

**USA Triathlon's
Committees
2009**

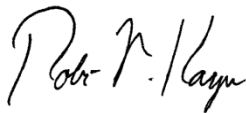


Message From USAT Executive Director and President

This Committee Guide assembles information about the committees that are crucial to USA Triathlon's efficiency and effectiveness. It is derived from bylaw requirements and enhanced by policies and procedures adopted by USA Triathlon's Board of Directors in coordination with members currently serving on committees. USA Triathlon could not hope to have achieved the success it has over the years without the tireless efforts of hundreds of committee volunteers, and for that we wish to thank you. For those of you new to USA Triathlon Committee service, we welcome you. For all, we hope you find that this centralized source of committee information will help make it a little easier for you as you help support USA Triathlon.

A handwritten signature in black ink, appearing to read "Skip Gilbert", with a long horizontal flourish extending to the right.

Skip Gilbert
USAT Executive Director

A handwritten signature in black ink, appearing to read "Rob Kasper", with a stylized, cursive script.

Rob Kasper
USAT President, Board of Directors

Committee Index

Bylaw Mandated Committees

<u>Committee</u>	<u>Chair</u>	<u>Board Liaison</u>	<u>Staff Liaison</u>
Athlete Advisory	Victor Plata	←	Katie Baker
Compensation	Rob Kasper	←	none
Finance and Audit	Bob Wendling	←	Deby Williams
Hearing & Appeals	Appointed by ED as needed	Brian Harrington	Skip Gilbert
Nominating	Vince O'Brien	←	Sharon Carns

Additional Committees

<u>Committee</u>	<u>Chair</u>	<u>Board Liaison</u>	<u>Staff Liaison</u>
Age Group	Chuck Graziano	Jim Donaldson	Tim Yount
Bylaw	Brian Harrington	←	Sharon Carns
Collegiate	Mark Stoutenberg & Kendrick Gibson	Mike Greer	Jeff Dyrek
Duathlon	Faye Yates & Tim/Tonya Armstrong	Celeste Callahan	Tim Yount
Ethics	Eric Averill	←	Skip Gilbert
Elite Athlete Selection	Kelly Cook	←	Scott Schnitzspahn
Hall of Fame	Chuck Graziano	Jim Donaldson	Tim Yount
International Relations	Melissa Merson	Brian Harrington	Scott Schnitzspahn
Investment	Bob Wendling	←	Deby Williams
IT	Bob Wendling	Eric Averill	Gordon Weldon
Marketing Advisory	Vince O'Brien	←	Tim Yount
National Coaching	Maurice Wills	Victor Plata	Scott Schnitzspahn
ParaTriathlon	Jon Beeson	Mike Greer	Tim Yount
Race Director	Brad Davison	Jim Donaldson	Kathy Matejka
Regional Chairs	Kevin Trock	Eric Averill	Tara McCarthy & Rachel Roebke
Strategic Planning	Eric Averill	Bob Wendling	Skip Gilbert
Women's	Ashley Rosilier & Jean McGuire	Celeste Callahan	Kathy Matejka

GENERAL POLICIES FOR COMMITTEE ADMINISTRATION

USAT Triathlon, Inc. is the national governing body for multisport in the United States and is responsible for the conduct and administration of multisport events in the United States.

The Board of Directors governs USAT.

OFFICERS OF USAT

The officers of USAT's Board of Directors are elected at the first in-person board meeting each year. The following are members of the Executive Committee of the Board of Directors: President, Vice President, Secretary, Treasurer, and one elite athlete. The Executive Committee has authority to act on behalf of the Board between meetings of the Board of Directors.

USAT COMMITTEES

Members of committees, other than the Nominating Committee, the Finance and Audit Committee, the Compensation Committee, and the Athletes' Advisory Council may be appointed either by the Board of Directors or the Executive Director and need not be members of USAT. The President appoints one member of each committee as the chair. Each committee liaises directly with a member of the Board. Specific information on Bylaw mandated committees can be found in Article XI.

