



**BOARD OF DIRECTORS MEETING
October 3, 2015**

MEETING MINUTES

1. Call to Order & Welcome – Dr. Lally

Meeting called to order at 8:30am by President Lally.

2. Roll Call - Bob Mitchell

2.1 Present: Anderson; Behrens; Clark (teleconference); Delfay (teleconference); Lally; Mitchell; Stone; Wigger; Willing (teleconference); Wray (USAMU Rep)

2.2 Not Present: Eller, English, Hein, Turner, Milev

2.3 Lally notes a quorum is present and notes the absence of the athlete representatives to the BOD. States that despite their absence the job of the BOD is to continue with the business at hand.

2.4 Lally welcomed guests: Chris Barry of Newport Creative, Rick Adams of USOC and Tom James USAS legal counsel. Note that Kae Rader joined the meeting at 9:45.

2.5 Lally recognized staff members; Dave Johnson, Kevin Neuendorf, Sergey Luzov, Jay Waldron, Bob Foth, Mike Theimer, Tyler Anderson, Pete Carson and Karie Wright.

3. Approval of Minutes - Dr. Lally

3.1 Motion made to approve November 3, 2014 Meeting Minutes. No discussion; approved unanimously.

3.2 Motion made to approve March 16, 2015 Meeting Minutes. No discussion; approved unanimously.

3.3 Motion made to approve May 13, 2015 Meeting Minutes. No Discussion; approved unanimously.

4. Seating of Incoming Directors - Dr. Lally

4.1 New Directors include athlete reps Amber English (shotgun) and Joe Hein (rifle), Col. Dennis Behrens (at-large).

4.2 Bob Wray is announced as the USAMU Liaison to the BOD as requested by Accessions Brigade, the higher headquarters of USAMU. Mr. Wray will have voice without vote.

4.3 Lally posed the question to general counsel Tom James: can new BOD members be seated if they are not present? James stated that there is nothing that prevents members from being seated despite their absence.

4.4 The incoming directors were declared seated.



5. Election of Officers - Dr. Lally

5.1 Lally states that all BOD seats are 4-year terms and all officers are elected for a two year term. The officers and the AAC compose the Executive Committee (ExCo).

5.2 Positions for election are: President, Vice President, Treasurer and Secretary.

5.2.1 Election of President is conducted: Col. Behrens nominates Dr. Lally and seconded by Lones Wigger; No further nominations; unanimously approved with Lally abstaining.

5.2.2 Election of Vice President conducted: Gary Anderson nominates Lones Wigger and seconded by Cris Stone; No further nominations; Lones Wigger unanimously approved with Wigger abstaining.

5.2.3 Election of Treasurer conducted: Gary Anderson nominates EC Stone and seconded by Bob Mitchell; No further nominations; Stone unanimously elected with Stone abstaining.

5.2.4 Election of Secretary conducted: Robert Mitchell Nominates Gary Anderson and seconded by Cris Stone; No further nominations; Anderson unanimously elected with Anderson abstaining.

6. Executive Committee Actions - Dr. Lally

6.1 The Executive Committee has taken the following actions since the November Board meeting:

6.1.1 Funding USAS employee 401K at 5% for 2015.

6.1.2 Purchase authorized of \$145,000 for Winchester shotgun ammo prior to 2015 price increase. Noted that sponsorship ammo is for Team use only. USAS buys ammo to sell to match attendees, club members and athletes desiring additional ammo. Sponsorship contract amount, confidential but is substantial and meets team needs yearly. Rio 2016 is to make Winchester one of five ammo brands available at Rio Games.

7. Special Business Items - Dr. Lally

7.1 Code of Conduct Complaint against Bob Mitchell

7.1.1 Code of Conduct complaint filed on March 27 and followed by two amendments (April 22 & May 13) against USAS CEO/ED Bob Mitchell.

