

**USAT Board Meeting:** March 8 & 9, 2002  
USAT National Training Center  
Clermont, FL

**Presiding:** **Ray Plotecia**

**Present:** **Board Members**  
Ray Plotecia, Jack Weiss, Fred Sommer, Tim Becker,  
Victor Plata, Eric Schwartz, Diane Travis, Valerie Gattis,  
Jim Girand, Karen Buxton

**Executive Director**  
Steve Locke

**Staff**  
Tim Yount, Sarah Rosenkranz, Alison DeWall

**Committee Chairs**  
Brad Davison, Carol Whipple, Rachael Sears

**Call to Order:** Ray Plotecia called the meeting to order at 8:15 AM

**Opening Remarks:** **Ray Plotecia**  
The Board needs to keep growing – always thinking outside the box to come up with new ideas.

- Must continually work on collegiality as a group to move forward
- What the Board Isn't
  - Not a business
  - Not a competitor with race directors
  - Not a sponsor of athletes
- Board values
  - Ethical
  - Professional
  - Represents the sports of triathlon and duathlon.

**Steve Locke**

- USAT has been very progressive during the past five years
- National Training Center (NTC) will be a tremendous asset to triathlon
- Sport of triathlon has great potential
- Triathlon has a large participation by both men and women

**Introduction of  
Board members:**

New members include: Valerie Gattis (Central Region), Jim Girand (Western Region), Diane Travis (Eastern Region) and Karen Buxton (At-Large)

**Executive Session:**

The executive Board met in session at 8:45 a.m.

**Call to order:**

At 10:00 the regular session resumed and the newly elected President, Ray Plotecia, called the meeting to order. The other new officers are as follows: Vice President, Fred Sommer; Treasurer, Diane Travis; Secretary General, Karen Buxton

Interest Disclosure Statement:

- Steve Locked explained the statement to the board members and asked all to complete and return to him.

**Special Reports:**

**Bob Riddle, Partner, Atlantic Hotel Group**

- Shared the background of Atlantic Hotel Group
- Champions Hotel, situated on the National Training Center Campus, is unique because it specifically targets the athlete user, in relation to:
  - Length of stay
  - Affordability for extended stays
  - 23' foot ceiling heights in conference center that will allow for some indoor sports.
- Showed building design plan
  - All suite hotel
  - 370 beds
  - Dedicated area for bike servicing
  - 4 floors – first three floors will be 3-star rooms and the 4<sup>th</sup> floor will be full service, concierge, and card access only.
  - 6,000 sq. ft. of meeting/banquet space
  - 2 high tech board rooms
  - Full food service
  - Pools
  - Anticipated opening – spring 2003
  - Expects to employ 60 – 65 people on a regular basis, higher for special events.

**John Moore – Administrator National Training Center  
(NTC)**

- Explained the NTC campus vision
- NTC is one component of the 150-acre campus. Each component depends on the other.
- Showed current campus design and expected future growth.
- Discussed the construction of the new track
  - \$900,000 paid by state of Florida
  - \$110,000 paid by South Lake Hospital
  - Synthetic surface
- 6,000 sq. ft. women's center
- Gymnastics center
- Medical office building
- Talked about the partnership with Lake Sumter Community College and University of Central Florida which will create many intern opportunities
- John shared the plans for the "walk of fame" – should be complete within the next couple of months at a cost of \$10,000.

**Steve Locke's comments**

- NTC has the potential to be better than any of the Olympic training facilities.
- Now that NTC has community support through Wellness Center memberships, it will return to main focus of being an elite athlete-training center. Create a "cutting edge facility" for endurance sports, drawing athletes from the US as well as outside of the country.
- Need to develop programs to draw athletes to the NTC. First program is this month with--Duathlon camp, run by Ric and Sarah Rosencranz. Eleven people will be participating in the camp.

Discussion followed pertaining to NTC pricing for athletes and the availability of such pricing and services. Some thought that a 10% discount wasn't high enough for USAT members. Group would like to see a weekly fee of \$17 - \$20. Also discussed was a punch card system where athletes would pay a set fee for 10 visits that they could use at their convenience. It was agreed that it is crucial that a pricing schedule needs to be developed ASAP for visiting athletes. Steve commented that a scheduled is in the works and should be out shortly and will be posted on the web site. Steve noted that USAT name is crucial to the success of the NTC and campus in general and that these items could be used as negotiating points when discussing the contract between NTC & USAT next year.

