



BOARD OF DIRECTORS MEETING

Meeting Minutes

July 15, 2017 | Colorado Springs, Colorado

1. Call to Order & Welcome

1.1. July BOD Meeting called to order officially at 8:30 am

2. Roll Call

2.1. Roll Call – BOD Members in attendance include: Jeff Price, Paul Boyer, Keith Sanderson, Rick Hawkins, Lisa Kelley, Susan Abbott, Barb Bridendolph, Tricia Downing (Athlete Rep proxy). Athletes in attendance include Collin Weitfeldt and Mike Tagliapietra. USAS Staff include Kevin Neuendorf, Dave Johnson, Pete Carson. Absent from meeting is BOD member Kristen Raskopf.

2.2. Athletes identified for voting – Keith Sanderson/Tricia Downing

3. Old Business

3.1. SafeSport Status Update

Dave

- 3.1.1. Fully operational currently; independent of USOC; USAS annual participation fee of \$25,000.00 has been paid in full.
- 3.1.2. Already handling some highly visible and powerful cases currently (ie gymnastics)
- 3.1.3. SafeSport agency has hired independent auditor to assess all NGBs
 - 3.1.3.1. USAS has been audited and passed with no exceptions.
 - 3.1.3.2. SafeSport currently reviewing active participant list of USAS coaches, members, officials. Those that interact with youth.
- 3.1.4. Discussion relative to the cost of the organization for athletes taking the SafeSport course.
- 3.1.5. Question posed by Paul Boyer asks what are the practical applications of SafeSport outside of initial training? How do we keep kids safe? It is incumbent upon us to make sure our kids are safe.
- 3.1.6. Legal counsel – recommends a safe sport orientation for entire BOD.

3.2. Budget Status

Rick Hawkins, Dave, Karie Wright

- 3.2.1. Newly formed committee, chaired by Rick Hawkins, to review budget over the next 30 days and report back to full BOD. Good news is that despite a previously unapproved budget, we are in good shape. BOD unanimously approves 2017 budget given how far into 2017 we already are.
- 3.2.2. Karie walks BOD through details of balance sheets
- 3.2.3. Concern is raised regarding number of accounts affiliated with USA Shooting and how accounts are labeled. Boyer expresses desire to see fewer accounts and fewer bank accounts.
- 3.2.4. In breaking down budget, Boyer requests:

- 3.2.4.1. Need greater detail of cash available in budget
- 3.2.4.2. Breakdowns of Advances receivable asked for
- 3.2.4.3. BOD approves budget given how far into 2017 we already are
- 3.2.5. Still waiting Audit Report for 2016. 1.5 months behind in that process.

3.3. Committee Organization/Chair selection

Jeff Price, Dave

- 3.3.1. Action without meeting according to bylaw procedure
- 3.3.2. Five standing committees, of which, four need Chairs appointed by BOD.
- 3.3.3. Finance – Chair – Rick Hawkins (BOD Treasurer automatically appointed Chair through USAS bylaws.)
- 3.3.4. Nominating & Governance - Suggested nomination - Dwaine Cooper (USA Wrestling)
- 3.3.5. Ethics - Suggested nomination – Vanessa Johnson (retired USAF officer)
- 3.3.6. Judicial - Suggested nomination -- Jennifer Eury (Ph.D. at Penn State in Ethics/Compliance)
- 3.3.7. Audit - Suggested nomination -- Paul Boyer
- 3.3.8. Motion to select chairs as put forth with suggested nominations. Seconded by Keith Sanderson
 - 3.3.8.1. Hawkins requests greater commentary/detail of candidates put forth for chair candidacy.
 - 3.3.8.2. Question asked about how committees integrate with BODs
 - 3.3.8.3. Suggestion for a USAS staff person to create reports on behalf of committees.
 - 3.3.8.4. Question about how we on-board these people and give them a better understanding of USA Shooting.
 - 3.3.8.5. Athletes that are part of committees will be used to provide orientation for independent committee members.
 - 3.3.8.6. Suggested to BOD by legal counsel that the BOD look at creating a separate Safe Sport Committee in near future.
 - 3.3.8.7. Motion carries for all chairs with no further discussion