7.1.2 Detail of complaints provided in previous BOD mailings.

7.1.3 Extensive investigation conducted by attorney Laura Peeters concluding there is no merit to the complaints.

7.1.4 Discussion relative to the amount of damage, time and action the Complaint took from all involved.

7.1.5 Discussion as to what action is appropriate to finalize action on the Complaints and move forward. Question for General Counsel: following extensive investigation, are we unequivocal in saying the Complaint is without merit and what bylaws are in place for finalizing the complaint?

7.1.6 Tom James responds that the BOD has right to remove Mitchell from discussion. BOD also has option to hear from Mitchell. Relative to the Code of Conduct and Code administration procedures currently in place, the CEO administers Code of Conduct process and appointment of investigator. Since CEO is subject, it is deemed that Bob would not fill that role. Then responsibility lies with the BOD to step into that role and make decision regarding the findings/recommendation of the

investigator. Tom James suggestion is that BOD levy a decision relative to the investigation.

- 7.1.7 Motion to dismiss Code of Conduct complaint with amendments. Discussion followed. Question was asked how we came to hire the investigator. Lally explained that he appointed Cris Stone which was challenged by Tecklenburg as a conflict. Lally then asked the USOC for recommendations and was offered three candidates. Tecklenburg vetted the recommendations. It was agreed Laura Peeters would be engaged as an outside third party investigator. The cost of the complaint was \$40,000 with the determination every allegation was without merit. It was noted no athlete has lost training as result of money spent during investigation. Funding from USAS reserve fund but certainly it was money that could have been available for positive NGB programs.
- 7.1.8 Motion to Dismiss Code of Conduct Complaint passed unanimously with Mitchell abstaining.

7.2 Status of Grievances addressed by Tom James at the request of Lally

- 7.2.1 Upon beginning his update relative to further grievances (April 3, 2015, April 25, 2015, Section 10 Complaint and related actions) brought forth against USA Shooting, legal counsel Tom James suggested that the BOD move to executive session. Executive session was convened and lasted approximately 45 minutes.
- 7.2.2 Motion upon reconvening: That the USA Shooting Board ask former secretary Kinsey Robinson to continue to manage the June 25, 2015 signature challenge grievance for USA Shooting. There was no additional discussion and the motion passed unanimously.

7.3 Mary Weeks Director Status - Dr. Lally

- 7.3.1 Matter of AAC, Mary Weeks' membership having expired in January. USAS Bylaws call for this vacancy to be filled by the Alternate AAC representative.
- 7.3.2 Motion: To waive Mary Weeks' failure to maintain her membership status and eligibility to continue as a member of the Board and therefore to allow her to be reinstated to her position as the shooting AAC representative and a member of the USA Shooting Board of Directors.
- 7.3.3 No additional discussion. Motion passed unanimously.

General Counsel Tom James was excused from the BOD meeting at this time.

7.4 Revision of USAS Bylaws – Bob Mitchell

- 7.4.1 All realize that significant deficiencies exist in USAS Bylaws. Not necessary to take action today as direction will be coming back to us via the Section 10 mediation and/or hearing panel process. Discussion determined that as we work revisions, look to outside experts, other NGBS, best practices to refine bylaws. Whatever product evolves, it would then be for the Board to take appropriate action.

8. Old Business

8.1 Member Survey conducted by Rader Consulting in the fall of 2014 with Kae Rader reporting:

- 8.1.1 Takes courage to undertake survey. Reach out to stakeholders and to ask them how USA Shooting is doing. Brings value about what's important to stakeholders.
- 8.1.2 Online survey addressed strategic priorities conducted in Oct. 2014. 1,000+ random surveys with 400+ responses. +/- 95% confidence level. Used mix of closed and open-ended questions. Nearly 2/3rds of respondents were athletes. Survey design is based on social science theory. Used 0-10 scale which gives best statistical analysis.
- 8.1.3 Overall performance of USAS was an average rating of 7.8 which is high.
- 8.1.4 Open-ended questions answered by approximately 2/3 of respondents. Three tiers of concern based on frequency of mention:
 - 8.1.4.1.1 Increase value for members particularly with regard to events, communication and youth development.
 - 8.1.4.1.2 Politics, public & media opinion of the shooting sports.
 - 8.1.4.1.3 Thirdly promoting & recruiting youth.
- 8.1.5 USAS stakeholder commitment is high.
- 8.1.6 Top three recommendations are: improve communication especially with athletes; increase visibility of the sport and strengthen public opinion; evaluate funding effectiveness of all aspects of youth development and coaching.