COMMITTEE LIST

Age Group
Athlete Advisory
Finance and Audit
Bylaw
Collegiate
Compensation
Duathlon
Ethics
Elite Athlete Selection
Hearing & Appeals
International Relations
Investment
IT
Hall of Fame
Marketing Advisory
National Coaching
Nominating
ParaTriathlon
Race Director
Regional Chairs
Strategic Planning
Women's

TASK FORCES

The Executive Director (CEO), President, or the Board of Directors may appoint a task force to complete a specific objective where an existing committee would not otherwise be appropriate. In each instance where a task force is established, the Board of Directors must also approve a budget for the activities and the administration of the task force. The term of service for a task force shall normally not exceed one year.

MISSION STATEMENT OF A COMMITTEE

Each committee shall have a mission statement. The Board of Directors shall annually review the mission statement of each committee and may recommend a review of the mission statement, if they deem it necessary.

ANNUAL GOALS OF A COMMITTEE

The Board of Directors shall work with committee members to establish goals for each committee. Each committee shall establish a timetable or action plan for achieving these goals. The timetable and action plan shall be distributed to the respective Board Liaison member to whom the Committee is directly responsible. In addition, all committees shall submit an annual written report of their activities to the Board Liaison at least two (2) weeks prior to the first regular meeting of the Board of Directors in each calendar year. The Board Liaison will send the report to the President.

REMOVAL OF A MEMBER

Any member of a committee may be removed by either:

1. A majority vote of the Board of Directors; or
2. In the event that the member misses 67% or more of the scheduled meetings in any continuous 12 month period, by the Committee Chair.

In the event of the vacancy of any committee member position, the remaining members of the committee, whether or not they constitute a quorum, may appoint a member to fill the vacancy at any meeting of such committee. In addition, the Executive Director (CEO), President, or Board of Directors may so fill a vacancy.

FUNCTIONS OF A COMMITTEE

The functions of the committee may include but are not limited to the following:

1. To fulfill the mission of the committee as directed by USAT's BOD.
2. To achieve the annual goals of the committee.
3. To consider items which have been referred to the committee by staff, Regional Council Chairs, other committees, or by the Board of Directors.
4. To advise the Board of Directors through a Board Liaison member to whom the committee is directly responsible.

5. To craft resolutions for action items to be presented by the Board Liaison for consideration by the Board of Directors.
6. To work with the staff liaison to prepare an annual budget for committee activities.
7. To conduct all committee activities within the approved budget for the current fiscal year.

USAT STAFF LIAISON

The committee staff liaison is assigned by the CEO to assist the committee as required and is the principal channel of communication between the USAT staff and the committee. The staff liaison shall facilitate communication among committee members and the USAT Board liaison. The staff liaison shall work with the committee chair in the preparation of budgets and the administration of the committee's expenses within approved budgets. The staff liaison shall distribute to the Board liaison the notices and agenda of all committee meetings, memorandums to or from the committee and minutes of all meetings. The staff liaison is generally responsible for taking minutes of the meeting in the absence of a designated secretary of the committee. The USAT staff liaison shall have a voice but no vote in the meeting.

RESPONSIBILITIES OF COMMITTEE CHAIR

The President appoints one of the members of each committee as the chair.

The responsibilities of the Committee Chair include:

1. Ensuring the committee adheres to its mission and achieves its annual goals
2. Scheduling all meetings of the committee.
3. Setting the agenda for all meetings.
4. Presiding at all meetings of the committee and guiding the business of the committee.
5. Keeping committee members informed of the activities of the committee or of USAT since the last committee meeting.
6. Introducing guests and presenters to the committee.
7. Serving as the spokesperson for the committee.
8. Appointing a secretary to take minutes for the committee.
9. Reviewing the draft of the minutes prepared by the secretary so that they may be submitted to the USAT staff liaison, members of the committee, and the Board Liaison for posting on the USAT web site.
10. Working with the USAT staff liaison to manage the programs and activities of the committee within the approved budget.

