Minutes
USA Triathlon Board of Directors
January 27, 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
Victoria Brumfield – Chief of Staff
Sandra Cook – HR and Governance Assistant Manager
Nellie Viner – Senior Counsel
Katie Willemarck – Controller

The meeting was called to order at 4:05 pm MT.

President's Opening Remarks – Joel Rosinbum

Approval of Minutes – Joel Rosinbum
Motion to approve the 12/22/20 minutes with changes. Motion made by Chuck Graziano, 2nd by Kevin Haas – Motion carried.

Motion to approve the 12/4/20 & 12/5/20 minutes with changes. Motion made by Chuck Graziano, 2nd by Kevin Haas – Motion carried.

Motion to approve the 12/22/20 meeting minutes. Motion made by Chuck Graziano, 2nd by Monica Paul. Susan Haag abstained – Motion carried.

Motion to approve the 1/8/21 meeting minutes. Motion made by Chuck Graziano, 2nd by Susan Haag. Motion Carried.

CEO Report – Rocky Harris

- 2021 focus includes core long-term strategies identified in Strategic Plan
    - Serve and Engage our Community – become great at customer service
    - Grow the Sport – DEIA remains a priority
    - Elevate the Brand and Sport – expand and rebrand multisport, maximize Tokyo opportunity
    - Embody Sport Leadership – support Tokyo athlets while developing Paris 2024 athletes, support staff and mitigate risk across organization
    - Ensure Financial Strength – stabilize the finances while maintaining financial stewardship, maximize exisiting revenue/develop new revenue streams
    - Long Term Priorities will continued to be moved forward without being core focus areas for 2021 (NCAA, digital strategy, media approach, event strategy and youth & high school strategy)
- Endurance Exchange was hugely successful – over 1,000 participants

Treasurer's Report – Henry Brandon & Katie Willemarck

- Sale of building closed in late December 2020
- 2nd PPP Application is Pending and original PPP loan was forgiven
- Audit scheduled for March

Conflicts of Interest – Joel Rosinbum & Nellie Viner

- Conflict of Interest Disclosure coming via Snap Sign tomorrow (1/28/21), please return by 2/4/21
- Based on USOPC best practices each meeting will start with a question about Conflict of Interest based on meeting agenda

Committees – Joel Rosinbum & Nellie Viner

Motion to accept NGC recommendations for World Triathlon Tribunal of Judge Jones.
Motion made by Chuck Graziano, 2nd by Tekemia Dorsey. Ben Collins objected, Henry Brandon abstained, Motion Carried.
Motion to accept NGC recommendations for Women's Committee of Henry Brandon. Motion made by Chuck Graziano, 2nd by Tekemia Dorsey. Ben Collins objected, Henry Brandon abstained, Motion Carried.

- Goal is to have more alignment between committee and organizational goals and priorities

Review/Assign Board Liaisons – Chuck Graziano to serve as liaison for Multisport Committee, Keri Serota to serve as liaison for National Coaching Committee, Scott Sternberg to serve as liaison for Marketing Committee, Joel Rosinbum to serve as liaison on International Relations Committee. The rest of the board will remain as is.

Bylaws Status Update – Jacqueline McCook & Nellie Viner
Motion to approve the Bylaws as amended. Motion by Kevin Haas, 2nd by Henry Brandon. Motion Carried.

- Review of timeline and process for sending specific sections to the membership for voting – will continue to flush this out with the working group

Board Assessment – Joel Rosinbum

- USOPC mandates a board assessment, it will take between 1.5-2 hours to complete it. Should be completed by February 5, 2021.

Motion to adjourn. Motion made by Scott Sternberg, 2nd by Tekemia Dorsey. Motion carried.

The meeting was adjourned at 7:15 pm MT.