8.2 Safe Sport – Mike Theimer

- 8.2.1 177 Staff, Coaches, Volunteers plus Team members have taken USAS training to date.
- 8.2.2 Webpage in place for clubs and allied organizations to use for safe sport training.
- 8.2.3 It will be a required course in new Coach Academy increasing visibility of USAS Safe Sport policy and training.
- 8.2.4 Safe Sport program consists of PowerPoint presentation. Program is 80 minutes long with certificate provided and a record of completion.
- 8.2.5 Safe Sport course is not mandated for USAS clubs but is recommended.

8.3 Resource Development Task Force - Bob Mitchell

- 8.3.1 Lally appointed this task force to support Rob Weekes in fundraising efforts. It is a carry-over group from the USA Shooting Team Foundation. Group has not been active in assisting Weekes. Chairman Michael Flores did not provide a report to the Board. Mitchell recommends that Weekes form his own working group/committee to assist in his marketing efforts as he deems appropriate. Members of the Resource Development task force may be included. No vote taken, but consensus of support for proposal to be brought forth by Weekes.

8.4 South Office Renovation - Bob Mitchell

- 8.4.1 Estimates for remodel/reconfiguration of south office space came in at \$146K. More expensive project that we can currently fund. Renovation needed but project placed on hold at this time.

8.5 Mobile Range Project – Bob Mitchell & Dave Johnson

- 8.5.1 Bob reports only suitable range available for USAS national level smallbore rifle-pistol events is Ft. Benning, GA. USAS needs more venues for training and hosting events. An option discussed to date is a portable range a similar to the CMP mobile10 meter range which has proven very successful. Cost estimate is approximately \$800,000.
- 8.5.2 Dave continues with new opportunity that has arisen through CMPs range at Talladega which is near the Anniston airgun complex. Interest by both parties to purchase 20 firing points. USAS investment looks to be close to \$57,000 for lanes and associated structure. Currently working details for an agreement and specific funding request.
- 8.5.3 Lones Wigger states that a portable range is still a worthy investment and not to let it die.
- 8.5.4 Motion made to continue discussion and act on a partnership proposal with CMP for implementation of a 50m range at the Talladega complex. Consensus agreement to support proposal.

9. New Business

9.1 USOC Report - Rick Adams

- 9.1.1 USOC recognizes many great things happening at USA Shooting commending Bob and staff for good work stating “Over a lot of years and decades USA Shooting has done a really good job.”
- 9.1.2 Bid Update: Boston bid came unhinged. LA bid is in great shape and USOC will put a terrific bid forward.
- 9.1.3 Rio Updates: High expectations. Traffic issues are real.
- 9.1.4 Safe Sport: Priority of this concentration of resources and effort is very real. Next year the USOC will unveil the US Center for Safe Sport, which will be USOC’s way to externalize abuse in sport similar to what USADA has become. \$5 million/year needed to fund Center. \$1 million/year USOC. \$1 million/year NGBs. NCAA would match. Professional leagues \$1/2 million/year. Steep cost but can’t underestimate the true worth of venture
- 9.1.5 Development Marketing: 22 people in Development currently as USOC strives to build a sustainable fundraising machine. 2012 raised less money than Cheyenne Mountain Zoo. Goal is \$20 million which will give more money to athletes.
- 9.1.6 Chula Vista Training Center: USOC working to sell training center to city. San Diego would continue sport operations.
- 9.1.7 USOC highly engaged with the NCAA relative to the preservation of Olympic sports. Will hire someone to manage intercollegiate affairs.
- 9.1.8 Question of why Paralympic funding hasn’t increased: Allocation for Olympic & Paralympic programs/athletes is set by Board. First time since Athens every team is qualified for Rio. More teams, more athletes require more funding. Unfortunately, all deserving programs/athletes are not getting funded. Revenue growing but not keeping with

Paralympic requirements. Operation gold funding doesn't exist for Paralympic athletes. Extraordinarily difficult to be a stand-alone NPC with just one dedicated sponsor. No coverage from NBC thus no TV revenue. Power from social media can have positive funding influence.

