



USA Shooting – Board of Directors Fall Meeting October 21, 2017

MEETING MINUTES

1. Call to Order & Welcome

Jeff Price, Chair

- a. BOD Meeting officially began in closed-door session at 8 am with interview sessions arranged for the CEO candidate put forth by the USAS CEO Selection Committee.
- b. USAS Staff and official BOD Agenda called to order after lunch at 1:52 pm.

2. Old Business

a. SafeSport Audit

Mike Theimer

- i. Mike Theimer provided BOD with a thorough examination of program concept and revealed the results of the audit and findings.
- ii. BOD discussion centered around program's importance and agrees that there is absolutely no room for error and that there is no excuse for being anything less than 100% compliant.

b. Finance/Budget Status

Rick Hawkins/Karie Wright

- i. Rick Hawkins began a budget discussion stating his opinion that he thinks the organization has enjoyed a culture of overspending. Further, his research indicates an expenditure and budgeting problem in that the organization consistently overestimates income, under-estimates expense.
- ii. Paul Boyer concluded that budgeting needs to be re-thought and examines the challenge in assessing budget in its current format. States that the budget includes incomplete info and that the reporting is not very good. Notes that it is irresponsible for the BOD to made aware of such an impending deficit with no visibility from the last BOD meeting to now.



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- iii. Question is posed as to what staff can do in the time remaining to impact deficit.
- iv. Controller Karie Wright states that some of the areas where USAS is over-budget is due to Lones Wigger reception, spring storm at Shotgun Range that cost \$68,000, of which insurance paid just \$13,000.
- v. Paul Boyer begins a discussion of where endowment money resides in budget. States that endowment money should not be reflected in USAS balance sheet.
- vi. Paul Boyer challenges USA Shooting Staff present that in the future, staff needs to provide budgets it can deliver on. Expects staff to have a plan and vision for the budget it presents along with strategies involved to meet expectations.
- vii. Another suggestion put forth to staff to provide a re-forecast against the budget every month based on situations, emergencies, profit/loss.
- viii. BOD requests staff to deliver budget cut recommendations by Monday following meeting that they can deliver on before year-end that doesn't affect athletes/programs.

c. Team Selections Process

Lisa Kelley

- i. Lot of work to be done. Originally, coaches wanted straight tryout. With athlete input, now a combined system of tryouts and point system. Need a system that is perfectly transparent and easy to understand.

3. New Business

a. Future Meetings

Jeff Price

- i. With new CEO, recommend four in-person meetings in 2018. Board requested in-person meetings for February, May, September and November.
- ii. Recommendation is for one meeting to be established on east coast.

4. Adjourn/Closing

Jeff Price - Adjourns meeting at 4:30 pm.