

BOARD OF DIRECTORS MEETING

March 12, 2016

MEETING MINUTES

Olympic Complex
Athlete Center Gold Room

1. Call to Order & Welcome President Lally
Meeting called to order at 9:03

2. Roll Call President Lally
 - Roll called; quorum present with only Dennis Willing absent. Corporate attorney Tom James was present as well. Staff present included Dave Johnson, Karie Wright, Jay Waldron, Mike Theimer, Pete Carson and Jessica Delos Reyes serving as meeting secretary.

3. Approval of Minutes: President Lally
 - 3.1 February 18 Conference Minutes
 - Comment to amend the minutes under 6.4, English asked for a clarification to the Direct Athlete Support program regarding how payments are disbursed
 - Weeks suggests adding criteria to help explain the objectivity of procedure for stipend award. Award criteria has been approved and published on the USA Shooting website for 2016.
 - Anderson moved to approve, Lally seconded, approved, will add comments on 6.4.

4. Old Business
 - 4.1 USOC Section 10 Complaint Eller et al vs. USAS President Lally
 - 4.1.1 Evolution & Current Status
 - Blue Ribbon panel: Lally explained how the panel was formed, the structure and work performed. Directors have been provided the resulting proposed bylaws. Asked James, Weeks and Mitchell to discuss status.

 - 4.1.2 USAS Bylaw Amendments
 - Mitchell noted that a minor amendment to Article XXIII regarding indemnification is recommended and provided the proposed language amendment to the Board. James spoke to the clarification making the bylaws align with Colorado nonprofit law.
 - Weeks and Mitchell recognizes that the document is a living document with many changes and that amendments can and will likely be made after the new board is functioning.

- Governance Implementing Procedures and the Amended and Restated Bylaws have been provided. Looking for discussion and action bringing closure to the Section 10 complaint
- Anderson moves that the Board accept and approve the amended and restated bylaws and governance implementing provisions contingent on executing a stipulation of dismissal no later than March 31, 2016. Eller and Turner seconded.
- Weeks: will work to obtain the signatures of all involved in the complaint. Nothing but positive feedback from complainants on work and documents provided. Most qualified professionals were on the Blue Ribbon Working Group (BRWG) and worked with the parties in drafting governance changes. Many athletes are excited about the changes being made.
- James: Motion that was seconded is consistent with the recommendations of the members of the BRWG and closely follow the USOC NGB bylaw template.
- Lally requests restating of the motion. James: Consistent with the BRWG recommendations the motion is: That the Board of Directors approves and adopts the Amended and Restated Bylaws of USA Shooting, Inc. and related Governance Implementing Provisions, as presented to the Board for action at this meeting (including the additional amendment to Article XXIII, Section B, as distributed to the Board at the meeting), contingent on receiving appropriate documentation of dismissal with prejudice of the Section 10 Complaint from all Complainants. There was no additional discussion. Lally called for a vote on the motion which passed unanimously with no abstentions.
- Weeks: Gave complainants a heads up that a request to dismiss is coming up. Haven't had difficulty with communications, know its travel season, but don't think we will have any substantive pushback.

4.1.3 Governance Implementing Provisions

- Mitchell assures Board that staff will be responsive and will accomplish all required USAS responsibilities prior to the October 1 Board meeting.
- James: Suggested he prepare the stipulation of dismissal and provide to Weeks. There was Board consensus with no objections approving the Governance Implementing Provisions and for Tom James to draft a stipulation for dismissal.

4.2 USAS Advanced Coach Program

Mike Theimer

- Shotgun program is ready to roll out.
- 80% where we need to be, more courses added over the next few months.
- All course work will be online with a ground course including practical application for advanced coach certification.
- 268 coaches in the database who have registered for 1,361 course starts, 1,001 course starts in first two weeks, as of March start, sold \$1640 worth of courses.

- Several courses are free (such as ones required to attend camps at the OTC, SafeSport, Code of Conduct, etc.) with some being very inexpensive for courses we want to promote (i.e. \$5 for Paralympic).
- Other courses will be added over time such as training for parents, athletes and volunteers. We will expand training opportunities to all stakeholders in the sport.

4.3 Southwing Office Renovation

Bob Mitchell

- In serious need of making some design changes in the south offices (where Competitions, Sharee, Wig and the merchandise store are located), will need more space when we bring on a rifle coach and relocate Tyler Anderson. Current area has no privacy with much noise.
- Estimate to renovate is \$125,000. Hoped to finance through net surplus in 2015. Surplus is over \$200,000. However, that amount is about equal to the gifts from Bunker Club. Since this is dedicated funding we cannot use for the office renovation.
- Johnson: With the growth of staff, we need the space.
- Mitchell: For a few thousand dollars we can erect a wall with door to the Competitions area to provide some security and privacy as a temporary solution. Approx. \$5k-\$7k. High cost due to requirement for a fire alarm.
- Mitchell: We look forward to a surplus in 2016 so we can make the longer term improvements. Bob asked for consensus support to proceed with the low cost temp solution. There were no objections.