9.2 Financials – Karie Wright

- 9.2.1 2014 Audit; clean audit for 2014. Presented to Executive Committee in May. Did lose \$287,000 in 2014 as a result of financing World Championships, World Cups, Championship of Americas and underperformance by fundraising Foundation. 74% of budget spent on programs with 26% of budget being spent on non-program organizational functions.
- 9.2.2 Motion to accept the audit as presented. No additional discussion. Motion passed unanimously.
- 9.2.3 2015 Financials Year to Date: \$77,000+ for unbudgeted BOD expense related to complaints and grievances. Expense somewhat offset as Competitions has been successful and strong merchandise sales. \$166K in Bunker Club income in support of the Athlete Endowment. At this point, projecting a possible \$828,000 surplus for 2015. Very good operating year thus far.
- 9.2.4 Cris Stone notes that 2015 year ending forecast at this point is only a projection.
- 9.2.5 Gary Anderson points out that competition income above competition expense by \$100K. Merchandise income is greater than expense.
- 9.2.6 Karie continues that USA Shooting has \$4 million in cash. Breakdown of that includes:
 - \$24,055 escrow 5-year & Life Memberships;
 - \$72,000 in donor restricted funds;
 - \$50,000 in temporarily donor restricted funds;
 - \$1.4 million athlete endowment;
 - \$1 million Executive Committee directed reserve to operate for six months;
 - \$355,285.63 current liabilitiesFormal and informal restricted totals: \$1,643,772.02
- 9.2.7 2016 Proposed Operating Budget – Karie Wright
 - 9.2.7.1.1 Budget doesn't currently include athlete performance incentives for 2016 Olympic/Paralympic Games. Athlete incentives totaled \$325,500 in 2008 and \$231,000 in 2012.
 - 9.2.7.1.2 Mitchell states the forecast is for six medals in 2016. Need to include Para and coach incentives also.
 - 9.2.7.1.3 Lally asks for staff to draft proposal including Paralympic and coach components.
 - 9.2.7.1.4 Anderson makes motion for BOD to implement athlete incentive plan with plan submitted to Executive Committee in near future. No additional discussion. Motion passed unanimously.

- 9.2.7.1.5 Karie stated that budget consideration may be needed due to potential new regulations on overtime of salaried employees being proposed by the Department of Labor.
- 9.2.7.1.6 Motion made to approve budget as presented. There was no additional discussion. The motion passed unanimously.

9.3 2016 Running Target World Championship Participation - Dave Johnson

- 9.3.1 Since Running Target (RT) was cancelled as an Olympic event following the 2004 Games, USA Shooting ceased all Running Target activities. Athletes have asked USAS to support a running target team to the 2016 world championships. Good to support self-funding in principle. Still USAS responsibility and expense involved. Very few athletes participating in RT. Participation would likely require a team selection process and participants would represent USAS. We have not conducted or sanctioned a match since 2004.
- 9.3.2 Gary Anderson notes that there are real concerns for supporting RT participation. Has a hard time with the idea that someone can buy their way onto a U.S. Team.
- 9.3.3 Motion made to not support/send 2016 Running Target team to the World Championships.
- 9.3.4 No additional discussion. Motion passed unanimously.

9.4 Director, Officer and EXCO Job Descriptions - Bob Mitchell

- 9.4.1 Job descriptions in BOD packets. Recommendation for job descriptions developed by Kae Rader with input from Mitchell and ExCo.
- 9.4.2 ExCo reviewed but wanted to bring before board for discussion. Proposal to adopt for inclusion in operational structure.
- 9.4.3 Lally proposed further action be tabled pending review of any potential Bylaw changes. There was consensus agreement.