11. Assuming responsibility for the committee's compliance with the policies of USAT.
12. Directing the committee's activities towards the completion of its goals.
13. Maintaining regular contact with the USAT staff liaison and the Board liaison.
14. Submitting Committee Report to USAT fourteen (14) days prior to the first in person Board meeting of each year.

IMPLEMENTATION OF ACTION ITEMS BY COMMITTEES

The implementation of action items shall be the responsibility of the appropriate USAT staff liaison.

1. An Action Item is passed by the committee for consideration by another committee or by the Board of Directors.
2. All Action Items should be submitted in writing and shall include an estimate of the costs of implementation.
3. The Action Item is referred to the Board liaison assigned to the committee.
4. The Board liaison shall either refer the matter back to the committee or refer the matter to another committee where appropriate, or shall put the Action Item on the agenda of the next meeting of the Board of Directors.
5. The Board liaison shall present the Action Item to the Board of Directors for consideration.
6. The Board liaison shall report the disposition of the Action Item to the committee chair or coordinator within 10 days of the Board of Directors meeting.
7. The Board liaison shall discuss with the committee chair or coordinator the plan for implementation of any Action Item approved by the Board of Directors.
8. If an Action Item should require a Board of Directors vote, a formal proposal or resolution must be created and submitted to the Board and staff liaison for approval prior to the next Board meeting. The proposal and resolution process is outlined in the Board approved 6/18/1999 Resolution Format and Timely Reporting of Resolutions.

EQUAL OPPORTUNITY TO PARTICIPATE

It is the intent and purpose of USAT to provide an equal opportunity to athletes, coaches, trainers, managers, administrators, and officials to participate in committees of USAT without discrimination on the basis of race, color, religion, age, gender, sexual orientation, disability, or national origin. No conditions or restrictions for participation in committees of USAT may be imposed unless otherwise set forth in the USA Triathlon Rules and Regulations.

STATEMENT OF PRINCIPLES ON ETHICAL BEHAVIOR AND CONFLICT OF INTEREST – link to document will be added in June 09.

MISCONDUCT BY MEMBERS

The CEO, in response to written allegations of misconduct by a USAT member, may authorize a confidential inquiry to determine whether a further investigation or a hearing and appeals review is appropriate.

CONFIDENTIALTY

Items which are designated by the chair to be of a confidential or sensitive nature should not be disclosed outside the setting of the committee. Members who knowingly divulge this information shall be subject to the procedures of misconduct.

SCHEDULING AND NOTICE OF MEETINGS

USA Triathlon Committees shall conduct business on behalf of USAT by means of teleconference or other similar electronic means. Sufficient funds must have been previously budgeted and the expenses associated with these meetings shall be applied to the budget of the committee. Meetings shall normally be scheduled at least 30 days in advance of the meeting date, but shall in no case be scheduled less than 7 days in advance. A notice of all meetings of Committees stating the date and time shall be given to each member by email or by mailing it to each member's last known address so as to arrive no less than 7 days in advance of the meeting date. In the event that more than one third of the committee members are unable to commit to attend a meeting, the chair may cancel the meeting. The attendance of a member at any meeting without protesting the lack of prior notice to or at the commencement of the meeting shall be deemed a waiver of notice.

QUORUM & VOTING

The presence of a majority of those duly registered and eligible to vote at a regularly scheduled meeting shall constitute a quorum. There shall be no voting by proxy. Each member shall have one vote on each matter; the chair need not vote except to break or cause a tie. Ex-officio members shall have a voice but no vote in the meeting. Invited guests may speak when recognized by a member of the committee. Only the chair may approve the participation of an alternate at a meeting.