**Approval of Minutes:** A few corrections were made and the minutes were approved as corrected.

## Practical Matters:

### Steve Locke-- Board Orientation

#### Travel planning and reimbursement procedures

- Discussed ways to book travel to board meetings
  - Through USAT travel desk
  - Make own arrangements and seek reimbursement from USAT
  - USAT credit card
  - Travel coupons – USAT has a limited # of travel coupons available for airline travel.
  - If travel is over \$500, must see Steve Locke

#### Steps for reimbursement

- Submit ORIGINAL receipt (must be receipt – on-line flight confirmation is not acceptable)

- Contact USAT for reimbursement form

#### Committee members attending Board meetings

- Only one member per committee can attend the meeting using budgeted money. Others must pay their own way.

#### Staff – who are they and what do they do?

- Tim Yount, Deputy Director – Team USA matters, newsletter, Age Group matters
- Kristin Sullivan – Reception
- Lora Lanz – Membership Director
- Gina DeMarco – Associate Marketing Director – serving sponsors
- Katie Baker – USOC reporting on grants; elite athletes
- Allison Cox – Sanctioning, risk management
- Angela Flannery – Allison's assistant, Regional Federations & Clubs
- Sara Rosenkranz – Athletic Development Director
- Ric Rosenkranz – Jr. Coach & Athlete Development
- Libby Burrell – National Teams
- Michelle Blessing – Resident Team Coach
- Tom Ziebart – Director of Sponsorships – USAT subsidizes his salary, on the payroll of the hospital.
  - Also works on the races that USAT owns.
- Charlie Crawford—Administration of the officials
- Several contract employees

#### Salaries:

According to the Colorado Non-Profit Salary and Benefits Survey, USAT is right in line with other non-profits when it comes to salaries. Staff salaries will increase by approx. \$2,000 across the board. Steve stated that USAT is paying

their staff better than approximately 75% of the other NGBs.

Expectations of Board Members:

- The Board members are policy makers and the staff implements the policy.
- Board members should not call staff and instruct them to do something. Steve is in charge of all staff.
- If a Board member has a problem with a staff member, he/she should contact the Board President.
- Information flows from the board members to the board President to Steve. Steve and Ray are on the phone daily
- President is the spokesperson for the Board.
- Board members are insured (2 million per occurrence) by USAT for their actions as Board members
- Certain information, i.e. sponsor \$, should not be shared with the public. On the other hand we (USAT) have nothing to hide.

**Group discussion:**

Code of Ethics:

Valerie inquired if there is a written code of conduct for board members, which led to the discussion on creating a code of ethics for board members. USAT does not have a “check and balance” system for the board members. It was agreed that a “Code of Ethics” should be designed for the board. Steve said that he would look at the other NGBs to see if they have a written code for their boards.

**ACTION ITEM:**

**Fred Sommer volunteered to draft Code of Ethics.**

**Board Orientation Continued:**

Communication:

How does the board communicate to our members?

- Possibly post a filtered version of Board minutes on the USAT web site.
  - Summation of meeting should be on the web site within 2 weeks.
- BJ’s reports re Board meetings have not been 100% accurate.
  - Board would like 48 hours to review minutes and make appropriate changes before they are posted.

- Speaking on behalf of USAT is the responsibility of Ray Plotecia, Steve Locke and BJ Evans

**ACTION ITEM:**

**BJ to forward her report to Ray for review before posting.  
Ray will distribute minutes to members.**

**Jack Weiss--Budget Development Process**

Procedure

- Reviewed and approved at Nov/Dec meeting
- Starts year prior
  - As you are working throughout the year, you will see where money is going.
- In September, Steve will ask the board for their input.
- Board submits their needs in each area.
- Steve compares expected cash receipts and submitted budgets.
- Budgets are adjusted to ensure fiscal responsibility.
- USAT has remained solvent and this encourages organizations to continue to support.
- Money is managed so that USAT will be successful in the future.
- Changes cannot be made in the budget until the Board approves it.
- Once approved all must adhere to budget.

**Steve Locke-- Conservative Funding**

- Fund for best/worst case scenario.
- Any unused funds from individual budgets go back into the general budget for the following year.

