



USA Shooting Board of Directors Meeting Minutes

December 29, 2020

BlueJeans Video Conference Meeting

Board members present: Chad Whittenburg, Rick Marsh, Rick Hawkins, Jim Henderson, Ana English, Susan Abbott, Jim Mitchell, David Meltzer, Keith Sanderson

Board members absent: none

USA Shooting staff present: Matt Suggs, Brent McPherson, Alex Szablewski, Sharee Waldron, Dan Durben, Jay Waldron, Reya Kempley (Secretary)

USA Shooting staff absent: Jason Turner, Kate Gest, Breanne Orey, (meeting was during the USAS staff holiday break)

- A. Meeting called to order at 9:06 MST: Chad Whittenburg.
- B. Jim M made a motion to approve the minutes from Nov 1 and Dec 4 meetings. Susan seconded. Passed 8-0.
- C. Chad announced that the 2021 meeting dates will be approved during a Jan 11 meeting, where the Board will also re-elect members and welcome new members. Chad also welcomed USAS members who have joined the meeting broadcast.
- D. Budget Presentation: Matt
 1. ISSF updates
 - a. 2024 points system will not begin until 2022 World Championships, so we can commence the ISSF calendar more conservatively.
 - b. Matt mentioned some challenges with the exotic nature of the destinations, such as the USAMU not able to go to Rabat due to the terrorism threat.
 - c. Court of Arbitration for Sport (CAS) Dec 17 ruling: 2-year ban against Russia, meaning the 2022 World Championships in Russia may not happen.
 2. Financial picture compared to 2019 actuals
 - a. 35% reduction in staffing (\$600k) which allows 20% increase in athlete support (\$371k). \$500k loss in 2019 does not allow a match in these areas.
 - b. USOPC won't let us know our allocation until March, so we will preserve cash until then. Won't have to pay back unused funds until Q3-Q4 2021.
 - c. Investing in resource development (Foundation, internal staff).
 - d. Tokyo Games a priority.
 3. Financial Plan summary
 - a. Jim M asked what caused the decrease in revenue. Matt said the two big drop-offs were competitions revenue (not held due to COVID) and membership revenue (many members renew at Junior Olympics as an example, which did not occur). There has been no significant drop-off in donations.

Approved

- b. Matt pointed out that USAS is bringing pistol/para to equal funding, increasing overall athlete funding.
 - c. Matt said the risk is beginning to spend on travel alongside competitions revenue, if outbreaks/slowdowns affect competitions revenue.
 - d. Matt discussed USOPC grant terms and PPP loan.
 - e. Matt pointed out the success/safety of Winter Airgun (WAG) and the general safety of shooting. But state restrictions could impact competitions.
 - f. Jim M asked if we would apply for the new PPP funding that was just passed. Matt said we would, with USOPC guidance. Matt said most of the previous PPP loan money we received is expected to be forgiven.
 - g. Chad thanked Matt for the executive summary, which would assist understanding for anyone viewing the web site. He also thanked Ana and the finance committee for their detailed work to prepare the budget.
4. Matt discussed his ideas for allocation/reallocation of funds. He compared one-time (70% athlete/30% reserves) vs. recurring (50% athlete/25% reserves/25% operations) funding plans. He called for questions or comments.
 - a. Chad asked Matt to give an overview of a contingency budget if funds come in from the Foundation, for example. He announced the first Foundation Board meeting will be next week in Reno, Nevada.
 - i. Matt named options to utilize the additional money, if it comes in:
 - a. Operation Gold, which is an incentive for Olympic medals. This is currently unfunded in the budget. USAS must find money between now and Tokyo.
 - b. Web site update
 - c. Filling all available slots at international events
 - d. Athlete illness or quarantine
 - ii. Matt and Chad pointed out the \$960k positive cash is a drastic change from a year ago. USAS has been fortunate during COVID, since the reduction in expenses outpaced the reduction in income, and donations remained stable. Chad expressed optimism that with 990s and audits completed, fundraising efforts will be stronger. He thanked everyone for the work done. Jim M said the Foundation members are anxious to get started fundraising and clarity in the budget aids their confidence and strategy.
 5. Rick M complimented Ana and Matt on their extensive work on the budget.
 6. Jim M made a motion to approve the 2021 budget. Rick M seconded. Passed 7-0 (David Meltzer and Ana English absent). Chad and Matt thanked the staff, especially the coaches and Alex, for their efforts.

