



**USA Shooting Board of Directors  
– Meeting Minutes –  
May 10, 2018**

1. Call to Order & Welcome Jeff Price, Chair
2. Roll Call Kevin Neuendorf, Secretary
  - a. BOD In-Person Attendees: Jeff Price, Keith Sanderson, Kristen Raskopf, Susan Abbott.
  - b. BOD Conference Call-Ins –Barb Bridendolph, Jim Henderson, Lisa Kelley
  - c. Not Present: Paul Boyle
  - d. Special Guests: Staff members present included Keith Enlow, Kevin Neuendorf (BOD secretary). Special counsel Laura Peeters.
  - e. Jeff begins meeting asking Laura Peeters if a quorum exists. She explains that simple majority is required. Suggest that BOD delays voting on items if athlete reps aren't present at the time of vote.
3. New Business
  - a. Jeff begins meeting by discussing the March 12 BOD decision to remove Keith Sanderson from BOD. Asks for a motion to negate that March 12 vote, thereby reinstating Sanderson.
  - b. Kristen Raskopf asks for more information on Section 9 and Section 10 complaints filed by.
  - c. After discussion, Raskopf asks for motion to reinsert Keith back onto USAS Board. Seconded by Susan Abbott. Motion passes unanimously with no dissention.
  - d. Keith Sanderson exits the meeting for his World Cup competition at 8:31 am.
  - e. One item of note, BOD to approve March 12 BOD meeting notes at next BOD meeting.
  - f. Request by BOD to CEO, Keith Enlow, to forward all section 9 and 10 complaints, and new administrative grievance.
4. CEO Report
  - a. USA Shooting CEO Keith Enlow updates the BOD on critical areas of USA Shooting operations
    - i. 100 Days In (Overview of organization)
    - ii. Focused Steps he and USA Shooting Staff are taking
    - iii. Reports center on Team, Athletes, Marketing, Commercial Effectiveness & Financials)
    - iv. Discussion develops around athlete performance, particularly in regard to pistol growth and performance. Keith Enlow to provide action plan for next BOD meeting centered around coaching and youth development.

- v. During Content Development & Delivery, discussion around confidentiality of Euro data, in regards to online webpage hosting. Recommendation to request web page host, Trost Marketing, adhere to confidentiality.
- vi. Request by BOD to follow up with Ollie North, new NRA President for USA Shooting support.
- vii. During Marketing/Communications overview, Raskopf suggests looking at opportunities to hire paid publicist to help expand message reach. Barb Bridendolph suggests organizing fully the brand approach to incorporate marketing and communications and encapsulates industry message as to the value of USA Shooting Team and athletes. Brand message and delivery. Action taken.
- viii. During Marketing/Communications overview, question raised about club membership and insurance and whether or not USA Shooting provides. Action taken to clarify prior to next BOD meeting.
- ix. During financial overview, Raskopf suggests that USA Shooting attorney costs be vetted out appropriately in advance including asking for advanced estimates from Bryan Cave on certain unavoidable matters. Action taken.

## 5. Committee Reports

- a. Codes of Conduct Update – Kristen Raskopf
  - i. Committee undergone thorough review of various codes for coaches, participants, employees/volunteers/directors and staff. Five different documents. Completed process with outside counsel.
  - ii. Committee has now proposed revised revisions to Ethics Committee which amends codes of conduct. Allow Ethics Committee ample time to review and work through own independent process.
  - iii. Code of Conduct changes require a BOD vote.
  - iv. Keith Enlow currently activating Ethics Committee.
- b. Athlete Selection Committee – Lisa Kelley
  - i. Committee includes Vincent Hancock, (athlete) and Tom Tamas (coach)
  - ii. Process almost finalized. Kelley thanked the great input athlete and coach representation has provided.
- c. Direct Athlete Support – Keith Enlow
  - i. Outlined very clean system
  - ii. Gone to USOC which has received feedback and changes
- d. Kristen Raskopf suggests that USA Shooting must incorporate new athlete on Judicial Committee, because currently it is an incomplete committee membership. Keith Enlow says he'll work to resolve that vacancy.

## 6. ***BOD enters Executive Session at 10:40 am. Executive session ends at 11:30 am.***