MEETING AGENDA

A preliminary written agenda of the meeting should be discussed with the Board Liaison and the USAT Staff Liaison at least 7 days in advance of issuing notice of the meeting. A committee meeting agenda should follow this outline:

- Call to Order
- Roll Call
- Approval of Previous Minutes
- Reports by Committee Members
- Old Business
- New Business
- Announcements
- Announcement of Date and Place of Next Meeting

ANNUAL REPORT

USAT committees must submit an annual report detailing the previous year's expenditures and activities. This report shall be submitted no later than 10 days prior to the first in-person Board meeting of the year

ANNUAL BUDGET

Each committee shall submit a budget projecting financial requirements for the coming year. This budget request shall be submitted to the USAT National Office in accordance with the preliminary budget construction timeline, but never later than 30 days prior to the final in-person Board meeting of the year.

COMMITTEE MEETING MINUTES

The minutes of a committee meeting shall be prepared, distributed, amended, and approved within 30 calendar days from the date of the meeting. The minutes of any committee meeting shall include a fair summary of all matters discussed in the meeting, the text of any resolution submitted to a vote, a fair summary of all discussion on said resolution, and a list of how each committee member voted on said resolution. The approved minutes of a meeting shall be posted prominently and in their entirety to the federation website within 40 days of the meeting.

COMMUNICATIONS OUTSIDE OF THE COMMITTEE

All communications from the committee intended for a wide distribution and beyond the membership of the committee shall first be reviewed by the USAT Staff Liaison and the respective Board Liaison. The USAT Staff Liaison and the Board Liaison shall review all communications to organizations outside of the organization.

AUTHORIZATION OF EXPENSES

Only the USAT Staff Liaison shall authorize expenditures against the approved budget of the committee. There shall be no separate checking accounts for projects carried out under the direction of any committee without the express authorization of the Board of Directors.

HONORARIA

If budgeted, honoraria for speakers including coaches, athletes, and presenters are permitted.

Introduction

Committees are created by the Board of Directors to assist USAT's staff in developing, implementing and maintaining programs to best impact the multisport lifestyle. The purpose of Board meetings should primarily be to exchange information and make policy decisions based on recommendations of the committees. They debate and present options to the Board for potential action. Committees also provide opportunities for Board-staff interaction and exchange.

USA Triathlon's Bylaws on Standing Committees; Nominating, Finance and Audit, Compensation and Athletes Advisory Council:

ARTICLE XI Committees

Section 1. The Nominating Committee, the Finance and Audit Committee, the Compensation Committee, and the Athletes' Advisory Council shall exist as Standing Committees of USA Triathlon. The Board of Directors shall have the power to establish and abolish such additional Standing or Special Committees as the Board deems appropriate from time to time, to prescribe the duties and objectives of such committees, and to appoint representatives to such committees, which representatives need not be members of USA Triathlon.

Section 2.

- (a) With the exception of the Nominating Committee, the Finance and Audit Committee, the Compensation Committee, and the Athletes' Advisory Council, the number of members on all committees shall be determined by the Board of Directors. Members of the Standing Committees, other than the Committees specified in Section 1 above, may be appointed either by the Board of Directors or the Executive Director and need not be members of the Board of Directors. The President shall have the power to appoint one of the members of each committee as the chair.
- (b) The Nominating Committee shall consist of not less than three (3) individuals selected by the Board of Directors, and shall include at least one (1) member who is an elite athlete as defined in Article VI, Section 2.
- (c) The Finance and Audit Committee shall consist of three (3) members, one of whom shall be the Treasurer of USA Triathlon, one of whom shall be an elite athlete as defined in Article VI, Section 2, and the other of whom shall be selected by the Executive Committee, from the members of the Board of Directors.
- (d) The Compensation Committee shall consist of not less than three (3) individuals, including the President, one elite athlete as defined in Article VI, Section 2, and another (others) of whom shall be selected from the members of the Board of Directors.
- (e) The Athletes' Advisory Council shall consist of five (5) members, each of whom shall be selected by and each of whom shall be a member of the Elite Pool (as defined in Article VI, Section 2 above). For the year 1997, the members of the Athletes' Advisory Council shall be the persons serving on the Board of Directors of the United States Professional Triathlete and Duathlete Commission immediately prior to the dissolution of the United States Professional Triathlete and Duathlete Commission.

