

Committees

Audit & Ethics*

Club Development

Fundraising

High Performance

Judicial*

Nominating*

Recruiting

* Mandatory committees

Audit & Ethics

Function:

The Audit Committee shall periodically meet separately in executive session individually with management, USA Pentathlon's financial staff, and the USA Pentathlon's outside auditor. In addition, the Audit Committee, or a designated representative of the Committee, shall meet with the outside auditor prior to the release and filing of the USA Pentathlon's quarterly financial reports, to review such materials.

1. Recommend the independent auditors of USA Pentathlon, review the report of the independent auditors and management letter, and recommend action as needed;
2. Investigate matters of fiscal controls and disclosure and such other matters as directed by the Board;
3. Oversee implementation of, and compliance with, the Code;
4. Report to the Board on all ethical issues;
5. Develop, and review on an annual basis, a Code of Ethics for the Board, officers, committee and task force members, volunteers, staff and member organizations for adoption by the Board;
6. Generally administer and oversee compliance with the Code of Ethics;
7. Review and investigate matters of ethical impropriety and make recommendations on such matters to the Board;
8. Review and provide guidance on ethical questions presented by the Board, officers, committee and task force members, volunteers, staff and USA Pentathlon members;
9. Perform such other duties as assigned by the Board.

Composition: The Board of Directors shall appoint the members of the Audit & Ethics Committee and its chair, all of whom shall be directors of the Board. An independent director of the Board with financial experience shall be on and Chair the Audit & Ethics Committee.

Committee Members: Atif Siddiqi, Fred Hower, Anita Allen

Meetings: Quarterly or as needed

Athlete Rep: TBD

Club Development

Mission: To establish policies and procedures governing the clubs and development programs and to oversee the implementation of those policies and procedures. The Committee works closely with the recruiting and high performance committees as well as the National Coach in the implementation of all development programs and courses.

Composition of Committee: (1) The Chair is appointed by the Chair and serves at the pleasure of the Chair. (2) The Chair selects five members for the Committee, one of whom must be an Athlete, who serve at the pleasure of the Chair. A member of the Board serves as liaison between the Committee and the Board.

General Duties of the Committee: The Committee is responsible for developing and maintaining a plan for the development and sustainment of clubs. The Committee is responsible for activities in five related areas: (1) coach development, (2) existing club development, (3) new club development, and (4) athlete development to (5) administrative responsibilities.

Committee Members: Jan Olesinski, Connie Ballard, Mike Duffy, Joach Saksen, Carol Anderson, Cindy West

Committee Chair: TBD

Meetings: Quarterly

Athlete Rep.: TBD

Board Champion: Rob Stull

Fundraising

Mission: To provide additional resources to the organization through private donor fundraising or sponsorship

General Duties: Identify and cultivate potential donors, sponsors and other sources of revenue. See private donor fundraising plan (attached)

Committee Members: Lisa Jayne

Committee Chair: TBD

Meetings: Quarterly

Board Champion: Fred Hower

Goals:

2010

Youth A World Championships	\$25,000.00
Junior World Championships	\$25,000.00
Recruiting program	\$15,000.00
Equestrian program (sustainment)	\$20,000.00
Coaching	\$80,000.00
Regional Training Centers	\$62,000.00
Club Development	\$30,000.00
Equipment	\$25,000.00

High Performance

Mission: To develop, enhance and improve training methods and programs designed to increase the performance and depth of competitive athletes in the United States. The Committee shall develop specific guidelines, procedures and training plans for all pentathlon programs within USAP. This includes Resident Athletes, Juniors and Youth. The committee will utilize all available resources to help meet the training needs of all pentathletes.

Goals of the Committee:

- (1) Coordinate and provide direction for all USAP training activities (a) Resident Athlete program, (b) elite athlete development (c) junior and youth.
- (2) Coordinate with the development committee in developing training programs for youth.
- (3) Provide a plan for the 2012 Olympic Team.
- (4) Develop a Quadrennial training plan leading up to the 2016 and future Olympic Games.
- (5) Provide a specific training plan for the 2012 Olympic training team.
- (6) Make available training programs for all athletes to enhance their development and progress.
- (7) Develop and present selection criteria.
- (8) Assist with direction for the USAP training camps and USAP teams.

General Duties:

Meetings: Quarterly

Committee Members: Jay T Kearney, Genadijus Sokolovas, Alan Arata

Committee Chair: TBD

Board Champion(s): Anita Allen, Vaho Iagorashvili

Judicial

Mission: To establish policies and procedures governing grievances presented to USAP.

Composition of Committee: The Board of Directors shall appoint the members of the Judicial Committee and its chair. Members of the Judicial Committee shall satisfy the standards of independence for “independent directors” as set forth in the Bylaws. No director of the Board shall be appointed to the Judicial Committee.

General Duties of the Committee:

1. Administer and oversee all administrative grievances and right to compete matters filed with USA Pentathlon;
2. Identify individuals who would be fair and impartial and who would have the qualifications and ability to serve on hearing panels;
3. Hear and render a decision, or appoint a panel to hear and render a decision, on grievances and disciplinary matters;
4. Perform such other duties as assigned by the Board.

Committee Members: TBD

Meetings: As issues are presented to the committee

Nominating

Mission: To find suitable candidates to be nominated for elected positions in various functions within the Corporation

General Duties: Prepare a slate of candidates for each position of the Board of Directors to be elected in the next election year. The Chair of the Committee is to present the slate of candidates for the Board positions to be elected at the Annual Meeting of the USAP's membership at which such positions are to be elected. Serve as election tellers as outlined in the USAP Bylaws.

Composition of the Committee: The Committee shall be comprised of five members. Only one independent member of the Board of Directors shall be eligible to serve on the Nominating committee. Members of the Nominating Committee, other than the independent director, shall be precluded from serving as a Board Director or in any other USA Pentathlon capacity, whether governance or on staff, for a period of one (1) year after their service on the Nominating Committee ends.

Meetings: As needed but prior to any vacancy on the Board of Directors

Committee Members: TBD

Board Champion: Atif Siddiqi

Recruiting Committee

Mission: To identify suitable athletes to compete for the US in Pentathlon.

General Duties: To develop, enhance and improve recruiting methods and programs designed to increase the depth of the pool of competitive athletes at all age levels in the United States. The Committee shall develop specific guidelines, procedures and plans for all recruiting programs within USAP. The committee will utilize all available resources to help identify and acquire new talent for pentathlon.

Meetings: Quarterly

Committee Members: Cindy West, Alan Arata, Eli Bremer, Mike Doan, Genadijus Sokolovas

Board Champion: Monica Rowland

Goals and Targets:

Goal: Recruit new elite athletes by April for consideration for London 2012 - 20 seniors, 50 juniors and 100 youth competing at 2010 US Nationals.

Target: Elite swimmers, 17-24 years old, who swim under our standard (2:00 for men, 2:10 for women).