9.5 Direct Marketing – Chris Barry from Newport Creative

- 9.5.1 Mitchell states that Newport Creative has been with USA Shooting since 1997. Over the years, tried other vendors. No other firm has performed as well as Newport Creative.
- 9.5.2 Barry presented verbally and supported with PowerPoint. Non-profit giving has remained relatively flat since recession. Donors down 17 percent. New donors down 39.3% in last 10 years. Charitable giving up 3.1% in early 2015. Donations trending up for relief, animal welfare, religious and environmental organizations. Health and human service organizations are trending down.
- 9.5.3 2014 Performance Summary: Net revenue \$657,021; 5,687 new donors; generated 46,191 total gifts; average gift \$31.83; mail volume 1.286 million pieces; average gift trending up from \$27 in 2009 to \$31.83 in 2014.
- 9.5.4 Net income ranges \$600 to \$750K per year.
- 9.5.5 Last three years have been best years since inception of USAS direct marketing program.

- 9.5.6 Donor File Analysis: Largest grouping is \$10-\$25 (42.3%). \$100 gifts are increasing each year and up to 6% in 2015. 1.82 gifts per donor/year. Donor renewal rate is 60.88% up from 56.96% in 2013. Donors gained are greater than donors lost. Key is reactivating, renewing and acquiring as many or more than lost each year.
- 9.5.7 Acquisition challenging with 100 envelopes mailed to obtain one new donor.
- 9.5.8 Localization and personalization improves rate of return. Continually using innovations to enhance the packages.
- 9.5.9 External factors impacting program are Olympic cycle, status of economy, unemployment, stock market fluctuations. Presidential elections and international turmoil.

9.6 Endowment Report - Colonel Dennis Behrens

- 9.6.1 Behrens provided history of the formation of the Athlete Endowment by way of the Bunker Club. Athlete Endowment needed \$1.5 million to really get off the ground. Reached \$1.5m in early 2015. Excited that 2015 we dispersed grants to 27 developing athletes. New goal is \$3 million. Money is invested with Olympic Foundation which has provided a historical return of close to 9%.

9.7 ISSF Report - Gary Anderson

- 9.7.1 USA Shooting well positioned in ISSF Leadership with: Gary Anderson – Vice President, ExCo and Administrative Council ; Bob Mitchell - Administrative council and member of ExCo; Susan Abbott - Pistol Committee Chair; Dr. Lally - Medical Committee Chair; Wanda Jewell – Rifle Committee; Bob Aylward – Technical Committee
- 9.7.2 2015 ISSF conducted four discipline world cups, one junior cup, World Shotgun Champs, two world cup finals and various meetings.
- 9.7.3 2015 was primary Olympic qualifying year with 115 nations, 2,116 athletes & 6,295 starts. The highest WC participation since WCs began in 1986.
- 9.7.4 2015 Munich WC with 86 nations, 891 athletes and 1,489 starts was biggest R/P World Cup ever.
- 9.7.5 2015 Highlights: New finals range at Fort Benning; Pan American Games Toronto with over \$7 million spent building a legacy range; World Shotgun Championships at Lonato most successful.
- 9.7.6 Rio 2016: World Cup/Test event in April 2016; Rio 2016 is expanding the existing finals range to 1,000 spectator seats; Shooting will award the first Olympic gold medal.
- 9.7.7 Major issues in Shooting Sports: IOC Agenda 2020; reduce venue costs; increase sustainability; change from sport-based to event-based evaluation; move to gender equality stressed.
- 9.7.8 Court of arbitration cases: Bulgaria membership ISSF won with finding that NOC recognition is required of IF members; Kuwait appeal against 2014 elections decision still pending.
- 9.7.9 ISSF decisions and rules: music will be played during qualification and finals in 2016; Equipment Control Testing Panel established with

Wanda Jewell named a member; shot shell testing protocol established.

