



USA Shooting Board of Directors

Meeting Minutes

February 2, 2023

Zoom Video Conference Meeting

Board members present: Chad Whittenburg, Dan Genter, Kim Rhode, Sandra Uptagrafft, Eric Uptagrafft, Rick Marsh, Troy Bassham, Sarah Scherer-Oursland, Randal Garrett, Jim Mitchell, Ana English

Board members absent: McKenna Geer, Vincent Hancock

USAS Staff present: Craig Kozeniesky, Brent McPherson, Reya Kempsey (Secretary). No other staff were allowed to attend.

A. Call to Order: Chad Whittenburg, 10:07 AM Mountain Time. A quorum is present with nine Board members. Chairman Comments:

1. Chad thanked current Board members for serving.
2. Chad discussed challenges due to lack of fundraising, including a drop in Direct Athlete Support (DAS) amounts. He read a message from a disappointed elite athlete in this regard. He emphasized the role of the Board in governance and fundraising versus day-to-day management of the organization.

B. Seating of Board Members

1. Chad asked for a motion to either continue to seat current individuals or to seek other individuals. Jim made a motion and seconded to continue to reseat. Vote to reseat Chad, Rick, and Ana for 2nd term passed 6-0, with 3 abstaining (Chad, Rick, Ana).

C. Athlete Elections Updates: Sarah Scherer

1. Sarah gave an overview of the election progress and the intent to include alternates in meetings. Only one athlete for shotgun accepted nomination. She discussed a process to expand the pool of candidates with USOPC's permission to either a 10-year list including qualifying competitions, a 20-year list, or having no limitations. Vincent Hancock is stepping aside after this meeting and his position will be vacant.

D. Approval of Minutes

1. Ana made a motion to approve Dec 15 and Dec 22 minutes. Seconded by Troy. Passed 9-0.

E. Board Officer Elections: Chad Whittenburg

1. **Election of Chairman/Vice Chairman.** Chad gave an overview of the process: a call for nominations, closing of nominations, and a roll call vote by the Board. The first person to reach a majority is elected. Chair, Vice-chair, Treasurer, and Secretary are up for election. Chad called for comments from Jim and Ana, as front runners for the Chairman position.
 - a. Ana discussed challenges with fundraising and USAS not having the resources to support the Foundation. Ana stressed that the Board needs to stop managing

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the organization operations and discussed the responsibilities the Board should take between Chair and Vice-Chair. Ana said she and Jim would work together regardless of the election outcome.

- b. Jim discussed efforts to introduce Craig to potential donors during the month of January and existing challenges to overcome, including communicating our challenges to the public. He expressed confidence in and enthusiasm for the future.
2. Sarah asked to have the two nominated individuals to step out during discussion.
3. Chad opened nominations for Chairman of the Board. Kim nominated Jim Mitchell. Sarah nominated Ana English. Troy nominated Rick Marsh. Rick recused himself from serving in the role of Chairman. Chad closed nominations to Jim and Ana. Chad asked them to leave the Zoom meeting while the remaining members reviewed the options.
 - a. Discussion followed among various Board members, Craig, and Brent on the individual strengths of each candidate, potential concerns, who would be better suited for Chairman, and how the Chairman/Vice Chairman team would work best.
 - b. A roll call vote for Chairman was held. Jim earned 6 votes and Ana earned 3. (McKenna and Vincent voted ahead by email.)
4. Dan nominated Ana for Vice Chairman. Troy seconded. Passed 9-0.
5. Jim and Ana rejoined the meeting. Chad announced the results of the election.
6. **Election of Treasurer.** Chad suggested one potential future rifle representative would be a good fit for this position. Chad explained the purpose of Treasurer: working with the CEO, COO, Altruic (remote accounting firm), Chair of the Finance Committee, and reporting to the Board. Jim asked Randal if he was interested; Randal said he was willing but he expressed concern with his ability to dedicate enough time to the role. Chad suggested we postpone the vote to the next meeting to include the possibility of including the new rifle rep as a nominee for Treasurer.
7. **Election of Secretary.** Chad nominated Reya to be reelected as Secretary. Dan seconded. Passed 9-0.
8. Jim discussed some immediate plans to begin fundraising, to include working with NRA and Hillsdale College.

F. CEO's First 30 Days Presentation: Craig Kozeniesky

1. Craig gave an overview of his travel and networking activities in his first month as CEO. He emphasized the importance of building confidence in the athlete population, complimented the staff's hard work in managing multiple jobs, and the urgency of revenue generation.
2. Craig also discussed upcoming key hires for the staff (a pistol coach and roles in resource development and finance), strategies for fundraising, partnerships, membership, and improvements in process and structure.

G. Jim and Ana discussed putting together an executive committee, which would require a change in the Bylaws. They further discussed with Dan a role for the Foundation President and how that could work related to the Bylaws.

H. DAS was discussed further: how best to allocate, while considering need and performance.

I. ISSF Updates: Kim Rhode, VP of ISSF

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1. USA put names forward for committee elections and they were successful: Jack Burch (shotgun); Wanda Jewell (rifle), Dr. James Lally (Medical, which includes Cathy Arnot), and Bob Aylward (Technical)
 2. New ISSF rulebook to be published soon.
 3. New guidelines on referee travel and reimbursement
 4. IOC has decided to allow ISSF to return to the Tokyo finals format to improve fairness. Currently, there is a poll and ongoing consideration of this option. Viewership is a criterion IOC considers when deciding what events to retain in the Olympics, so it is beneficial to include more participants in the final and return to the Tokyo finals format.
 5. Kim emphasized the importance of placing more USA individuals on committees.
- J. Financials: Ana English
1. Vote to approve Q4 financials will be by email.
 2. The financial audit will be commencing in March.
- K. Jim moved to Adjourn at 12:40 pm MT. Passed 9-0.