

USA Pentathlon Multisport Board of Directors

Date: October 14 - 15, 2021

Location: Colorado Springs, Colorado

Time: 9:00am MST

Call to Order: 9:15am MST

Board Members present: Tom Shepard, Harry Greene, Jim Ruddock, Blair Driggs, Rob Stull, Melanie Henning, John Helmick, Emily Hamilton, and Will Brady, Barry Matchett (attending via Zoom). Also, present Kevin Montford.

Chairman Shepard called the meeting to order. Chairman Shepard indicated that the meeting should focus on three (3) primary areas – review of the current state of USAPM and where to go in the future; act on the USOPC requirements and suggested bylaw amendments; and provide direction to the Board moving forward into 2022.

Chairman Shepard led a discussion concerning the Mission Statement and USOPC's High Performance emphasis on 'medals' versus the growth of the sport. USOPC's NGB funding model was discussed (USAPM in Tier 6 – smallest support). It was pointed out that currently, USAPM was doing well financially. Member Helmick discussed the UIPM financial position and its funding from the IOC.

Member Driggs presented proposed amendments for Board discussion and vote. Members Ruddock/Helmick moved and seconded to amend the bylaws to reflect athlete representation to comply with the USOPC/Legislation of 33 1/3% on the board and committees. Passed unanimously. Members Helmick/Ruddock moved and seconded to affirm the amendment that Board members may be elected to three (3) consecutive terms (of four (4) years each) and that elections be staggered. Passed unanimously. Chairman Shepard/ Ruddock moved and second that the Board aim for attending four (4) meetings each year with one (1) in-person meeting. Passed unanimously. MD Stull/ Helmick moved and seconded to amend the bylaws regarding D&O insurance to include past board members. Passed unanimously. MD Stull/Hamilton moved and seconded to amend the MAAPP policy to reflect the suggested changes from Safesport staff. Passed unanimously.

During lunch, the Board discussed the first qualifier in Davis, California, and the issue of horse availability. Also discussed was a potential training and camp opportunity in Davis as well.

The Board discussed Logan Storie and his suspension by USADA. Logan Storie had served a period of suspension by USADA for a performance enhancing drug offense in 2017. Following that Logan entered the Army Ranger's program and left active sporting competitions yet maintained his name on the active athlete drug testing list. In 2020, Logan was randomly tested by USADA which resulted in a positive drug test for a performance enhancing substance. Logan entered into an agreement with USADA for a six (6) year ban from athletic competitions. The Board accepted Logan's resignation from his position as the Athletes' Representative on the Board and welcomed Harry Greene as the permanent Athletes' Representative. For specific information regarding the sanction for Logan Storie, please refer to the USADA website.

MD Stull reviewed the year-to-date 2021 Budget and Profit/Loss. MD Stull indicated that he felt that the organization was on track to have an approximately \$100,000 carryover into FY 2022. MD Stull opened discussion regarding the USOPC Compliance Audit, which is scheduled for the

3rd quarter of 2022. Member Henning discussed the USAPM audit tracker that has been set up to help monitor the required areas to be covered by the audit. MD Stull also indicated that before the end of the meeting, the Board members will all be in compliance with their training/education requirements pursuant to Safesport.org.

MD Stull acknowledged the contribution that USAPM has received through its relationship with the Willie Wilson and the Army's WCAP program. WCAP has been active with USAPM since the organization left Ft. Sam Houston in 1997. MD Stull also indicated that the Air Force was ramping up its World Class Athletes' Program with one (1) athlete already preparing to train for Modern Pentathlon.

Chairman Shepard lead the discussion regarding Communications and Marketing/Fundraising/Sponsorship. Currently, USAPM's website is under the USOPC, and other opportunities are also being examined for future expansions to the membership data base and licensing programs. The Board considered promotional prospects/partnerships/sponsorships/athlete agreements. The Board directed staff to work on two (2) major fundraising projects. The Board also committed to having a significant fundraising event in 2022.

Adjournment – Meeting adjourned at 4:55pm MST until reconvening on October 15, 2021 at 9:00am MST.

October 15, 2021

Called to Order: 9:04am MST

Board Members Present: Tom Shepard, Harry Greene, Jim Ruddock, Blair Driggs, Rob Stull, Melanie Henning, John Helmick and Emily Hamilton. Also, present Kevin Montford and guest Willie Wilson.

Absent: Will Brady and Barry Matchett.

Chairman Shepard reconvened the meeting.

Chairman Shepard indicated that the Board needed to have an open-ended discussion about athletes and the future. MD Stull presented several slides detailing the Athletic Pipeline for 2022 i.e. targeted talent, camps, competitions, National Championships (RFPs sent out), UIPM competitions, and World Cups. MD Stull informed the Board that the Paris Olympics in 2024 will be in a new format and that the best chance for qualification may be the Pan American in 2023. MD Stull presented a 'Competition Pyramid'; USAPM Sports Model; and 2022 training options – centralized/hybrid/decentralized. Chairman Shepard noted that whatever may occur, it needs to be funded which is the Board's responsibility.

Managing Director (MD) Stull stated that the Board would meet in December to approve the 2022 Budget. MD Stull outlined the parameters of the USOPC Compliance Audit scheduled for the 3rd Quarter in 2022 – 97-page implementation guide/audit/cure period/certification evaluation/approval of a four (4) year period. Member Driggs presented recommendations for amending USAPM bylaws, policies, and procedures to be in compliance with the USOPC Bylaws and Sports Act to be approved at the December meeting as well.

MD Stull also pointed out a Safesport Audit is taking place in November as well. General discussion regarding compliance, Member Driggs moved to go into Executive Session to discuss CEO/MD evaluation earlier conducted with board by Chairman Shepard. Member Henning moved to reconvene the regular board meeting.

Chairman Shepard welcomed Willie Wilson, WCAP, and thanked him and the Army for their support over the years and specifically in preparation for Tokyo 2021. Chairman Shepard followed up the fundraising discussion from yesterday encouraging individual Board member support. Willie Wilson indicated that WCAP will be able to help with a possible military identification program. It was noted that the USOPC HPP needed to be involved.

Conflict of Interest forms were filled out and returned to staff by the Board members.

Member Helmick led a discussion concerning the USAPM Trust formation and its initial members. Discussion resolved around autonomy/support and a set of specific programs with specific responsibilities.

The Board thanked Chairman Shepard for his work with not only USAPM but the NGB Council as well. The Board agenzized a Board meeting via zoom for December 9, 2021 at 3:00pm PST.

Adjournment: 2:15pm MST.