**ACTION ITEM:**

**Steve Locke will send copies of year-end financials, showing budget and actual expenses, to all Board members.**

Each member received a copy of the year-end audit.

Jack Weiss read important disclosures and items that need action by USAT according to the audit (see audit report).

Overall, it was a good report from the auditors. A few small problems that need to be corrected were found.

- Credit Cards – Employees have had a habit of not turning in receipts
  - Employees will lose the privilege of using the credit card if receipts are not turned in.

- Outstanding checks—there are several outstanding checks
  - New policy – checks will be void after 90 days
- Equipment – establish inventory and tag (there has been a history of things disappearing)
- USAT Merchandise (clothing, etc)
  - Institute better control on items that are sold.
  - Misplaced revenue – sold items were credited to wrong categories.
  - Trying to get out of the merchandising business. Sending excess merchandise to George Alteri at the NTC to sell.

Steve Locke reviewed Statements of Financial Condition and Revenue Statements and the Merrill Lynch investment account.

- USOF money was moved to a sweep account (income developing account)--\$12,000 made
- Money made on AARP project
- \$500,000 more made on one day license (\$7.00 fee)
- Assets up due to the purchase of new office
- Rainy day fund (6 month cushion of money if things go bad) is up to 1.5 million
- Membership registration is an increase of .5 million dollars
- AARP \$938,000 grant (spent \$688,00 to conduct the race series)
- Total revenue of 3.8 million dollars
- Expenses approximately 2.8 million dollars
- 2.8 million dollars spent on direct program services
- \$361,000 + spent on administration—very low in relation to other NGBs
- Will move the \$ in the Merrill Lynch account to a Smith Barney account
- Looking to develop a Trust Account for giving programs (Michael Smedley)
- Steve made the point that we have the responsibility to be conservative in our investments

**ACTION ITEM:**

**Steve will meet with Diane Travis to discuss reinvesting money in the Merrill Lynch account.**

Insurance--\$142,000 payment from the ML account—was paid back to account (We have good liquidity)

- This year, USAT is paying a greater premium for less coverage. (5 million aggregate—used to be unlimited)
  - Only an issue in the event of a catastrophic event.
  - Could exhaust the insurance policy

**Discussion:**

Liability issues:

Karen Buxton shared a letter from a forensic engineer, Jim Green, who felt that USAT is below industry standards for safety, regarding the cycling portions of triathlons and duathlons. Jim stated in his letter that he is willing to work with USAT to develop current industry standards for the cycling portion of all USAT sanctioned races.

**ACTION ITEM:**

**Steve Locke will contact Jim Green to discuss revamping this section in our sanctioning process.**

**Lunch:**

1:15

**Meeting**

**Reconvened:**

The afternoon session began at 2:00.

**Reports:**

**Tom Ziebart—Sponsorships**

Tom's full report can be found on pp 28-33.

- Baker's Breakfast Cookie is new sponsor
- Board recommended that separate contracts be written up for NTC and USAT sponsors as a precaution in case NTC contract goes away in the future.
- Tom showed a power point presentation that he shows to prospective sponsors.

**ACTION ITEM:**

**Tim Yount to send current demographics on current USAT members.**

- Tom is working on an endeavor with Men's Health Magazine to establish the Men's Health Triathlon.
  - \$100,000 purse
  - International points race
  - Shopping proposal to Visa, Chevy Avalanche, Bic, Tooley
  - Men's Health to provide the print.
  - Tremendous opportunity for USAT exposure.
  - 5 races already in existence.
- What sponsor gets
  - Television – Fox Sports



- Print – Men’s Health & Runners World
- Online
- Presenting sponsor - \$400,000 - \$500,000.
- USAT Owned Events
  - Lake Placid Qualifier – Expect 600 competitors
  - Coeur d’Alene National Age Group Championship– expect 700 – 800 competitors
  - Elite National Championships - NYC
- Tom Shared plans for the brick memorial at the entrance to the NTC
  - 461 sold
  - \$200 per brick
- Tom challenged each Board member to bring a sponsor to the table.

**Steve Locke-- National Team**

- Recruiting promising female athletes to fill in when some of the “older” women leave the team.
- Almost lost St. Anthony’s Cup
  - Able to save \$20,000, allowing Cup to go forward.
  - Working to see how we can help preserve it as a world cup.

**Sara Rosenkranz--Development Director**

Sarah’s full report can be found in the board packet.