- (f) Subject to the provisions of sub-paragraph (d) above of this Section 2, any USA Triathlon committee that prepares, approves or implements programs regarding (i) the expenditure of funds allocated to USA Triathlon by the United States Olympic Committee; or (ii) the selection of international, Olympic and Pan American Games Team members, including athletes, coaches, administrators and support staff, shall have not less than twenty (20) percent of its membership and voting power held by athletes actively engaged in amateur athlete competition in triathlon. All appointments to any such committee, of an athlete actively engaged in amateur athletic competition in triathlon, shall be made by the Athletes' Advisory Council. Athletes "actively engaged in amateur athletic competition" shall mean those persons who are members of the Elite Pool (as defined in Article VI, Section 2 above).

Section 3.

- (a) A quorum for the transaction of business at any meeting of a Standing Committee shall consist of a majority of its members.
- (b) A Standing Committee shall establish rules of order and procedures for its meetings.
- (c) A Standing Committee shall have the power to transact its business by mail, telegraph or telephone.

Section 4. The duties of the Standing Committees shall be as follows:

- (a) Nominating Committee. The Nominating Committee shall be responsible for:
 - (1) Preparation and dissemination of a "Call for Nominations" document setting forth the process and timeline for a member becoming a candidate in the election, the election timeline and election rules. This "Call for Nominations" should be printed in an issue of the Federation newsletter which should be received by the membership prior to the May 1 date for opening of nominations and should be posted on USAT's website no later than April 15.
 - (2) Verification that all persons seeking to be nominated for a General Director position complied with all of the requirements for nomination, including, in the case of non-incumbents, verifying that the candidate's petition includes the requisite number of valid signatures.
 - (3) Overseeing the preparation of the ballot and each candidate's platform document.
- (b) Finance and Audit Committee. The Finance and Audit Committee shall assist in the preparation, presentation and review of all budgets, and such other duties as are assigned to it by the Board of Directors.
- (c) Athletes' Advisory Council. The Athletes' Advisory Council shall broaden communication between USA Triathlon and currently active elite athletes, and serve as a source of opinion and advice to USA Triathlon's Board of Directors with regard to both current and contemplated policies of USA Triathlon. The Athletes' Advisory Council shall make recommendations to the Board of Directors on issues related to the needs and concerns of the elite athlete members of USA Triathlon including but not limited to:
 - (1) the selection of elite athlete races;
 - (2) the determination of qualification procedures for the selection of members to

- USA Triathlon's Elite National Team;
- (3) the establishment and maintenance of elite rankings for USA Triathlon;
 - (4) the adoption, amendment and enforcement of rules relating to competitions in which elite athletes compete; and
 - (5) the procedure for the appointment or election of elite athletes to the United States Olympic Committee's Athlete Advisory Council.

Section 5. All Standing Committees shall submit an annual written report of their activities to the Board of Directors at least two (2) weeks prior to the first regular meeting of the Board of Directors in each calendar year.

Section 6. Any member of a Committee may be removed by the Board of Directors. In the event of the absence of any committee member or members, the remaining members of the committee, whether or not they constitute a quorum, may replace an absent member or members at any meeting of such committee, or the Executive Director may so replace the absent member.

USA TRIATHLON ADDITIONAL COMMITTEE DESCRIPTIONS

Age Group Committee

The mission of the Age Group Committee is to provide the Board of Directors with information and advice on issues of concern to age group multisport athletes.

The Age Group Committee maintains its own web site with current information about its members, projects, activities, reference materials on past issues, and information of interest to age groupers at www.usatagc.org

Chuck Graziano, Chair
Email: chuckg@ultrafit.com

Jim Donaldson, Board Liaison
Email: jim.donaldson@usatriathlon.org

Audit / Finance Committee

The mission of the Audit and Finance Committee is to monitor and advise upon the financial activities of USAT.

Bob Wendling, Treasurer
Email: bob.wendling@usatriathlon.org

Bylaw Committee

The mission of the Bylaw Committee is to review USAT's Bylaws and make recommendations to the Board and to our membership for improvement.

