



USA Shooting 2023
4th Quarter Board Meeting
December 10, 2023
United States Olympic & Paralympic Training Center

Board Members Present:

In Person: Chairman Jim Mitchell, Vice Chair Jacqueline McCook, Jack Burch, Sarah Scherer, McKenna Geer, Troy Bassham, Sara Stumberg-Walker, Tim Rupli, Ward French

Zoom: Kim Rhode-Harryman, Frank Thompson

Past Chairman Present Online: Chad Whittenburg

Employees Present: Craig Kozeniesky (CEO), Kim Covert (Board Secretary), Karen Sarnelli (Staff Accountant), Ella Harris (Admin), Ashley MacAllister (Events Director), Krista Austin (High Performance Director), Tracy Barnes (Sr. Director of Development)

Guests in person and on zoom: Emily Curry (Chair Finance Committee), Les Gutches (Financial Consultant), Fin Kirwan (USOPC High Performance), Glen Lewis (Advisory Committee), William McLeroy (Para Athlete), Julie Miller (USOPC High Performance), Cindy Moehring (USOPC Governance Liaison), Dave Patterson (USOPC Governance), Laura Peeters (Consultant)

- 1) Call To order and opening remarks: 10:03 AM mountain time by Mr. Mitchell
 - a. Quorum established
- 2) Conflict of interest statement – Read by Mr. Kozeniesky. Ms. Rhode-Harryman acknowledged that she is a competing athlete.
- 3) Introduction of board members
- 4) NGB Recommendations to open Committee Seats
 - a. Committees must have 33% athlete representation
 - b. Judicial Committee
 - i. Steve Schammel – Chair



Member, United States
Olympic & Paralympic Committee

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- ii. Members – Les Greevy, Dwight Peveler, Web Wright, Emil Milev
 - c. Finance Committee
 - i. Emily Holsopple-Curry – Chair
 - ii. Members – Amanda Banta, Ellen Senf, treasurer (non-voting)
 - iii. Jack Burch for Treasurer
 - 1. Motion by Sarah Scherer to adopt recommendation of NGC for committee placement, second by Mr. Rupli
 - 2. Passed unanimously
 - d. Ethics Committee
 - i. Hank Garvey – Chair
 - ii. Members – Josh Richmond, Doug Stafford
 - iii. Alternates – Sid Martin, Kerry Spurgin
 - e. Audit Committee
 - i. Members – McKenna Geer, 2 open spots
 - ii. Chair must have significant financial experience
 - iii. Jaclyn Finney for chair of Audit Committee, Steven Holtzclaw for committee
 - 1. Motion by Ms. Scherer to adopt recommendations from the NGC for committee placement, second by Mr. Burch
 - 2. Passed unanimously
 - f. Nominating and Governance Committee
 - i. Ms. Scherer – Chair
 - ii. Members – Troy Bassham, Meghann Chandler, Curtis Lynn, 1 open spot
 - iii. Gary Fitzjarrell for NGC
 - 1. Motion by Ms. Scherer to adopt recommendation from the NGC to place Mr. Fitzjarrell on NGC, second by Ms. Geer
 - 2. Passed unanimously
- 5) Sport Governance Presentation by Mr. Patterson
 - i. Questions asked and discussion ensued.
- 6) Organizational Update – Mr. Kozeniesky
 - a. Staff Introductions
 - b. USOPC reform action and update
 - c. Strategic plan
 - i. Advisory council
 - 1. Working on database for results/competitions
 - ii. Membership special committee
 - d. ISSF role and relationship
 - i. Participated in workshop with ISSF
 - ii. Olympic Shooting in Chateauroux
 - 1. Outside of Paris, risk of reduced attention on shooting
 - iii. Looking forward to Los Angeles 2028
 - 1. All current shooting sports events will be in 2028
 - iv. The Board discussed the possibility of hosting World Cups
 - 1. Need facility that can host

- v. Need referees and judges for events
- 7) Financial Update – Ms. Curry and Mr. Gutches
 - a. Funding sources
 - i. USOPC
 - ii. Partnerships
 - iii. Sponsorships
 - iv. Direct mail
 - v. Donors
 - vi. Membership
 - b. Expenses
 - i. High Performance Plan
 - ii. National matches
 - iii. Overhead
 - c. Assets
 - i. Endowments
 - ii. Unrestricted assets
 - iii. Accounts receivable
 - iv. Prepaid expenses – insurance, iSportz
 - d. Liabilities
 - i. Accounts payable
 - ii. EID loan
 - iii. Credit card balance
 - e. A discussion ensued.
- 8) High Performance Plan – Ms. Austin
 - a. Quotas for Paris – 18 obtained, pursuing 6 more
 - b. Evolving High Performance Plan based on performance – new model
- 9) Competitions Update – Ms. MacAllister
 - a. Competition schedule
 - b. ISSF Class during stage 3 air trials in Anniston, AL
- 10) Fundraising – Ms. Barnes
 - a. Challenges
 - b. Funds development
 - i. Time sensitive deadlines
 - c. Reconnecting with feeder organizations
 - d. NRA Grant
 - e. Direct mail – new company
 - f. Auction items
 - g. Show schedule – Dallas Safari Club, Shot Show, Safari Club International, NRA
 - h. Various Board questions discussed.
- 11) ISSF Update – Ms. Rhode-Harryman
 - a. Official rulebook updated
 - b. Tokyo finals are now back as the Olympic final
 - c. World cup final is back

- d. Historical world records
 - e. Team awards are back
 - f. Non-Olympic events will be removed from world cups
 - g. Athlete of the year will be brought back
- 12) Bylaw Revisions – Ms. Scherer
- a. Required by the USOPC implementation guide
 - i. Doping and policy compliance for membership
 - ii. Improve BOD Purpose
 - iii. Definition of independent
 - iv. BOD attendance, removal, and compensation
 - v. Selection committee
 - vi. Committee attendance, removal, and compensation
 - vii. Paralympic language added throughout
 - viii. Athlete representation throughout
 - ix. Certified training center clarification
 - x. Clarify BOD and officer term limits
 - xi. BOD meetings four times a year
 - xii. Reimbursement of athlete representatives
 - xiii. A discussion ensued
- 13) Future board meeting dates
- a. Feb 22, June 24/25, Sept 25, Nov 20
- 14) Motion To Adjourn
- a. Motion by Mr. Burch, seconded by Ms. McCook at 5:30 PM
- 15) Board to Executive Session