- Distributed information on her program and reviewed each area.
- A lengthy discussion ensued about why elite athletes won’t be allowed to score at the Collegiate National Championships. Some members felt that it was unfair for “pros” to compete against amateurs. Others felt that it was in the best interest of the sport that the best athletes are allowed to compete in the Collegiate National Championship regardless of their status.

**ACTION ITEM:**

**Sara and Mandy to meet with AAC to discuss and make recommendations to Board re Collegiate Nationals.**

**Ray Plotecia—Officials**

Ray distributed results of a USAT coaching survey that came about following discussions from the last board meeting. Below are the findings from that survey:

- Most became an official because they wanted to give back to the sport.

- Most want to see consistent rule enforcement.
- Officials want recognition from race directors and competitors.
- Officials don't feel that they get enough recognition from USAT—USAT will send out a certificate of appreciation to the officials
- 5.8 years is the average experience of current officials.
- Most enjoy camaraderie with other officials.
- Uniform stipend is an issue. They do not want to take money out of their pockets
- Feel many race directors don't treat them well. Some RD's also don't pay or do not pay in a timely fashion.
- Some feel that race directors don't back them up on calls.
- Make "USAT Officiated" part of race logo on approved races. Jack feels that we need to be able to meet the needs of the race directors with officials and until we can, we need to hold off on that. If not the race director may be penalized if they cannot come up with an official. It was agreed that once our numbers are up we should investigate the "USAT Officiated" moniker.
- Ray suggested that we need to go after the clubs to recruit officials
- Communication between/from the Board to Regional Federation Presidents needs to be improved.
- Ray made the point that the officials are OUR product and that we need to "pick-up" the official's program. They (officials) may be the racers first contact with USAT and they need to make a good impression.
- Official have a list serve (takes the place of the CALL)
- Ray invited input from members on how to improve the recruiting and retention of officials.

**Adjournment:**

Ray Plotecia called for adjournment at 5:05 PM.

**Saturday, March 9**

**Call to Order:**

Ray Plotecia called the meeting to order at 8:45 am

**Reports:**

**Steve Locke--Organizational Relationships**

Steve discussed the relationship of USAT and the USOC (US Olympic Committee)

- IOC (International Olympic Committee) – USAT is not a member.

- USOC – USAT is a member and USOC is a member of IOC.
- ITU (International Triathlon Union) – USAT is a member.

### **Tim Yount**

- WADA – World Anti-Doping Agency.
  - Coordinates the fight against doping at the International level.
- USADA – US Anti-Doping Agency
  - Coordinates the fight against doping at the National level.
- Responsibilities
  - Testing
    - 3 missed random drug tests - athlete is suspended for 2 years (gets 1 appeal).
    - Invasive but necessary to keep integrity of sport.
  - Education
  - Research
  - Adjudication
- An official should never touch article 8, pertaining to doping. Must be referred to USADA or WADA.

### **Ray Plotecia**

- AAC--Athletes Advisory Committee-discussed earlier
- NCC—National Coaching Committee
  - 12 member team comprised of USAT certified coaches
  - Make recommendations on expenditure of money, coaching protocol, and information (see page 74).
  - Tim Becker stated that the group is changing its focus from the elite program to a grass roots program

### **Jack Weiss**

- Regional Federations
  - There are currently 10 active regional federations
  - Jack gave the background on Federation development. Southwest region was the first. Others developed later and currently all ten are active.
  - In 1999, Mike Highfield and Jack Weiss developed criteria for regional federations.
- Each region gets paid per member from USAT
  - \$.5 to \$2.75 per member

- The fee is dependant on what they offer (web site, regional championships, etc.)
- Federations also provide officials' uniforms for their region.
- Represents national governing body at the Regional level. The race directors should go to the regional federation for help.
- All have a Board and the bylaws are patterned after the National Board
- Regional Board members are also volunteers.

#### **Tim Yount—Vendors**

Timberline Timing

Since 1993 Timberline timing has been with USAT and has worked extensively in:

- Membership fulfillment
- Maintaining database
- Rankings
- Online Services
  - Membership
  - Sanctioning
  - Calendar
- List Fulfillment
  - All Regional Federations receive 1 free data base mailing list
  - Processing or service fee goes to Timberline
  - Per capita charge goes to USAT
  - Federations don't pay this charge – only race directors, etc.
- Timberline sends a monthly report to Steve.
- Had 113 requests for the database last year.
- There is a one-day database that is available. Not all of the information is legible. Fred suggested a box style format on the one-day forms so that the data is more legible.

