Recessed 9:45am

Reconvened 10:00 am

Committee Reports

Eric Averill provided a brief overview. Final committee reports are due for the January BOD meeting.

National USA Triathlon Budget

Board discussed various line items and actions recorded:

Steve Sexton motioned, Dave Kuending seconded to switch *Triathlon Life* magazine to a default electronic version and opt in to a printed version.

Record of Board Votes:

Eric Averill – no
Bob Wendling – no
Candy Cheatham - no
Rob Kasper – no
Dave Kuendig – yes
Steve Sexton – yes
Victor Plata - abstain
Jim Donaldson – no
Celeste Callahan – abstain

Motion Failed

Board discussed raising the collegiate entry fee. Steve Sexton stated that the collegiate committee would be opposed to raising the fee from \$70 to \$100.

Steve Sexton motioned, Celeste Callahan seconded that the collegiate budget be revenue neutral.

Record of Board Votes:

Eric Averill – yes
Bob Wendling – yes
Candy Cheatham - yes
Rob Kasper – yes
Dave Kuendig – yes
Steve Sexton – yes
Victor Plata - yes
Jim Donaldson – yes
Celeste Callahan – yes

Motion passed

Steve Sexton motioned, Dave Kuendig seconded to cut \$10,000 from IT program.

Record of Board Votes:

Eric Averill – yes
Bob Wendling – yes
Candy Cheatham - yes
Rob Kasper – no

Dave Kuendig – yes
Steve Sexton – yes
Victor Plata - no
Jim Donaldson – no
Celeste Callahan – yes
Vince O'Brien – no (joined meeting via phone)

Motion passed

Bob Wendling motioned, Dave Kuendig seconded to cut 10% across all business units for categories 5020, 5021,5022 and cut one in-person BOD meeting in 2011.

Record of Board Votes:

Eric Averill – yes
Bob Wendling – yes
Candy Cheatham - yes
Rob Kasper – no
Dave Kuendig – yes
Steve Sexton – yes
Victor Plata - yes
Jim Donaldson – yes
Celeste Callahan – yes
Vince O'Brien – yes (joined meeting via phone)

Motion passed

Bob Wendling motioned, Rob Kasper seconded to approve the 2011 National Budget as amended.

Amendments to budget: 10% overall cut on categories 5020, 5021 and 5022, eliminate one 2011 Board meeting, IT budget (5063) cut \$10,000 and Collegiate revenue neutral.

Motion passed unanimously

Budget Wish List Items:

1. U.S. Elite Race Series - \$150,000
2. NCAA - \$160,000
3. Event Signage - \$20,000
4. Collegiate Elite Program - \$50,000
5. Video content for USAT website - \$49,000
6. Support World Championships in the U.S. – \$20,000
7. World Championship Series – \$150,000
8. Writer & Photographer Fees - \$15,000
9. Youth-specific membership publication - \$115,000
10. Elite Compensation - \$456,000
11. Marketing for Webinars - \$10,000
12. Paratriathlon Budget - \$52,850
13. Elite Centers for Excellence - \$186,000
14. Rankings Staff - \$19,000
15. Research Program - \$30,915
16. Mechanics Certification - \$34,000

17. Rankings Focus Group - \$10,000
18. Club Grants - \$5,000
19. Development Program - \$22,000
20. Online Registration/University Site Upgrades - \$5,000
21. Club Recognition Program - \$1,500
22. National Team Athlete Personal Coach Development - \$40,000
23. USAT Women's Committee – Webinars - \$6,000
24. USAT Women's Committee – Matching Grants - \$4,500
25. Club Business Consultants/Contracted Labor - \$1,500

Board members discussed each wish list item. Following action items recorded:

Melissa Merson motioned, Celeste Callahan seconded to allocate \$200,000 in 2011 for item #1 then 1,000,000 allocated for 2012 to be spent on WCS race upon vote of the Board with matching funds from USAT partners.

