

**Board Meeting Minutes**  
**USA Shooting**  
November 11, 2019  
9:00AM Conference Call

**Board Members:**

*Present:* Chad Whittenburg, Rick Marsh, Keith Sanderson, Greg Shaner, Ana English, Matt Suggs, David Meltzer, Rick Hawkins, James Henderson and Susan Abbott

*Quorum present?* Yes

*Others Present:*

Interim CEO - Bob Gambardella

Other: Buddy Duvall - Resource Development Officer, Brent McPherson - Director of Coaching & Youth Programs | Range Director, Jason Turner - National Pistol Coach, Alex Szablewski - Senior Manager of High Performance, Rifle and Pistol, Sharee Waldron - Senior Manager of High Performance, Shotgun, Sheila Brown - Controller, Breanne Orey - Manager of Special Projects & Operations, Mike Tagliapietra - Paralympic Pistol Athlete, Jay Waldron - National Shotgun Coach, and Lucas Kozeniesky - Rifle Athlete

Meeting called to order at 9:01AM mountain time by Chad Whittenburg – all board members present

- Jay Waldron speaking on 2019 Shotgun Team progress:
  - 2019 has been a very successful year full of medals, world records, talent, and support.
  - This has been a great lead up year to Tokyo 2020
  - An update about para-trap:
    - Para-trap does not have Olympic events currently, but they are hopeful it will be added 2024, and optimistic it will be added 2028
- Jason Turner speaking on 2019 Pistol Team progress
  - Henry Leverett won a quota spot for rapid fire, finalizing our pistol quota spots at five spots going into Tokyo 2020
  - We have a good group of junior athletes coming up and a main goal is to develop them for the future of the program
- Alex Szablewski speaking on behalf of Dan Durben and the Rifle Team progress
  - 2019 has been very successful regarding earning all possible Olympic quotas, earning mixed team entry, and performing well at the Pan-Am Games.
  - The Rifle program is moving in the right direction
- Alex Szablewski speaking on behalf of Will Anti and the Paralympic Team
  - Paralympic team performed very well at the Parapan Games winning 9 medals and utilizing a positive team dynamic across the three disciplines
  - Paralympic team currently has 4 Paralympic quotas and another opportunity to win quotas in Lima 2020
- Sharee Waldron & Alex Szablewski with a High-Performance Presentation
  - USA Shooting's quota numbers are some of the highest in the world - for shotgun we are the only country with full quotas, for Rifle China and USA have full quotas, and for Pistol USA has the fourth most quota spots.
  - Presentation based on the 5 P's: **Prepare, Polish, Preserve, Protect, Perfect**

- **Preparation** stage involves discussion about what training camps and competitions each discipline will attend leading up to the Olympic Games
  - **Polish** stage involves the last two training camps before the Olympic Games at the USA Shooting Training Center and Changwon, Korea.
  - **Perfect** stage involves attending the test event at the range in Tokyo where the Olympic games will be held to get a feel for that specific range and potentially stay longer after the test event for additional training at that range.
  - **Preservation** stage involves working to maintain our National team athletes that we currently have to preserve our sport.
  - **Protection** stage involves developing our junior competitors using training and resources to protect the future of our sport.
  - For the future, our High Performance team (Alex, Sharee, Bob Gambardella, and Will Anti) are looking for ways to take our program to the next level.
- Alex Szablewski speaking on behalf of Jared Esquivel and USA Shooting Events
    - The rest of USA Shooting's schedule leading up to the Olympic games is very busy including Winter Airgun 2019 and 5 additional Olympic trials in 2020.
    - Winter Airgun 2019 will see a lot of athletes from all over the country and a few international competitors at our training center
      - We currently have the highest registration numbers in the history of hosting event so we are eager to put our best foot forward and utilize our best customer service skills at this event.
    - Chad Whittenburg comments:
      - Would like to see board members attending these events so the shooting community can have interaction with the USA Shooting Board
      - It is important for staff to take care of themselves during this busy scheduling time
- Bailee Jackson provided a one-page report regarding the status of USA Shooting Membership
- Brent McPherson speaking on behalf of himself, Bailee Jackson, and SafeSport progress
    - Bailee and Brent have been meeting with Sport:80 to make the process of checking compliance with background checks and SafeSport training easier.
    - It is important to ensure that Certified Training Centers (CTCs) and Hillsdale are compliant with our policies as well.
- Buddy DuVall speaking about a Fundraising Report
    - Main focus at the moment is to re-establish relationships with our sponsors and start collecting missing pieces from existing contracts.
    - Need to keep in mind that some contracts offer cash, VIK, or a combination of both.
    - Some major prospects for 2020 include Burris, Peltor, Bass Pro Shop/Cabela's, Dallas Safari Club.
    - More goals are to continue networking with high-net worth donors and growing our donor program to help sustain our organization.
    - Moving forward, when athletes receive a gift from a donor or sponsor, they will send a thank you letter.

- Ana English & Sheila Brown presenting a Finance Update
  - Financials have been updated up until the month of September 2019.
    - Ana English makes a motion to approve the financials for May - September
    - Keith Sanderson seconds the motion
    - 9-0 unanimous vote to approve the May through September financials
  - Moving forward, the balance sheet will reflect the current financial situation by utilizing P&Ls, cash flow statements, and a balance sheet.
  - A main goal is to have 4 to 6 months of operating costs reserved.
  - We need to establish how to record VIK on the financials accurately so that it reflects product instead of cash.
  
- Bob Gambardella, Interim CEO, speaking about a 2020 Budget Presentation
  - The staff of USA Shooting has crafted a program workbook that includes athlete lists, 2020 schedules, goals, and budget points.
  - The 2020 budget should be completed by December for board approval before the Holidays.
  
- Chad Whittenburg speaking on Strategy moving forward
  - USA Shooting will receive a \$10,000 grant from the USOPC for a strategic planning meeting in which a membership survey that is being constructed by the USOPC and distributed early January\ will be evaluated in order to improve our organization.
  - Members of this group are anticipated to include 4 staff members, 4 athletes, 4 members from our grassroot programs, and members of the board totaling about 15 or 16 people with a goal to promote transparency.
  
- Bob Gambardella, Interim CEO, speaking on outlook for the future
  - Progress has been made to address systematic issues within our organization, but we still need to address some "cracks in the foundation" such as policies, procedures, job descriptions, etc.
  - The idea of rebranding our organization was discussed and well-received with the goal of separating "USA Shooting" with non-related social media issues and tags.
    - The USOPC will be rebranding the campus and the idea suggests we can rebrand simultaneously.
    - This rebranding calls a need for a new name of USA Shooting.
  - Excited about the future because of partnerships with Hillsdale College (currently working on a contract), Train the Trainer promotion, and developing our pipeline to be the lifeline of our organization.
  
- Questions / Open Discussion
  - Keith Sanderson
    - A revenue idea is to have billboards in front of military bases to encourage donations from military members and families.
    - A revenue idea is to have the opportunity for sponsors to fund a competition trip, like to a Jr. World Championship, and then allow that sponsor to be the team leader for that trip.
    - On behalf of Will Anti, Paralympic Coach and Manger:
      - Asks the board to consider committing to paying the rest of the team stipends if their performance exceeds expectations at the Paralympic games - this needs to be incorporated into the budget

- Buddy DuVall
  - Can our organizational rebranding include "Olympic" and "Paralympic" on the name or should we use words like "sport" and "team" instead?
- Meeting adjourned 11:56AM mountain time