

Minutes  
USA Triathlon Board of Directors  
April 9, 2021

**Board Members Present (via zoom):**

Henry Brandon  
Ben Collins  
Tekemia Dorsey  
Gabriela Gallegos  
Chuck Graziano  
Susan Haag  
Kevin Haas  
Monica Paul  
Joel Rosinbum  
Allysa Seely  
Keri Serota  
Scott Sternberg

**Ex-officio**

Jacqueline McCook

**USAT Staff in Attendance:**

Rocky Harris – CEO  
Sandra Cook – HR & Governance Assistant Manager  
Nellie Viner – Senior Counsel  
Katie Willemarck – Controller

The meeting was called to order at 9:05 am MT.

**President's Opening Remarks – Joel Rosinbum**

**Approval of Minutes – Joel Rosinbum**

Motion to approve January 27, 2021 meeting minutes with spelling corrections. Motion made by Chuck Graziano, 2<sup>nd</sup> by Henry Brandon. Motion carried.

**COI Disclosures – Joel Rosinbum**

No board members acknowledged any conflicts of interest related to the agenda for today's meeting.

**CEO Report – Rocky Harris**

- 2021 focus: rebuilding sport, resources, stabilizing business, USAT Foundation, compliance measures, customer service and Tokyo Olympics/Paralympics commitment

- Launch/Roll Out of Elevate 2028 Strategic Plan very well received across the constituents and community
- Dramatic improvements in customer service, will remain a focus and priority
- DEIA strategy, council and summit to continue and expand
- 36 NCAA Schools currently, goal is 40 in 2021
- Focus on USOPC and Safe Sport Compliance measures, implementation and audit, will continue advocating for changes/improvements as appropriate to our community
- National Event Strategy is fewer, larger events, festival feel
- International Event Strategy is to host 2-3 PATCO events each year for development and host World Triathlon events in points years
- Athlete support for National Team/Paratriathlon National Team was updated in 2019 to include pregnancy support (duration of pregnancy plus 1 year)
- New Membership System to launch in mid 2021, new website and App RFP coming in Summer 2021

#### **Treasurer's Report – Henry Brandon & Katie Willemarck**

- The Audit and 990 are nearly complete
- PPP loan forgiveness recorded and second loan secured

#### **Tokyo Update – John Farra**

- Athletes are currently training and racing
- Olympic & Paralympic Games Selection Procedures have been amended again
- 2021 Paratriathlon Development Race Series announced
- Challenged Athletes Foundation partner to support 2021 Jr & U23 Paratriathlon program
- Prize purse for USAT Para National Championships

#### **World Triathlon and NGB Council Updates – Gabriela Gallegos/Kevin Haas**

- Olympic qualification period will open on May 1
- Judge was appointed to World Triathlon Tribunal
- Logistics, events and access are all very much still TBD as it relates to Tokyo games
- USOPC piloting Athlete Marketing Platform (AMP), 250 athletes currently involved

#### **Tokyo Promotional Approach – Thomas Lenneberg/Scott Sternberg**

- Tokyo United (To, In, Beyond)
- Race Day Live Commentary via Zoom
- July 19-September 12 Power Within Virtual Tri to Tokyo
- Toyota will remain Olympic and Paralympic Team sponsor and will be involved in team announcement

#### **National Events – Tim Yount/Brian D'Amico**

- Owned events that are green lighted include Du Nationals, Legacy, Youth & Jr. Nationals, Toyota AGNC

- Identifying venue for Collegiate Club Nationals to be hosted this fall
- Non-Owned events moving along, events trending positively
- Working to adapt events and follow Safe Return to Multisport to ensure events occur
- Beginning in 2023-2024 we will own three large events per year (Multisport Festival, Legacy Triathlon, Youth Nationals/AGNC)

#### **USOPC Audit/Certification Process – Nellie Viner**

- SafeSport Audit will take place this year
- USOPC Audit in 2022, USOPC Certification in 2023
- 33.3% athlete representation on board and committees needs to be implemented by January 2022

#### **Committees and Strategic Plan – Joel Rosinbum/Nellie Viner**

- Staff liaisons will work with committee chairs and board liaisons to ensure committee mission and strategies align with and support the Elevate 2028 Strategic Plan

#### **BOD Liaison Committee Updates – BOD Liaisons**

- Athlete Advisory Council – Joel: Focus has been on Return to Racing and upcoming Tokyo games. New Chair is William Huffman
- Ethics Committee – Chuck: No action/update
- Finance & Audit Committee – Henry: Good meetings, good participation and information coming from Katie is valuable to committee members
- Nominating & Governance Committee – Henry: Goal is to get better candidates for various vacancies
- Age Group Committee – Tekemia: Just completed the Multisport Awards selection process
- Collegiate Committee – Allysa: Collegiate Nationals moved from April to Fall
- Compensation Committee – Joel: Discussions related to stretch goals for Rocky for 2021
- Hall of Fame Committee – Monica: last meeting was in December 2020; plan is to update process for recommendations for inductees
- International Relations Committee – Joel: No updates
- Marketing Committee – Scott: Tokyo plan has been main focus
- Multisport Committee – Chuck: Very active committee, evolving from Du to Multisport focus
- National Coaching Committee – Keri: Assisting Coaching staff in new coaching pathway roll out
- Paratriathlon Committee – Ben: New Para webpage, defining Adaptive Athlete term and launch of Para Development Series for 2021
- Race Director Committee – Gabriela: Fostering conversations so RD's can learn from one another and support each other as we Return to Racing, new Facebook pages set up for race directors

- Women's Committee – Susan: committee rolled out new content and ideas on Facebook page including Facebook Live events, added 2 new members who add diversity to the committee
- USAT Foundation – Kevin: 990 and audit on track, round 2 COVID grants awarded to 27 grantees for a total of \$59K, looking to diversify the trustees

#### **Board Assessment – Joel Rosinbum**

- Completed by all board members, overall good board alignment

#### **Bylaws – Joel Rosinbum**

- Bylaw provisions passed by membership on 3/31/2021
- Provisions not voted on by membership must be posted for 30 days prior to board voting – electronic vote coming to board in early May

#### **Misc. & Wrap Up Discussion – Joel Rosinbum/Rocky Harris**

- Discussion and debate healthy for a well-functioning board
- Individual outreach to Race Directors who haven't started the sanctioning process for 2021 events
- Review and improve election communications/processes to membership

#### **Executive Session**

Motion to enter into Executive Session. Motion made by Chuck Graziano, 2<sup>nd</sup> by Susan Haag. Motion carried.

Motion to exit Executive Session. Motion made by Susan Haag, 2<sup>nd</sup> by Chuck Graziano. Motion carried.

Motion to adjourn. Motion made by Monica Paul, 2<sup>nd</sup> by Henry Brandon. Motion carried.

The meeting was adjourned at 3:15 pm MT.