- 9.7.10 2017/2018 world cups awarded: Tucson and Fort Benning have 2018 World Cups for Shotgun and Rifle-Pistol respectively.
- 9.7.11 Committees meet November. Rules Committee to draft & coordinate rule changes. Administrative Council to meet in July 2016 to approve 2017-2020 ISSF rules and regulations.

10. Department Reports

10.1 Marketing - Tyler Anderson

- 10.1.1 Rob Weekes currently at fundraising event in Washington, DC.
- 10.1.2 Introduced USAS to non-endemic sponsors including Nissan, Polaris, Dodge Ram, Wounded Warrior Project, Bass Pro & Daimler/Freightliner. Polaris rejected offer.
- 10.1.3 New endemic sponsors are American Security; Trijicon; Benchmade; Swarovski; NRA Publications. Apparel sponsorship with Beretta on the horizon. Working with Perazzi to provide an electronic scoreboard for USAS Shotgun range.
- 10.1.4 2015 USAS enjoyed successful auctions at Wild Sheep Foundation, DSC and Mule Deer. Spent year building relationships, establishing roots after dissolution of USAS Foundation. Cultivating new donors. More asks coming in next year.
- 10.1.5 Marketing operations include eliminating a redundant CRM supplier and implementing RallyMe to replace Peer Point as athlete personal fundraising tool.

10.2 Media – Kevin Neuendorf

- 10.2.1 2015 creating Olympic readiness preparation through coverage of competitions, Olympic/Paralympic features, media training, magazine articles, interviews and creating hometown heroes.
- 10.2.2 2016 Objectives: strengthen & rally community; engage current audience; promote Shooting is My Olympic Sport; leverage shooting sport relationships; take advantage of the window of opportunity.

10.3 Competitions - Pete Carson

- 10.3.1 Continued growth of event participants 25% increase overall for 2015.
- 10.3.2 Training of USAS officials in all disciplines making increased use of parent participation.
- 10.3.3 2015 ISSF Rifle/Pistol World Cup highlights: new finals hall, 1046 starts and two new world records. New Competitions Assistant Alex Szablewski on board.

10.4 Membership & Merchandise – Amber Aragon

- 10.4.1 Merchandise sales up 64% at Junior Olympics and up 53% at Shotgun Nationals.

- 10.4.2 5-year Memberships Increased by 82 percent and Life Memberships, Increased by 5%.
 - 10.4.3 2016 Objectives: Develop member incentive renewal program; Fan Club membership campaign; Introduce 2016 RIO Olympic apparel; implement promotional & discount merchandise offers; establish logo & merchandise agreement with CTCs & clubs
- 10.5 Youth Development & Coaching – Mike Theimer
- 10.5.1 Coaching Academy highlights: 35 selected coaches in pilot group; E-path course delivery vehicle is implemented with 28 online courses with more discipline specific courses being developed; all instructor and coach course schedule developed through mid- 2016.
 - 10.5.2 Bob Mitchell notes that coaches certified need to be excellent communicators as well as technicians. Mike is fulfilling our commitment to develop most capable coaches which is a huge step in the athlete pipeline development process.
 - 10.5.3 Youth Development: successfully delivered 2015 youth development programs (SCTP, Arkansas, ACUI, CTCs); PPP Nationals with record participation; hosted the 2015 biennial Coach College and Conference initiating live broadcast with four host sites.
 - 10.5.4 2016 Objectives: coordinate and deliver OTC and CTC junior development camps; complete all Coach Academy pilot group training and course reviews; update and/or add new course content per feedback.
- 10.6 Rifle – Dave Johnson
- 10.6.1 Four training camps hosted.
 - 10.6.2 Eight ISSF championship medals; and 6 quotas earned. We came up short in earning expected Olympic quotas Pan Am Games.
 - 10.6.3 Olympic Team berths earned via points system are McPhail in men's prone and Emmons in men's 3 position.
 - 10.6.4 Great coaching team assisting with Tamas, Anti, Meili, Parker, Vande Zande.
 - 10.6.5 New rules adaptation & training through continued finals work, USA League, continued wind education (latest generation lacking severely in outdoor wind experience).
 - 10.6.6 Challenges include expensive world cups, long travel requirements; logistics and continued air cylinder issues.
- 10.7 Pistol – Sergey Luzov
- 10.7.1 Goal to win Olympic quotas up to our potential with 6 quotas earned (1 in each of the events; 2 in RFP)
 - 10.7.2 Health maintenance program initiated for our elite athletes. High performance group to help diagnose and treat health issues.
 - 10.7.3 Performance standard scores achieved by 9 athletes.
 - 10.7.4 Design 2016 Olympic plan to prepare our best to compete for Olympic medals.