**ACTION ITEM: Steve and Tim to discuss with Timberline box style one-day entry forms – will make names, etc. more legible.**

#### **Discussion:**

Chip timing—USAT selling the Champion Chip to its members. Fred stated that people who own their own chip often cause problems with timing. They do not notify the RD that they are using their own chip. Jack stated that most races in Texas are chip timed. Ray mentioned that Winning Time a competing (to Champion Chip) company on the East coast. Fred mentioned that the technology is changing.

## **RESOLUTION #1:**

**Submitted by:** Eric Schwartz  
**Subject:** Suspension for pro athletes for racing in a USAT sanctioned race without a license (see hand-out for details)

**Amended to read:** “Whereas, suspending an athlete for **more than one year** for racing without a license is extreme and unreasonable punishment.”

**Motion:** Withdrawn

## **RESOLUTION #2:**

**Submitted by:** Eric Schwartz  
**Subject:** Suspension for pro athletes for racing in a USAT sanctioned race without a license

**Background:** Pro athletes racing without a pro license are subject to suspension according to rule 3.8.e of the USAT rulebook. However, the length of the penalty is not defined by the rules. This resolution proposes to limit the penalty to no more than one year.

**Financial Impact:** None

**Relevant and Affected Bylaws, Rules, and Procedures:**

- **Rules** 3.8.e Acts Warranting Suspension- Intentionally participating in an event despite failure to register, lack of ineligibility for the relevant membership class
- **Rule Change**-this rule proposes to amend rule 3.8.e and add a subsection to that rule: **Rule** 3.8.e (1)-Pro athletes who are caught racing without a USAT license in a USAT sanctioned race will be subject to a maximum suspension of one year

**Whereas**, suspending an athlete for three years for racing without a license is extreme and unreasonable punishment.

**Now therefore be it resolved** that the USAT rulebook be amended to include rule 3.8.e. (1)- Pro athletes who are caught racing without a USAT license in a USAT sanctioned race will be subject to a maximum suspension of one year.

**Motion:** To submit resolution to Markham for review and vote via email within two weeks.

All, except Jack Weiss, who abstained from voting, approved resolution.

### **RESOLUTION #3**

**Submitted by:** Eric Schwartz

**Subject:** Kenny Souza Suspension (See hand-out for details)

After discussion it was decided to table this resolution until the outcome of the resolution pertaining to suspension of athletes racing without a license is either approved or defeated.

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Ray Plotecia---Olympic Trials Steering Committee

- Develop protocol for selecting the site for the trials
- Send out RFP (Request for Proposal) to race directors
- Evaluate RFPs
- Site and Venue Visits

Start with a 5-person committee to

- Develop protocol
- Develop a calendar

Recommended members

- Ray Plotecia
- Libby Burrell
- Gail Bernhardt
- Rick Margiotta

**Discussion:** Victor said that AAC recommends 3 reps from AAC be on the committee. Victor feels that the heart of the committee be the athlete. Tim Becker feels that the committee would work better without a lot of elite athletes. Steve believes 5 people total is a reasonable number for the committee. 1 rep from AAC should convey the feelings of the entire AAC. Board will not make decisions against AAC wishes. Ray assured AAC that they would be represented.

Jack said that he could support 3 AAC members on the committee but that AAC needs to realize that they may still not get all of the races they want. Race sites will be limited and based on who turns in and meet the RFP.

Eric stated that it is not a trust issue between the ACC and the board it is that they just want more representation.

Alison and Eric agreed that it would be difficult for one athlete to be available for all meetings, etc.

**Motion:** Jack made motion to change # from 5 to 7, AAC representation from 1 to 3.

#### **RESOLUTION #4**

**Presented by:** Ray Plotecia  
**Subject:** To approve Committee as stated with three representatives from AAC to be determined by AAC.

Unanimously approved

**ACTION ITEM:** **Ray to follow-up with the AAC on the members selected for the Olympic Trials Steering Committee.**

**Break:** 10:40 AM

**Reconvened:** 10:55 AM

#### **Reports**

**Continued:** **Steve Locke**  
▪ Steve said that now that Salt Lake City is complete he is going to try to get a number of in-kind items.

