



USA Shooting Board of Directors Meeting Minutes

August 3, 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 member absent: none

USA Shooting staff present: Matt Suggs, Alex Szablewski, Breanne Orey, Brent McPherson, Dan Durben, Kate Gest, Will Anti, Jason Turner, Sharee Waldron, Jay Waldron, and Reya Kempley (Secretary)

USA Shooting staff absent: none

1. Meeting called to order at 10:03 AM MST: Chad Whittenburg
2. Audit Report & Memo: Ana English
 - a. Ana provided an overview of the audit adjustments. Altruic has copies of the adjustments and are developing internal controls to address past challenges and develop sound future practices. She said it was better to address the issues up front and communicate the plan to correct course.
 - b. Financial policies/internal controls will need to be identified and approved by the Audit Committee and Board of Directors at a later date.
 - c. Ana said the audit and management response should be released at the same time.
 - d. Ana made a motion to approve acceptance of audit reports for calendar years 2018 and 2019 and to accept the management response. Motion passed 9-0.
3. USA Shooting Team Foundation Bylaws
 - a. Chad reinstated the foundation with the Secretary of State and made edits to the bylaws. Chad spoke to Bob Mitchell and Buddy Duvall about what went wrong previously. His conclusion was that the CEO was managing both the organization and the foundation. Chad changed the structure to make the USAS Board the Principal/Sole Member of Foundation corporation, instead of the USAS CEO. One other change is to not have an executive director at this time; instead, Chad and Jim Mitchell will do most of the work, while Matt Suggs will task staff members to help with press releases, bios, etc. Staff for the Foundation may come about at a later time. Jim Mitchell commented that this was a good structure in his experience.
4. USA Shooting Team Foundation Board Members
 - a. Chad announced that the USAS Board needs to nominate four candidates for the Foundation Board, while the Foundation Board nominates the remaining members.
 - b. Susan asked Jim Mitchell for recommendations. Jim said he looked for people who are avid shooters, philanthropic, and who understand the long-term goal (more medals). He listed his top four names and brief biographical information for each: Chris Dewitt, Dan

Approved

Genter, Paul Checketts, and Randal Garrett. After these four would be Bubba Saulsbury, Ann Lee, Kevin Hogan, and Rick Steiner.

- c. Chad discussed his hesitation to have any more than one or two people on both the USAS and Foundation Boards, which is even more conservative than the wording in the Bylaws. Rick Hawkins suggested we do not turn any potential philanthropist away, but Jim Mitchell warned against including too many people at the start, to keep the appointment prestigious. He recommended we pursue will bequeathment from board members and donors. He further recommended two things: first, promptly obtaining current photos and bios for the new Foundation Board and sending a press release for the benefit of the shooting industry; second, having the Foundation Board meet late September in L.A., where they will name the Secretary and Treasurer, review the bylaws, and perhaps bring in Kim Rhode and Jay Waldron for shooting activities.
- d. Chad made a motion to approve the Foundation bylaws. Passed 9-0.
- e. Chad made a motion to approve the first four members of the Board as Jim Mitchell, Rick Steiner, Chris Dewitt, and Dan Genter, with the caveat that everyone must complete Safe Sport training and pass a background check. Passed 8-0. Jim Mitchell abstained.
- f. Chad pointed out that the bylaws require the USAS Board to accept other Foundation Board members in advance. Chad made a motion to tentatively approve Bubba Saulsbury, Ann Lee, Kevin Hogan, Randal Garrett, and Paul Checketts. Passed 9-0.

5. CEO Presentation: Matt Suggs

- a. Matt stressed the importance of focus for small organizations like USAS in relation to a Venn diagram of what we can/must/want to do. We can improve efficiency to increase what we can and want to do.
- b. Matt presented his short-term plan items using the Target Operating Model, establishing processes and communication practices. He named some items he plans to address within the first 60-90 days and 120 days.

6. Jim Mitchell expressed concern to Matt about an upcoming ISSF vote regarding a major change to how countries qualify for Olympics, as he has heard from Kim Rhode.

- a. A long discussion ensued. The potential change would require athletes to earn points in World Cups to be eligible, instead of the current MQS system. Matt explained this new model could be better for smaller countries at first, but not for large countries with uncertainty as to which athletes will be at the top later into the quad. It would change team selection, the purpose of National Teams, and how we choose who travels to World Cups dramatically.
- b. Chad mentioned that we have working groups to respond to this potential change. There is a Shooting Confederation of the Americas (CAT) meeting next week to formulate a response.
- c. Matt said the ISSF is trying to get the best shooters on the firing line. High worldwide participation is a bright spot of shooting in the past several decades.
- d. Both Rick Hawkins and Jim Henderson expressed concern that this change would create exclusivity and elitism to the sport. Susan Abbott said creating an elitist group is against

Approved

the IOC charter. She is concerned that we'd see only India, China, and Russia in the finals. She also said the Russians are not to be trusted, citing how issues that herself, Bob Mitchell, and Kim Rhode push forward are ignored, and decisions seem to have been already made prior to any input. She expressed great concern that participation would decrease because small countries would not support a shooting team if they are not able to participate. Matt said it we could return to the state of the sport in the 1960s, with only a few countries participating and dominating.

7. Jim Mitchell discussed potentially meeting in person with Matt soon to educate himself on USAS operational and other issues. Matt agreed.
8. A short discussion followed on finalizing the complete audit documents with branding, signatures, and other details.
9. Chad thanked USAS staff for their patience and efforts through this transition. The meeting ended 11:27 pm MST.