4.4 Other Old Business

President Lally

There was no additional old business

5. New Business

5.1 Financials

Karie Wright

- \$296,000 surplus according to financials.
- \$224,000 in Bunker Club donations which is restricted money we can't spend.
- 2016 – Not much to report this early in the year. Accounts receivable is quite high as the VA owes a little over \$80,000 for 2014/2015 and 2015/2016 grants. They operate on a September calendar.
- Direct marketing (Mitchell): ended up with a surplus over forecast in 2015. 2016 off to a good start. Donation carryover from 2015 appeals is less than last year but this is dictated largely by mail delivery. Expenses are over budget as we ordered all of the promotional tee shirts in one order instead of twice. Annual fund campaign coming in a little ahead of budget. We are receiving many more gifts from women and bigger gifts as well noted by about 10 gifts of \$1,000 in recent weeks.
- Lally asked about any financial sponsor impact from Beretta. Mitchell: No impact at this time but that sponsorship will be budget relieving. Spending approx. \$30,000 per year on uniforms. Beretta will provide award uniforms, clothing, travel bags, hats, etc. Hope to grow Beretta into a firearm sponsorship.

- 5.1.1 2015 Audit
Audit completed by Waugh and Goodwin. No surprises expected. Audit report should be available in April.

5.1.2 2016 Year to Date: comments noted in 5.1.

5.2 Endowment Report

Colonel Behrens

5.2.1 Amended Endowment Policy

- Behrens: Thanked Dave and coaches for helping with award of first endowment grants. Shared thank you letters from athletes with the Board.
- Johnson reported on the recent competitive success of several grant recipients.
- Didn't quite reach \$1.5 million endowment balance. A Bunker Club friend pledged to contribute and match gifts pushing over the threshold. The Endowment Committee recommended and grants totally \$24,000 were awarded in 2015.
- Behrens: We've decided \$1.5 million isn't enough. Can't guarantee the money to athletes with the uncertainty of the stock market and fluctuations affects our ability to give money. Need to get the Athlete Endowment to \$3 million. He solicits from people other than Rob's prospects so as not to create a conflict.
- Behrens gave history of Bunker Club development. 100% of gifts go to athletes (Endowment). No staff or volunteers get reimbursed for their work on the program.
- Bunker Club is willing to raise additional \$1.5 million following the same protocol as initial campaign.
- Behrens: 100% of endowment gifts go in the fund for the athletes. Bunker Club brings in the money, Endowment Committee makes recommendations for Board approval and staff makes grant awards directly to athletes.
- Board supports raising of additional \$1.5 million going to the endowment.
- Behrens: Requested amendment to the wording in the Endowment Policy to clarify language and better state the procedure for determining the annual grant award pool. The proposed amended language is included in the Board materials.
- Weeks: Wants athlete representation on Endowment Committee. Behrens said an athlete is a member of the Endowment Grant Selection Committee. Behrens stated members of Endowment Committee are expected and do make gifts.
- Weeks: When committee is designated by the Board, following best practices, it's important to consider having an athlete on Endowment Committee in the future.
- Motion was made and seconded accepting the amended endowment policy as presented. The motion passed unanimously.

5.2.2 2016 Athlete Endowment Grant Pool Allocation

- Behrens: Hunting buddy offered to match funds raised again this year.
- Likely will not raise \$247,000 this year as did in 2015.
- English offered support and willingness of the athletes to assist in the fundraising effort.
- Grant pool of \$36,500 recommended by the Endowment Committee. This is a 3% distribution. Motion made to accept the recommendation for award of \$36,500 in grants from the Endowment for 2016. Anderson seconded and the motion passed unanimously.