#### **Tim Yount**

Full report can be found on pp 17 – 27.

- USAT received 4 bids for 2003 nationals (USAT owned)
- World qualifier solicitation packets for 2003 to be mailed out within the next month.
  - Diane believes that USAT should “own” the Duathlon nationals. If you are going to own one, you should own both (tri and du). Ray feels that USAT needs to support Duathlon more than we currently are.
  - Ray feels that we need the control over the races to put on a quality event.
  - Tim Becker noted that quality of nationals has improved greatly over the past couple of years. A positive is that USAT can get the sponsorship for events.
  - Fred-need a qualifying structure for athletes who want to attend nationals– regional race qualifiers. It would put a greater value on the race.

**ACTION ITEM: Tim is developing qualifying plan for nationals and will submit at summer meeting.**

- Fred feels that marketing focus should be on USAT governing body and not on events.
- Steve disagrees with Fred's point.
- Jack feels that USAT should be promoting National Championship as a flagship for the other 700+ races. It gets the public attention to learn about our sport.
- Jack supports USAT owning the Duathlon championship. Can we find a race director willing to direct the race?
- Carol feels that if USAT owned the event it would increase the quality of the race

**ACTION ITEM: Jim Girand will develop a strategic concept of marketing for multisport and present to Steve.**

Team USA

- Clothing for duathlon and triathlon age group national teams
  - DeSoto
  - Speedo
- Fulfillment House (new supplier this year)
  - Run Tex. (secured by Brad Davison and reviewed by the AGC and TDC)
  - Link to Team USA site
  - Everything can be done online.
  - New historical section
- Team USA slots for triathlon world championship
  - 14 (7 slots at nationals + 7 slots at the qualifier) in 2002
  - 16 (10 slots at nationals + 6 slots at the qualifier) in 2003
  - 18 slots at nationals in 2004
- Slots for duathlon worlds determined at nationals and regional qualifiers (nationals weigh heavier on slots)
- 5 sites for qualifiers

**Committee  
Reports:**

**Age Group Commission (AGC)– Brad Davison, Chair**

Full report can be found on page 66.

- The AGC has been busy over the past few months with selecting the supplier for Team USA clothing and allotting additional qualifying slots to nationals and the Lake Placid qualifier.



- Any USAT member can view Team USA clothing products on web site. Only team members will have an access code to purchase Team USA clothing from the site.
- Discussion re selling excess team clothing at the Duathlon worlds in Georgia this fall. Could be a way to raise funds to offset the user fee for athletes attending world championships. Further discussion needed.
  - Team USA clothing web site enhancement
    - Stores personal information after 1<sup>st</sup> visit.
  - Triathlete of the year program was a great success.
  - All-American patch program
    - AGC underwriting cost for triathlon patch
    - Duathlon commission will cover the Duathlon patch
    - Reviewing designs.
  - Certificates are being mailed to All-Americans and Honorable Mentions.
- Discussed the roster for the AGC
  - Member, Richard Dumas
    - Not headed in same direction.
    - He will be rotated off.
- Jack to remain the liaison for the AGC

### **The Duathlon Commission (TDC)—Carol Whipple**

Handout contains the full report.

- Revamped TDC Commission—members who were elected to the board were rotated off and their slots were filled trying to balance from the various regions
- Follow-up from last meeting
  - Kids participation in duathlon
- USAT/Duathlon web site has been updated
- New Action Items
  - Increase marketing on duathlon
  - Increase exposure on internet
- Increasing outreach with ITU
- Sanctioning more races – up 10 from last year
- Team and training—a large group of duathletes are participating in a west coast duathlon
- Upcoming events
  - Regional duathlon championships identified
  - Diane Travis will become the new liaison

### **Women's Commission Report**

The full report can be found in the board packet.