Brian Harrington, Chair
Email: brian.harrington@usatriathlon.org

Collegiate Committee

The mission of the Collegiate Committee is to help define areas for improvement within the sport of collegiate triathlon and to give regional institutions a representative to whom they can voice their concerns and opinions.

This Committee consists of 7 members; of these, 6 are regional representatives. Regional representatives serve a 2-year term and are responsible for representing the states within their region. The term runs from May to the end of the Collegiate Nationals two years later, and each collegiate club in the region will have one vote towards the election of their representative.

To qualify to be a regional nominee, one must:

- currently be an athlete or coach on a college triathlon team in the region they represent
- be able to fulfill a 2-year term limit as a member of a college triathlon team in that region

One Elite representative also sits on the Collegiate Committee to provide advice and perspective of the Elite collegiate triathletes. The Elite representative will serve a 2-year term. Each eligible triathlon club in the country has one eligible vote towards the election of the Elite representative.

To qualify to be an Elite nominee, one must:

- have finished in the top 10 male for female finishers in the most recent collegiate nationals
- be able to fulfill a 2- year term limit while continuing as an eligible collegiate triathlete throughout their entire term limit.

Mark Stoutenberg, Chair

Email: Markstout13@hotmail.com

Kendrick Gibson, Chair

Email: kendrick.gibson@gmail.com

Mike Greer, Board Liaison

Email: mike.greer@usatriathlon.org

Compensation Committee

The responsibility of the Compensation Committee is to prepare and make recommendations to the Board of Directors with respect to the CEO's employment agreement, severance arrangements, and compensation. The committee annually reviews the CEO's job performance and makes recommendations to Board of Directors regarding annual base salary and bonus, including specific goals. The Compensation Committee consists of not less than three (3) individuals, including the President, one elite athlete as defined in Article VI, Section 2, and another (others) of whom shall be selected from the members of the Board of Directors.

Rob Kasper, Chair

Email: rob.kasper@usatriathlon.org

Duathlon Committee

The mission of the Duathlon Committee is to help develop programs to inspire increased participation in and awareness of the sport of duathlon.

Faye Yates, Chair

Email: faye@team-magic.com

Tonya Armstrong, Chair

Email: tonya_armstrong@grainprocessing.com

Tim Armstrong, Chair
Email: tjarmstr@muscatine.k12.ia.us

Celeste Callahan, Board Liaison
Email: celeste.callahan@usatriathlon.org

Ethics Committee

Ethics Committee

The mission of the Ethics Committee is to review reported potential violations of the Code of Ethics and, if appropriate, recommend actions for resolution to the Board of Directors. The Committee resolves conflict of interest issues, and reviews annual conflict of interest statements.

To view a copy of [USAT Code of Ethics](http://usatriathlon.org/content/index/808) please click on <http://usatriathlon.org/content/index/808>

The Committee is composed of the USAT Executive Director/CEO, the President of the Board of Directors, at least one other Board member, one independent member with expertise in the field of ethics, and any others as determined by the Board of Directors.

Eric Averill, Chair
Email: eric.averill@usatriathlon.org

Elite Athlete Selection Committee

The mission of the Elite Athlete Selection Committee/World Cup Selection Committee is to rank applicants and make final decisions based on specific criteria.

The Committee is comprised of the following people: Sport Performance Director (ex officio / non-voting), AAC Chairperson, member of the National Coaching Committee and one (1) AAC member (male athlete for all female decisions; female athlete for all male decisions).

Kelly Cook, Chair
Email: kelly.cook@usatriathlon.org

Hall of Fame Committee

The mission of the Hall of Fame is to acknowledge and honor those individuals who have played a significant role in the growth, awareness and progress of USA Triathlon and multi-sport activities in the United States.

