



BOARD OF DIRECTORS MEETING VIA CONFERENCE

June 7, 2016

1:00 Mountain Time

MEETING MINUTES

1. Call to Order President Lally
Meeting Called to Order at 1:01 pm MDT.

2. Roll Call Kevin Neuendorf
 - 2.1 Not present: Col Behrens; Randy Clark; Bob Delfay; Dennis Willing.

 - 2.2 Kyle Ward representing USAMU for Robert Wray.

 - 2.3 Guests: Joel Martin, Lisette Grunwell, Collin Wietfeldt, Tom James.

 - 2.4 Staff: Dave Johnson, Rob Weekes, Pete Carson, Amber Aragon, Karie Wright & Kevin Neuendorf.

3. Approval of March 12, 2016 Meeting Minutes President Lally
Dr. Lally asked for any comments or amendments on the March 12 meeting minutes. There were none. A motion was made to accept, seconded and passed unanimously with no abstentions.

4. Old Business Johnson/Mitchell
 - 4.1 Paralympic Program Future Support
 - 4.1.1 Carry-over discussion from March. USOC's Rick Adams, states that USAS should not expect additional Paralympic support. USOC moving to a new tier funding system. System will likely not provide for coaching support like it has previously. If USOC ran the program, likely to not have coaching function. Hard to raise funds for Paralympic, pool of funding is limited. Question remains, do we continue as NGB or turn back to USOC. Decision requires a face-to-face meeting rather than by phone. Have submitted a High Performance Plan with resource allocation request for 2016.

 - 4.1.2 Dave Johnson: USOC has not funded to nearly the level we feel it takes to have a viable Paralympic program.

4.1.3 Mary Weeks: Standard in USOC is that every Paralympic sport should have some sort of NGB. Four categories of governance presently among Paralympic sport. Ten sports like USA Shooting, another seven in which NGB manages sport, but USOC governs them. A third tier with NGB-like structure. Only five sports managed by the USOC. Recommends task force or committee to make a more thorough investigation and provide recommendations moving forward. Bob Mitchell recommends Dr. Lally and Mary Weeks assemble a formal task force.

4.2 Member-Competitions Database Carson/Aragon
Transferring from BCI to Sport 80 for membership database. Met with leadership core of Sport 80. Lot to like about them, including simple registration format for events and easier score reporting process. Test site in August, live in October. Working through migration process. Contract with BCI expires July 31 and will be extended through September then the Sport 80 database will be activated.

5. New Business

5.1 Governance Implementing Procedures Bob Mitchell

5.1.1 Independent Directors

5.1.1.1 Election of four independent directors. Representative from USOC, AAC and NGB Council come together to compile names of those interested. Search committee includes Emmy Vargas (weightlifting AAC), Rich Bender (Chair NGBC) and Rick Adams (USOC) who is chair of that Committee. Group has conferenced twice. Director nominees and bios to be provided to USA Shooting by September 1.

5.1.1.2 Mary Weeks suggests that call be made to the USAS membership for potential nominees. Important to keep all involved.

5.1.1.3 Mitchell reports that such a communication will be made via upcoming July magazine and thru website by July 20.

5.1.2 Coach/Official Director Election Procedures (GIP #4)

5.1.2.1 Developed a proposal with procedures following bylaws which are unchanged from previous bylaws. Minor amendments added that provide conformity to existing changes in bylaws.

- 5.1.2.2 Motion made and seconded to adopt Coach/Official Election procedures. Motion carries unanimously. No abstentions.
- 5.1.3 Member Club Director Election Procedures (GIP #4)
 - 5.1.3.1 Bob outlined the proposal with discussion regarding tiebreaker procedures which do not call for a constituency vote to break ties.
 - 5.1.3.2 Mary Weeks recommended keeping the tie-breaker provision consistent across all elections with the member constituents being the first tie breaker process as in the Coach/Official election.
 - 5.1.3.3 Motion was amended to include tie breaking procedure referenced to be the same as that for coach/officials. No opposition; no abstentions. Motion carries unanimously as amended.
- 5.1.4 Nominating Committee Appointment
Need Nominating Committee to fulfill tasks relevant to Coach/Official & Club Director elections. Brief discussion followed with consensus for Jim to serve as chair with Mary as athlete representative. They will add members as agreed to the Nominating Committee.
- 5.1.5 Establishing the Advisory Council (GIP #5)
 - 5.1.5.1 Discussion regarding current board or incoming board establishing the Advisory Council. Agreement that current board would establish initial Advisory Council to have that group functioning when the new board is effective January 1, 2017. Goal of Advisory Council is to keep constituent groups and those providing significant support involved.
 - 5.1.5.2 Motion as amended to move forward with the establishment of an Advisory Council by the current board. No opposition and no abstentions with the motion passing unanimously.
- 5.1.6 Appointment of Nominating and Governance Committee Member (GIP #7.b.)
Recommended as an action topic for the October 1 Board meeting.

- 5.2.1 Newport Creative direct mail report as of April 30 shows we are almost half way to our annual revenue forecast.
- 5.2.2 Budget sheet include large amount of outstanding accounts receivable consisting largely of self-pay athletes world cup participants. Have re-invoiced those with outstanding invoices.
- 5.2.3 Many events in early 2016 with corresponding expenses. Income statement numbers pretty much as budgeted.
- 5.2.4 Rob Weeks reported on Marketing/Revenue generation. Davidsons is doing a month-long fundraiser with in July with portion of each sale benefitting USA Shooting. The Houston fundraiser hosted at American Shooting Centers will be conducted in July.

5.3 Olympic Games Team Selection & Preparation Dave Johnson

- 5.3.1 Final airgun selections completed. Full team is now selected for Rio. Paralympic athletes have also been nominated in accordance with those selection procedures.
- 5.3.2 We are optimistic about medal potential and are forecasting six medals. This Olympic team has the most potential of any in USAS history and includes four returning Olympic medalists. Para is five person team looking for two medals.

5.4 Bob Mitchell stated that an outstanding Olympic Team has been selected and the Governance Implementing Procedures are in place. It is an appropriate time to turn the leadership of USAS over to another. Bob's retirement from USA Shooting will be effective September 1, 2016.

- 5.4.1 Lones Wigger expressed support for Bob and the effort and progress he's seen during his time with organization. Lones states: "Been around this game a long time, since 1963. Like all athletes, I complained when I was a shooter. I've learned since then. Been on the BOD twice. I've been here in that role and as a full-time volunteer. I was here when Bob was hired, when we were at the bottom. We were at zero. He's brought this federation up to a very high level and he deserves some recognition given the budgets we have and the support to athletes we have been able to provide. In my opinion, he's done one helluva' job."
- 5.4.2 Discussion followed regarding the appointment of an interim CEO. Bob stated that a succession plan for key staff had been drafted with the assistance of Rader Consulting some time ago. It is available for BOD to reference in moving forward. That plan calls for Director of Ops to serve as the interim CEO until BOD fulfilled

that role. Dr. Lally suggested additional consideration before making a decision on the interim and permanent CEO position.

6. Next Meeting President Lally
Board Meeting Colorado Springs: October 1, 2016

7. Adjourn President Lally
Lally called for a motion to adjourn. That motion was made and seconded. The conference adjourned at 2:16 MDT.