- The report was distributed to the group.
- Valerie Gattis will become the new liaison

### **NCC – Tim Becker**

The full report can be found on pp 74 –82

- Read meeting minutes from November
- Discussed the education materials used for the certification of USAT Level I and Level II coaches
  - Possible use of Joe Friel's *Triathlete's Training Bible* as a text used in the certification process
  - The group feels that it is okay for use in the short term

### **ACTION ITEM:**

**Fred will follow up with Steve regarding USAT selling the *Triathlete's Training Bible* to Level I and Level II clinic members on Amazon.com**

- Karen suggested adopting American Sport Education Program (ASEP is used by USA Cycling for their introductory certification course)
- USAT needs to have training for the presenters that conduct coaching clinics. All presenters need to be on the "same page."
- Needs to be continuing education programs for Level II coaches.
- Recognition of Commission members
- Tim Becker will continue as the liaison
- NCC Roster – tabled for next meeting

### **Athlete's Advisory Council (AAC) —Allison Dewall**

- New president elected – Mike Smedley
- Communication – frequent conference calls and emails among members of the council
- Survey results
  - 40% of elites responded
- 2002 World qualifier to be held in Boston
- NYC Nationals
  - Swim concerns from last year's race
  - Suggested that lines be painted on road denoting bike and run course.
  - Keep AAC in loop of communication
- Drafting National Teams criteria for 2003
- Possible USOC funding restrictions in 2003
  - Based on men and women's performances.
  - USOC has given us a year to reconcile
- World Cup Selection Committee has been finalized
- The group wants to maximize communication with athletes
- AAC will put up a list serve
- Collegiate Nationals in Memphis this year

## **RESOLUTION #5**

**Submitted through:** Victor Plata

**Subject:** Allowing Pro/Elite athletes who meet student criteria to race at Collegiate National Championships and score for their team and as an individual.  
(See hand-out for complete resolution)

**Discussion:** Ray – It was discussed Friday that Sara and AAC would meet and come up with a proposal. This will be resolved at the summer meeting. Tim Becker added a friendly amendment to allow pros to compete and score for their team but not as individual. Steve noted that Collegiate Triathlon Association (CTA) is not a governing body but sometimes tries to act as the governing body of the sport. Sara noted that Katie Baker has already communicated to the elite athletes that they will not be allowed to score. The event takes place in 6 weeks. Is it wise to change the rules at this stage? Jack – Ironman states that pros can't take away awards (except \$) in an age group race. Points are, technically, awards and can't be taken away from the age group racers. Victor – there are some elites that have their license but do not accept money. Steve feels that a pro should be able to race for their school if they are an eligible student. Ray – This resolution is long-term policy and needs to be worked on. Karen agrees with Sara that nothing should be changed for this year.

**Resolution amended to read:**

That any triathlete who is a full time student at a college or university, as defined by the attended educational institution, is considered a collegiate triathlete, awarded all the benefits associated with that title, and, **holding an amateur or collegiate elite license**, is allowed to compete and score for their team and individually in any collegiate triathlon competition, CTA or other, that is sanctioned by USAT or held under USAT rules, including, but not limited to, Collegiate National Championships.

Resolution was defeated 6 – 4

Will be revisited at the summer meeting

\*Tim Becker stated that this decision would open USAT up to lawsuits because collegiate elites are amateurs.

## **RESOLUTION #6**

The previous resolution was introduced, adding the following at the beginning:

**“That for the year 2001 only”**

Resolution unanimously approved.

### **Discussion**

**Item:** National Club Committee Chair (page 89)  
Tabled by Ray due to wording.

## **RESOLUTION #7**

**Presented by:** Jack Weiss  
**Subject:** Race Directors (see page 100 for entire resolution)

**Discussion:** Amended Resolution to read:  
“Now therefore be it resolved that any events violating any of the following: Failure to abide by the Sanction Application/Agreement, failure to submit post race results in the proper acceptable manner and as stipulated in the Sanction Agreement, **failure to pay elite prize money** or failure to submit any funds due to USA Triathlon within 60 days or failure to knowingly uphold the USA Triathlon Rules of Competition can be fined and placed on probation as follows: first infraction: **up to \$200 fine and up to 2 years probation**, second infraction: **up to \$500 fine and up to additional year probation**. Subsequent infractions will result in **up to 2-year suspension of the sanction and up to 2-year probation** once allowed to sanction again. That during the period of probation a USAT Official and/or Regional Representative will be present insuring the race meets all requirements. The costs for both to be borne by the Race Director.”

Resolution as amended unanimously approved.

## **RESOLUTION #8**

**Submitted by:** Ray Plotecia  
**Subject:** Uniforms for officials

**Discussion:** Amended resolution reads: “Each regional federation will use the increased rebate funding resulting from a \$0.25 per capita increase to purchase and supply uniforms free of charge to all of its newly certified or **re-certified** race officials.”