Chuck Graziano, Chair
Email: chuck.graziano@tab-bergenessex.com

Jim Donaldson, Board Liaison
Email: jim.donaldson@usatriathlon.org

Hearing and Appeals Committee

The mission of the Hearing and Appeals Committee is to conduct hearings and determine any appeal properly filed with USAT. The Committee reviews, investigates, and interprets any Competitive rule, regulation, or policy of USAT as well as impose and enforce penalties for any violation of the Competitive Rules or other polices or regulations of USAT.

In accordance with USAT Bylaws the Hearing and Appeals Committee consists of at least twelve members, including the chairpersons of the Legal Committee, Commissioner of Officials, at least four athlete representatives (20% minimum representation), and such other members as may be selected by the Executive Director. Except as otherwise provided in this Article XV, the Executive Director shall appoint a panel of at least three members of the Board of Hearings and Appeals to address and determine any matter requiring resolution.

Brian Harrington, Board Liaison

Email: brian.harrington@usatriathlon.org

International Relations Committee

The mission is to advise the USAT National Board on matters related to international relations and to recommend appropriate policies to support and enhance opportunities for all multi-sport athletes to compete in international events and participate in multi-sport related international activities, as outlined in the USAT Bylaws and further directed by the National Board.

Melissa Merson, Chair

Email: melissa.merson@usatriathlon.org

Brian Harrington, Board Liaison

Email: brian.harrington@usatriathlon.org

Investment Committee

The USAT Investment Committee is a fiduciary responsible for directing and monitoring the management of investment plan assets. As such, the Investment Committee is authorized to delegate certain responsibilities to professional experts in various fields. These include, but are not limited to:

1. Investment Management Consultant. The consultant may assist the Investment Committee in: establishing investment policy, objectives, and guidelines;
2. Selecting investment managers; reviewing such managers over time; measuring and evaluating investment performance; and other tasks as deemed appropriate.
3. Investment Manager. The investment manager has discretion to purchase, sell, or hold the specific securities (Bonds, Stocks & Cash Alternatives that will be used to meet the Plan's investment objectives).

4. Additional specialists such as attorneys, auditors, actuaries, retirement plan consultants, and others may be employed by the Investment Committee to assist in meeting its responsibilities and obligations to administer Plan assets prudently.

If such experts employed are also deemed to be fiduciaries, they must acknowledge such in writing. All expenses for such experts must be customary and reasonable, and will be borne by the Plan as deemed appropriate and necessary.

Bob Wendling, Board of Director Treasurer
Email: bob.wendling@usatriathlon.org

IT Committee

IT Committee mission is to guide the process of major IT-based initiatives of USAT.

The Committee shall consist of not less than three (3) individuals and shall include at least one (1) member of the Board of Directors.

Bob Wendling, Chair
Email: bob.wendling@usatriathlon.org

Eric Averill, Board Liaison
Email: eric.averill@usatriathlon.org

Marketing Advisory Committee

The mission of the Marketing Advisory Committee is to oversee all major marketing contracts. Though the USAT staff will be empowered to confirm deals that hold little financial impact to the organization, the Marketing Advisory Committee and, ultimately, the Board of Directors, will oversee the approval of sponsorships and partnerships that have a potentially significant financial impact on USAT.

(Vacant) Chair

Vince O'Brien, Board Liaison
Email: vince.obrien@usatriathlon.org

National Coaching Committee (NCC)

The mission of the National Coaching Committee is to 1) promote professionalism in multisport coaching and 2) advise USAT staff with ideas to raise USAT's level of coaching education.

NCC membership qualifications:

- Must be a USAT certified coach
- have 2+ years or multisport coaching experience
- willing to contribute between 5-10 hours to NCC projects each month

- commit to active participation in NCC email discussions
- willing to commit to completing projects by mutually agreed upon due dates
- committed to working in a positive, unified way with other NCC members and USAT staff and coaches
- willing to attend an NCC meeting annually or semi annually
- may not be full-time employees of USAT
- must be a US resident

NCC Membership:

- Seven members, each with three year terms

Maurice Wills, Chair

Email: mauricewills@att.net

Victor Plata, Board Liaison

Email: victor.plata@usatriathlon.org

Nominating Committee

The mission of the Nominating Committee is to ensure the proper conduct of USA Triathlon elections. Its duties are stated in Article XI of USA Triathlon's bylaws.