- 10.8 Shotgun – Jay Waldron
 - 10.8.1 2015 emphasis on prep to earn quotas & winning, Emerging Elite, maximizing MQS opportunities and camps/training/coach outreach. Emerging Elite at Suhl Junior Cup and World Championships.
 - 10.8.2 Decreased finals weight in selection process encompassing athlete ideas and input. Amended junior selection process to reduce school absences.
 - 10.8.3 2015 results: 11 world cup medals (6 Gold, 2 silver, 3 bronze) plus four Jr World Cup medals (1 gold, 3 silver), five Pan Am medals and 12 World Championship medals (2 open gold, 1 open silver, 2 junior silver, 2 junior bronze, 5 team medals. Four quotas won by Corey Cogdell, Kim Rhode, Jeff Holguin & TJ Bayer. Also a number of near misses for quotas.
 - 10.8.4 Three athletes nominated to 2016 Olympic Team via points system (Glenn Eller, Morgan Craft, Vincent Hancock).
 - 10.8.5 2016 Objectives: Prepare for Rio via matches, camps and special training group opportunities; developing elite athlete identification & prep planning through 2016 for next quad.

- 10.9 Paralympic – Dave Johnson for Bob Foth
 - 10.9.1 Goal to grow budget and dis receive \$22,500 for high performance athletes to IPC World Cup AUS. Current discussion with US Para about greater needs for 2016.
 - 10.9.2 Continuing to develop a high performance OTC Resident Athlete program. Currently three resident athletes and have won two quotas.
 - 10.9.3 Pipeline development for ID and cultivation: VA grant received and approved for next fiscal year; info and training ongoing for coach educations with great participation at Coach College and Conference.
 - 10.9.4 Will work to individualize Rio Team plans for 2016; solidify athlete progress & changes; motivate and train MQS level athletes for 2020; continued emphasis to grow budget.

- 10.10 Operations & Championship Events – Dave Johnson
 - 10.10.1 Key dates: April 9 conclusion of smallbore Olympic Trials; May 25 conclusion of Shotgun Olympic Trials; June 5 conclusion of airgun Olympic Trials.
 - 10.10.2 As we approach Olympic year, the funding & focus reaches the top of pyramid resulting in a reduction in OTC athlete beds. Support directed to top medal potential. Those not reaching Performance Standard Scores did not get funding.
 - 10.10.3 \$390,000 in direct payment athlete stipends provided by USOC in 2015 for elite and emerging elite.

- 10.11 Other New Business

Lones Wigger informed the Board that the Alumni Association members were eligible to voting in this year's election for candidates to the Hall of Fame. Admiral Lee and Glenn Dubis were elected and will be inducted at a ceremony December 4 in the Springs during the biannual Alumni reunion and Winter Airgun match.

11. Next Meetings - Dr. Lally

Next Board Meeting: Proposed March 12, 2016. No conflicts expressed; meeting established.
Fall Board Meeting: Proposed October 1, 2016. No conflicts expressed; meeting established.

12. **Adjourn** – Dr. Lally

Bob Mitchell thanked Bob Delfay, Randy Clark and Dennis Willing for calling into meeting. Motion to adjourn made at 5:10pm. Passed unanimously