Amended resolution unanimously approved.

## **REQUEST FOR FUNDING RESOLUTION #9**

**Submitted by:** Valerie Gattis  
**Subject:** Funding for Valerie to attend IWG Conference in Montreal (The full request can be found on page 96).

**Discussion:** Determined that a resolution is not necessary since AGC has already agreed to fund from their budget.

## **RESOLUTION #10**

**Submitted by:** Victor Plata  
**Subject:** Evaluation dates for athletes being accepted on the Elite National Team and making exceptions for the National Team slots that are open at the time of qualification (The full resolution can be found on page 98).

**Discussion:** Was determined that Fred Sommer will re-submit resolution as Victor has a possible conflict of interest.

Re-submitted by Fred Sommer.  
Victor abstained from voting

Resolution approved unanimously.

**Board Liaisons Selected:** Regional – Tim Becker  
Race Director’s Commission – Fred Sommer  
Championship – Fred Sommer  
Anti Doping – Eric Schwartz  
Legal – Ray Plotecia  
Medical – Ray Plotecia  
Official’s – Jack Weiss  
Women’s – Valerie Gattis  
Safety/Rules – Ray Plotecia

**Discussion Items  
Continued:**

User Fees (p. 93)

- Brad Davison, AGC, Duathlon and Women’s Commission have discussed and all agree on the fee structure.
- There will be a nonrefundable fee paid by each USA Team member.
- Any excess will be used to offset and lower fees in future years.
- Valerie suggested developing restricted account to subsidize the user fee.
- Steve feels that money should just go to USAT and allocated where needed.
- Jack would like to see AGC budget reflect the increase or decrease in Team USA clothing sales.
- Karen is concerned that if money is rolled into the main budget, Age Groupers will be forgotten and majority of money will go to elites, etc.

**ACTION ITEM: Jack to submit provision for Board’s approval outlining his idea re the AGC budget reflecting the increase or decrease in the Team USA clothing sales.**

Race Registration Transfers

Comments:

- Policy for 2003
- How should race directors handle transfers?

Discussion:

Steve believes this could create liability for USAT. USAT is the governing body. It should be up to directors how they want to handle transfers. Ray agrees with Steve. Some small race directors are unable to handle transfers. Tim Becker – the challenge is that there are not enough races to handle all racers. Fred – race directors overbook events because they expect a certain percentage of racers not to attend. Mandy – may be a good idea to ask race

directors to give credits to another race. Jack – race directors are individual business people and USAT can't dictate how they run their business. It was agreed to have the RDC take a look at this issue.

**ACTION ITEM: RDC to develop recommendations regarding race transfers.**

Regional Alignment—should the panhandle be moved into with the rest of FL?

**ACTION ITEM: Brad will have AGC look at the regional alignment.**

Medical Committee Restructuring (see report)

- Board wants TK Miller to continue on as the head of the Medical Committee.

Steve Larson case:

Allison DeWall discussed the ongoing problems with Steve Larson and his pro license or lack thereof and the acceptance of prize money. Steve talked to Steve Larson and he said that the situation was petty and that he was not giving the money back. Steve feels that the AAC needs to pursue this situation. Jack inquired if there was anything in writing regarding Steve agreeing to give the money back. USAT needs written documentation.

Discussion:

Mandy asked if a race director can sanction the age-group portion of a race, but not the pro race—They must both be sanctioned. Mandy mentioned the Interwoven race that did just that. Or what happens when there are numerous events occurring at the same time? (5K race and a Duathlon)—USAT cannot insure the runners in the 5K.

**ACTION ITEMS:**

- 1) Steve Locke will continue to resolve the Steve Larson case.**
- 2) AAC will submit a formal complaint to Steve. Steve will form a panel to review.**
- 3) Steve to look into 2000 Interwoven race.**

**Nomination Committee for Board election selected:**

Jack Weiss (head), Valerie Gattis, Karen Buxton  
Approved by Board

**Next Meeting:** Colorado Springs – Possibly May 30 – June 2

**Meeting**

**Adjourned:** 4:15 pm

Signed:

\_\_\_\_\_ Ray Plotecia, President

\_\_\_\_\_ Diane Travis, Treasurer

Minutes submitted by Karen Buxton 4/3/02