Vince O'Brien, Chair

Email: vince.obrien@usatriathlon.org

ParaTriathlon Committee

The mission of the Physically Challenged Committee is to help support current programs and identify opportunities for the PC athletes at the national and international levels.

The International Paralympic Committee maintains its own web site, www.paralympic.org.

Jon Beeson, Chair

Email: uspctri@cox.net

Mike Greer, Board Liaison

Email: mike.greer@usatriathlon.org

Race Director Committee (RDC)

The mission of the RDC is to provide race directors, veteran and new alike, the opportunity to learn more about and understand USAT sanctioning agreements. They are also available as a resource to address any issue, questions or problems that may arise regarding the production and management of USAT events and provide information about vendors, sponsors, ect. The RDC strives to bring continuity to USAT events held in all regions, ensuring the existence of the basic minimum sanctioning requirements and educate race directors in the optional programs offered through

sanctioning as well. The RDC advocate fairness and equity as it applies to race director issues and is a sounding board between the race director and USAT BOD and the National office.

The RDC consists of 9 individuals of which at least two (2) are women, two (2) are race directors who perform their duties purely as volunteers, and at least one (1) member represents races of less than 300 participants.

Additionally, the West (Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington and Wyoming); Central (Arkansas, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, Oklahoma, South Dakota, Texas and Wisconsin); & Eastern (Alabama, Connecticut, Delaware, Florida, Georgia, Maine, Maryland, Massachusetts, Mississippi, New Hampshire, New Jersey, New York, North Carolina, Pennsylvania, Rhode Island, South Carolina, Tennessee, Vermont, Virginia, Washington D.C., West Virginia) must have at least two (2) race director representatives. The USAT National Office screens applicants and appointments to the RDC are subject to the approval of the USAT Board of Directors. Appointments are for two (2) years for a maximum of 4 years. Terms are staggered to preclude the entire Committee being appointed at the same time. RDC Chairperson is rotated annually and is elected by the Committee members.

Brad Davison, Chair
Email: brad@captextri.com

Jim Donaldson, Board Liaison
Email: jim.donaldson@usatriathlon.org

Regional Chair Committee

The ten Regions of USAT are made up of volunteers who work diligently to provide members with information about the sport and opportunities to participate and compete regionally, nationally, and internationally. The USAT Regions are a resource for all disciplines of multisport in triathlon, duathlon, aquathlon, off-road and winter triathlon for athletes and event organizers.

The Committee is comprised of Regional Chairs as elected by the Regional Councils.

Kevin Trock, Chair
Email: kevin.trock@usatriathlon.org

Eric Averill, Board Liaison
Email: eric.averill@usatriathlon.org

Strategic Planning Committee

The mission of the Strategic Planning Committee is to gather information from all the constituents of USA Triathlon, and form a Strategic Plan that encompasses the development and direction of the Federation over the course of 5 years. It was also to define and create a system of assignment, evaluation and reconsideration of its contents.

Eric Averill, Chair

Email: eric.averill@usatriathlon.org

Bob Wendling, Board Liaison

Email: bob.wendling@usatriathlon.org

Women's Commission

The mission of the Women's Committee is to consult and provide expert advice on matters relating to women, amateur and multisport activities that would be governed by USAT. This charter includes development of resolutions for Board action, preparation of guidelines and written materials and contributions to various USAT committees and task forces. The Women's Committee is responsible for determining and addressing the specific needs of the female multisport athlete, and for promoting and supporting women and girls in their multisport endeavors.

The Women's Committee maintains its own web site with current information about its members, projects, activities, reference materials on past issues, and information of interest to age groupers at www.usatwomen.com

Ashley Rosilier, Chair

Email: ashley@rungearrun.com

Jean McGuire, Chair

Email: mcguire_jean@hotmail.com

Celeste Callahan, Board Liaison

Email: celeste.callahan@usatriathlon.org