3.4. CEO Search Status

Jeff Price, Barb Bridendolph

- 3.4.1. Barb Bridendolph provides BOD with extensive overview of the CEO search committee and the process used to select executive search firm.
 - 3.4.1.1. USAS Bylaws setup opportunity to establish ad-hoc committee.
 - 3.4.1.2. Augment search committee with important stakeholders including athletes/industry.
 - 3.4.1.3. Athlete Kim Rhode and highly regarded industry rep Chris Dolnack, Marketing executive for the National Shooting Sports Foundation, were asked and accepted positions on the search committee. Committee also Includes BOD chair Jeff Price and BOD Barb Bridendolph
 - 3.4.1.4. Motion made to approve search committee. No opposition. Motion carries.
 - 3.4.1.5. Search firms suggested to keep ad-hoc committee small. Identify stakeholders and find good representative. Create pyramid of communication.
 - 3.4.1.6. 10 different search firms were identified. Held 5 phone interviews
 - 3.4.1.7. Evaluation determined by Olympic/NGB experience, Methodology & Research capabilities, how hands-on the partners would be and working style.
 - 3.4.1.8. Narrowed down to two. After video conferences, RSR was selected.
 - 3.4.1.9. Board, athletes and staff have done well representing their constituencies.
 - 3.4.1.10. Question – What action do we need from BOD?
 - 3.4.1.10.1. Read draft CEO specifications sheet and provide input. Done thru 1:1 calls with RSR as requested in spec sheet.

- 3.4.1.10.2. Specification for CEO – someone with strategic leadership, who can engage the communities and corral resources on our behalf. Candidate must understand our history. This position is perceived as an awesome job given we're a global sport and we have the attention of the USOC. Goal is to be completed in about 120 days.
- 3.4.1.10.3. Some discussion as to how much detail provided for recent history that led to blue-ribbon panel and new bylaw changes. Suggested to provide just an abstract of the history. Quickly, succinctly describe situation.
- 3.4.1.10.4. BOD was to review Spec sheet immediately following BOD meeting and provide input, if any, by Monday, July 17.

3.5. ISSF/Tokyo Sport Program

Jeff Price, Dave

- 3.5.1. ISSF did a good job of providing an understanding as to how they arrived at program decisions. Very simple process, but we hoped for more dialogue on program. We were we going to jeopardize current medal count opportunities. Program has same number of events with the benefit of three additional medals.
- 3.5.2. Dave Johnson – ISSF has not finalized the team participation and how it will look. How that affects Para is less certain at this time.
- 3.5.3. The outtake of the meeting is that the ISSF did hear us. While it did not affect any changes for 2020, it did allow countries to voice concerns and provide for possible changes for 2024.

3.6. Team Selections Process update

Dave

- 3.6.1. Ad Hoc committee review of current proposals with questions. More time is needed. Ad Hoc working committees are addressing these matters. Shotgun Selection process is nearing completion. Receiving good input in Rifle.
- 3.6.2. Three possibilities for Selection with standard Trials, a hybrid with a points system attached, and a true quota system that allows you to receive the quota you earn.
- 3.6.3. Para process has not begun yet, but will follow similar format with a committee and athlete involvement. Waiting on World Para Sport to conclude their 2020 schedule and quota allotment procedures.

4. New Business

- 4.1. Team Performance Updates were provided on World Cup action in 2017.
- 4.2. Dave & Kevin provided update on key fundraising, development and sponsorship happenings.
- 4.3. A plan for future meetings was discussed, which led to an October meeting date proposal. Options to be provided.
- 4.4. Motion to pass 2017 budget as it currently stands was approved unanimously.
- 4.5. BOD entered Executive Session at 12:30 p.m.
- 4.6. BOD came out of Executive Session at 12:50 p.m.

5. Meeting adjourned at 12:50 p.m.