5.3 ISSF Report

Gary Anderson

- USAS very much involved in committees and various task assignments.
- Finals testing ongoing for several events with changes expected.
- Working with IOC Sports Department to work out plan for Agenda 2020 compliance being two events per gender per discipline, equal number of quotas men and women with a third event per discipline being a mixed team event.
- Reported on experience at the African Championships and Asia Olympic qualifying event.
- Much U.S. official/judge representation for events in the upcoming year.
- ISSF Constitution amendments: original draft highly controversial. Much push back on proposals; shifting back to more conservative changes. Will shift General Regulation authority to the Administrative Council. To be presented for approval at General Assembly in July.
- 2020 quad rules changes: Ongoing process; drafts will be circulated to Council and Committees. Refinements in May with final draft 2017-2020 rules for approval at July meetings.
- Changes for gender equality issues will probably be voted in late 2016.
- Changes in 25m Women's Pistol Final, Skeet and Trap Finals and rules for mixed gender events on the horizon. New definitions of World Records to be made.
- Women's 25m Pistol Final – Problems in transitions to medal rounds. Will make similar to Rapid Fire Pistol. Successful tests in Suhl and Bangkok.
- Shotgun Finals – Problems again in transition. New format proposed will be 25 targets with continual elimination to gold medal. Successfully tested in Cyprus. Will be presented for approval at July meetings.
- IOC Agenda 2020: Major initiative, recommendation 11 impacts ISSF most calling for equal gender participation in the Olympic Games. Also encouragement to include mixed-gender team events. Opportunity for shooting becomes a much more dynamic sport. Challenge is how to do it in the best possible way. Shooting currently 9 men's events, 6 women's events, 60% men and 40% women quotas.
 - ISSF is consulting with the IOC Sports Department and cooperating to achieve gender equality by Tokyo 2020.
 - Decisions will probably be made before the end of 2016 with changes implemented in 2017.

- Recommendations: Preserve current discipline equality (five events per discipline), delete one men's event in each discipline and add one mixed gender team event in each discipline.
- Possible deletions: 50m Rifle Prone, 50m Pistol, Double Trap
- Possible new events: 10m R/P Mixed, 50m R/P Mixed, Shotgun Mixed
- Rio 2016 Olympics
 - Expanding the existing finals range to include 1,000 spectator seats.
 - Will award first gold medal of the Games 6:15am MT on August 6.
 - Venue reconstruction progressing slowly.
 - Receiving good support from the IOC.

5.4 Nomination of ISSF Candidates for Election/Reelection Bob Mitchell

5.5.1 Wanda Jewell, Rifle Committee – reelection

5.5.2 Bob Aylward – Technical Committee – reelection

5.5.3 Cathy Arnot – Medical Committee – election

- Lally: Participation from Medical Committee members is low. Asking to submit one of our physiotherapists, Cathy Arnot as a nominee. She would bring physio expertise to a committee of all doctors
- Anderson: Aylward and Jewell have been excellent committee members who have been actively involved.
- Anderson made the motion to nominate all members listed. Eller seconded. Motion passed unanimously.

5.5 Paralympic Program Future Support Johnson/Mitchell

- Olympic committee hasn't provided the support promised when USAS accepted Para shooting responsibilities. Receive funding allocation of about \$150,000/year. \$50,000 to Foth salary, rest largely to travel and recruitment.
- Support cut back \$50,000 in 2016 even though our program has had significant success.
- USOC has indicated we may get \$20k-\$40k more per year. Foth has been adamant in stressing the need for additional support. USOC did augment with an additional \$40k grant for 2016.
- Mitchell: Do we continue to support the Paralympic program for the 2020 quad? \$50k-\$100k additional minimum more needed to reasonably support. We will be in high-performance planning this summer and we should not wait until fall to make the decision if we are to continue to serve as the Para shooting NGB.
- Johnson: USOC has provided a reduced budget when we produced far better results. All five Paralympic qualifying athletes have good chance of Finals and medaling in the Paralympic Games.
- Mitchell: I don't have a recommendation at this point. This is a topic for discussion and we need to come to conclusions. If we continue as the shooting Para NGB, it will require more of a financial commitment from USAS. If we're going to serve that role, we must fund it.
- Weeks: Athletes are unsure at this point; don't feel as included in USAS. They know what they're getting from USAS but don't know what they could

- potentially get from USOC. Recommend discuss with USOC so we can let them know what they might expect? Logically seems like we're doubling our media exposure, but does it balance out? Let's get more info on how the USOC supports a program when they are the NGB.
- Discussion followed on soliciting specific organizations to support Paralympic shooting, personal fundraising and when we might be able to decide to continue or withdraw as the Para NGB.
 - Lally: Will continue to explore. Will get some feedback from athletes and USOC. May be an issue for the new Board.
 - Weeks: Jazmin Almlie-Ryan and Mike Tagliapietra represent on the USOC AAC.