E. Operational Updates: Matt

1. The OPTC is currently closed, to reopen January 14. It is especially difficult for the 25m pistol athletes, with no alternative training facility. Our temporary range in the old Macy's is only 10m, but does allow athletes and the local junior club to train.
2. The USOPC \$42k special grant (thank you to Alex) offsets the cost of vacating the USOPTC. It allows spending on items directly related to the shutdown, such as targets.
3. WAG success demonstrates viability/safety of competitions outside of the OPTC, where we are charged \$20/day/person in attendance. Partnering with CMP and Hillsdale

Approved

College will allow more economical competitions. Matt described the plan for holding Junior Olympic Nationals at Hillsdale.

4. The hire of Buddy Duvall as Chief Marketing Officer will be effective January 1. He will immediately be up to speed and brings a pistol background to USAS.
 5. Matt presented an organization chart including Buddy Duvall. Chad expressed confidence that now Buddy has the tools he needs to be successful (990s, etc.). Jim M also said he was excited to hear of Buddy's hire, as he has known him for 20 years. Matt said he has known Buddy since his Junior Olympic days and has seen widespread support and optimism with his hire.
 6. Domestic Competition schedule overview. Matt said the challenge is 25m, as only the OPTC and Fort Benning have suitable ranges. The requirements are currently too onerous at the OPTC to hold events.
 - a. Events include Junior World selections, Olympic stage II tryout for smallbore rifle, Junior Olympic (JO) Nationals, National Championships, and junior camps. Locations are Kerrville, Hillsdale College, and Fort Benning.
 - b. Matt explained an effort to drive participation at Pistol Nationals by having Pistol JOs and Rifle/Pistol Nationals together at Fort Benning.
 - c. Chad asked how this schedule will be communicated to the membership. Matt said the events will be announced over the next several weeks.
 - d. Matt expressed his goal of bringing back junior camps. Rifle/pistol camps are contingent on facility availability, including a new range planned at Hillsdale College.
 7. Team Selection Considerations. With the new ISSF quota procedure, we can't send different teams to each World Cup. Team selection matches are costly, so we need a new system to promote podium finishes, support successful athletes, support the pipeline, and allow shooters to make decisions for their own performance.
 - a. A rifle proposal is based on a rolling 13-month average. Average score is based on World Cup results, which places the athlete on the National Team or National Development Team. Bonus points are added for winning Nationals or medaling in a World Cup, World Championship, or Olympics. It also includes protections against gaming the system by dropping out of a match. The high performance staff names eligible matches.
 - b. Chad asked how much of this has been vetted. Matt said the draft is not finalized but the AMU gave feedback on the rifle proposal. It will be shared with the AAC for feedback and the HP team at USOPC for approval. Other sports have similar models.
 - c. Matt says a big focus for pipeline athletes wanting to qualify for 2024 Olympics should be the 2022 World Championship.
 - d. Chad recommended athletes speak to coaches and athlete reps with questions and feedback.
 - e. Kim Rhode commented in 2021 there will be 15 competitions to earn points for the annual year-end ranking and 21 in 2022 plus Olympic ranking.
 - f. Chad mentioned that Kim will be the new ISSF representative on the Board starting next year.
- F. Chad thanked Rick H, Keith S, Jim H, Susan A (their last meeting), and David M (term ending) for their service. Kim also thanked them. Brent congratulated Jim H's hire by Scholastic Action Shooting Program (SASP) which will be a good connection for USAS.

Approved

- G. Chad opened up the forum to members.
 - 1. Joel Sexton said he is excited about USAS getting back on track and thanked Matt for his work and finding solutions. He asked if there are any other plans to increase participation in state Junior Olympics, particularly pistol.
 - a. Alex said 46/50 states have submitted host applications so far for rifle/pistol, 30 of which are hosting pistol. Shotgun applications are going out in the next month or so and he expects 45/50.
 - b. Matt added that there is good potential for SASP to introduce more juniors to Olympic events, like Scholastic Clay Target Program (SCTP) has done for shotgun.
 - c. Joel pointed out that air pistol is a great way for juniors to start.
 - d. Keith S does not think action pistol will provide much transfer to Olympic events, but bullseye pistol will and has been snubbed by USAS in recent years. Jim H expressed his plans to introduce international pistol to as many bullseye groups as he can.
- H. Chad expressed his optimism in the future and the Olympic Team.
- I. Chad made a motion to adjourn the meeting 10:25 MST. Seconded by Jim H/Keith. Passed 7-0.