Record of Board Votes:

Eric Averill – no
Bob Wendling – no
Candy Cheatham - no
Rob Kasper – no
Dave Kuendig – yes
Steve Sexton – yes
Victor Plata - yes
Jim Donaldson – no
Celeste Callahan – yes
Vince O'Brien – no (joined meeting via phone)

Motion Failed

Rob Kasper motioned, Jim Donaldson seconded to allocate \$200,000 in 2011 for item #1; \$150,000 for prize money and \$50,000 for transportation of signage.

Motion passed unanimously

Rob Kasper motioned, Bob Wendling seconded to accept wish list items 14, 15 and 19.

Motion passed unanimously

Recessed 12:15 pm

Reconvene 12:30 pm

Rob Kasper motioned, Eric Averill seconded to accept wish list items 3, 8, 11, 17, 18, 23 and 24.

Melissa Merson proposed a friendly amendment to delete #17. Rob Kasper accepted friendly amendment.

Record of Board Votes to Accept Wish List Items 3, 8, 11, 18, 23, 24:

Eric Averill – yes
Bob Wendling – yes

Candy Cheatham - yes
Rob Kasper – yes
Dave Kuendig – no
Steve Sexton – no
Victor Plata - yes
Jim Donaldson – yes
Celeste Callahan – no
Vince O'Brien – yes (joined meeting via phone)

Motion passed.

Steve Sexton motioned, Bob Wendling seconded to accept wish list item 10.

Record of Board Votes:

Eric Averill – no
Bob Wendling – no
Candy Cheatham - no
Rob Kasper – no
Dave Kuendig – yes
Steve Sexton – yes
Victor Plata - yes
Jim Donaldson – no
Celeste Callahan – no
Vince O'Brien – no (joined meeting via phone)

Motion failed

Dave Kuendig motioned, Bob Wendling seconded to accept wish list item 10 in the amount of \$240,000 to direct athlete ~~compensation~~ and support, with the expectation that USAT staff will submit the process by which the \$240,000 will be allocated for Board approval.

Motion passed unanimously

Jim Donaldson motioned, Bob Wendling seconded to accept wish list item 5.

Record of Board Votes:

Eric Averill – yes
Bob Wendling – yes
Candy Cheatham - yes
Rob Kasper – yes
Dave Kuendig – yes
Steve Sexton – no
Victor Plata - yes
Jim Donaldson – yes
Celeste Callahan – no
Vince O'Brien – yes (joined meeting via phone)

Motion passed

Bob Wendling motioned, Celeste Callahan seconded to accept wish list item 6.

Motion passed unanimously

Dave Kuendig motioned, Victor Plata seconded to accept wish list item 7 for 2012. To be funded at a minimum of 150,000 up to 1,000,000 with the goal of raising funds. Board discussed and agreed that the intention of funding is to spend up to 1,000,000 if a criterion is met.

Action item: Jeff Dyrek will contact ITU to let them know the commitment USAT is making.

The Board clarified that the 1,00,000 payout was based on funding from ITU, a major sponsor for USA Triathlon to offset a good portion of any commitment and still requires an additional vote of the board if those two terms are met.

Motion passed unanimously

Eric Averill motioned, Victor Plata seconded to renew Region Youth Grant for 2011 in the amount of \$70,000. Each region will receive \$7000.

Board discussed the previous grant provided to the Regions in 2010 and how the money was used and what were the measurable results of the grants. Brian Harrington explained that it is up to the Regions to determine and establish what youth programs to support.

Further discussion occurred on the disparities of the regions. Bob Wendling proposed a friendly amendment to allocate youth grant funds at \$2.20 per capita based on the membership level on 6/30/2010.

Eric Averill accepted the friendly amendment.

Record of Board Votes:

Eric Averill – yes
Bob Wendling – yes
Candy Cheatham - yes
Rob Kasper – yes
Dave Kuendig – yes
Steve Sexton – no
Victor Plata - yes
Jim Donaldson – yes
Celeste Callahan – no
Vince O'Brien – yes (joined meeting via phone)

Board discussed other types of grants and discussion was deferred for another time.

Board of Directors meeting adjourned at 2:00 pm.