5.6 Competitions & USAS Member/Competition Database Pete Carson

- First Shotgun Olympic Team Trials a success. We struggle financially in working with Tucson Trap & Skeet Club. Can't continue to go there and lose money. Good range and was a great event.
- USA IPC WC – 51 countries with 462 starts. Small financial hit since we lowered entry fees assuming participation would offset.
- Largest ever Winter Airgun in December. More than 445 starts. Supplemented our range with CMP targets. Profit of \$60,000.
- Competitions closed out 2015 with \$150,000 department surplus.
- Competitions in 2016 experienced increased entries.
- Bringing back the regional competitions. Due to large Nationals entries we will be requiring a PTO score on file to participate.
- Junior Olympics: increased entries in all events. USOC doubled OTC housing/meal fee and competitions is trying to absorb some of the costs.
- Member-Event Database: Analyzing Sport 80n as new database provider:
 - Current Railstation system not adequately user friendly. Clubs constantly struggle with it and not good for score reporting.
 - Sport:80 used by London Games test event, possibly looking to sign and transition to them.
 - Anderson: Gave history, good organization, worth keeping the conversation going.
 - Carson: Sport:80 far more user-friendly and can make a platform for live scoring for shotgun. Waiting for them to come back to us with their offer and pricing.
- Volunteer development: We have good volunteers willing to work but numbers are getting smaller. Looking to grow pool. Plan to host an ISSF judges course in Rifle/Pistol and perhaps Shotgun.
- Mitchell: Sport:80 wants 4% of revenue generated from the database. Question is if our size/volume big enough to make it profitable for them? Our contract expires July 31 with Railstation and they want to move away from NGB business. If all continues to develop perhaps we transfer in the September timeframe. Change will be beneficial to not only members but also to match sponsors.

5.7 Olympic Games Prep & Forecast

Biennial Sporting Clay Cup

- Eller provided an update on the American Shooting Centers sporting clay cup fundraiser. Goal is \$350,000 to USAS. Will have amazing gifts in the auction.

5.7.1 Operations

Dave Johnson

- After Airgun Trials June 5, all Olympic slots will be filled and Team will be final.
- Point system qualifiers have worked with the coaches on developing training plans and selecting competitions and camps in prep for the Games.
- Test event in Rio: Will take smallbore Olympians, Team point qualifiers, shotgun top athletes in the selection process and coaching staff. Rio cup is about getting used to the facilities and logistical challenges. Olympic Team will be a young with some experienced veterans.

5.7.2 Pistol

Sergey Luzov

- Will Brown has made four Finals; he's our big potential in slow fire events.
- Keith Sanderson made 3 finals out of 4 last year and won a medal.
- Lydia Paterson won quota in Munich with excellent score; hope to continue that pace with her.
- We have folks that are close to performing at Olympic competitive level but they are inconsistent.
- Few more camps specifically for Rapid Fire Pistol with London gold medalist Pupo of Cuba. Training with the French in June.
- Sending young talent Carson Saabye and Charles Platt to camp to train with In Kim's club.

5.7.3 Shotgun

Jay Waldron

- Two-layered process; prepare those people who are about to go to the Olympics and develop talent for the next quad.
- Three people named to the Team already: Eller, Hancock and Craft.
- January attended Miami Cup with skeet shooters at a good event. Trap shooters to Golden Bear in California.
- Just returned from Puerto Rico training with top four contenders in all events. Good training with all coaches on difficult range
- Hope to have good performances in Cyprus and Rio Cups. Will take Olympic Team to San Marino Cup. Still evaluating participation at Baku World Cup requiring lengthy travel. Might do camp in Acapulco instead.
- Tillar final Team Selection: Will have athletes competing, but also working on their personal programs. Waldron gave update on who is leading in each event.
- Looking for four medals at the Rio Games. Development objective is 6-8 elite athletes and to get a Men's trap quota in the next quad.

5.7.4 Rifle

Dave Johnson

- McPhail and Emmons already qualified to Olympic Team on points. Both are shooting very well and our top medal contenders at this point.
- Good start from youngsters: Will Shaner, Rhiann Travis won medals in Austria and Germany. Virginia Thrasher winning NCAA champs in both air and smallbore. It will be an interesting final Olympic Trials.
- Sarah Beard and Sarah Scherer did very well at recent Thailand World Cup.

5.7.5 Para

Dave Johnson

- Excellent performances in earning five quotas. All have medal potential for Rio (projecting 2 medals), all have been in IPC Finals.
- Another round of quotas on tripartite. It is possibly to be awarded another slot.
- Will join able-bodied events for training as much as possible.
- Doing individual training plans, using IPC Shooting world cups for training opportunities.

5.8 Other New Business

President Lally

- Wigger: Provided a report on the December Alumni Reunion and Hall of Fame induction. Banquet and HOF went very well with 190 people attending. Next reunion/HOF will be in two years.
- Alumni Association now has 250 members.

6. Next Meetings

President Lally

6.1 Next Board Meeting: October 1, 2016

Lally confirmed October 1 as the next meeting date.

7. Adjourn

President Lally

Lally reminded all that Daylight Savings Time is effective at 2:00 am.

Motion made to adjourn and seconded. Meeting adjourned at 11:56am.