

**NSSA Executive Committee Meeting**  
**Hilton Garden Inn, Houston, TX**  
**May 21, 2014**

- A. ROLL CALL** – President Bob DeFrancesco called the meeting to order at 8:30AM. Members present were: Jack Tans, Vice President; John Haugh, Secretary-Treasurer; Mary Alice DeFrancesco for Mike Ferchaw, Zone 1; Andrew Engle, Zone 2; Tom Pavlack, Zone 3; Ken Keth, Zone 4; Don Kelly, Zone 5; Gary Matthews, Zone 6; Billy Williams for Bill Burke, Zone 7; Jim Gast, Immediate Past President. John Bratty, Zone 8 and Chris Naler, Zone 9, provided advance notification they would not be able to attend. Also present were: Michael Hampton, Jr., Mike Dowling (new Director for Skeet), Steve Scales and Nicki Martin.
- B. MINUTES** – Motion by John Haugh, 2<sup>nd</sup> by Jack Tans, to approve the minutes for the January 31, 2014 Executive Committee meeting; motion passed all in favor.
- C. UPCOMING MEETINGS**
1. Board of Directors Meeting – September 28, 2014 at the NSC Complex. Have discussed changing the agenda so that important topics are dealt with first, in lieu of at the end of the meeting. To that end, will provide detailed written reports (e.g., target and membership stats, etc.) in advance, provide a synopsis at the meeting and then address any questions. Discuss in detail the long range and marketing plans. Need to get the word out that the meeting format will be changed, with the goal of making it more relevant. Mike Dowling will contact the directors to let them know of the change, using it as a means to introduction. Dinner will start at 7:00PM and meeting at 7:45PM.
  2. Executive Committee Meeting – October 1, 2014 at the NSC Complex.
- D. OFFICERS REPORTS & ZONE REPORTS**
1. President – Water is finally scheduled to be hooked-up in about two-three weeks. Will still keep the wells intact.
  2. Vice President – Thanked the Committee that selected our new Director for Skeet. It was an exhaustive effort, with a great outcome. Will be discussing referee compensation later in the agenda, which badly needs our attention.
  3. Secretary-Treasurer – Received quite a bit of feedback from last annual meeting regarding the PA system and seating arrangements. What are our plans to rectify? Will bring the tables closer, with two Zones in each row, and will have two portable systems. Will also rotate seating of Zones.
  4. Zone 1 – No reports.
  5. Zone 2 – Zone shoot will held at Ft. Dix this year. Also, with the help of Kolar Arms and Elite Guns, there will be a shoot at Richmond Gun Club, replacing the Great Eastern.
  6. Zone 3 – St. Joe will run 11 fields for the Mid-America; is full at 220, so will be a good trail run for the U.S. Open, which we anticipate will be a huge success. Suggest distributing new marketing boards at State Shoots, providing a “sales pitch” so clubs understand the program and can then leave with the kit.
  7. Zone 4 – Winter shoots were the largest they have been in several years; most of the shoots were full. Youth shooting programs are also on the increase. Ft. Bragg is hosting the Junior World Shoot; Jim and Belinda Tiner are doing their utmost to make sure it will be huge success. Jacksonville will be hosting the Zone shoot. Savannah did a great job with the Masters; targets were good, plenty of ammunition, referees were good. All in all, things went well.
  8. Zone 5 – Zone shoot will be held in Decatur, IL; first time it will be held there. Will be voting on residency change for several individuals from the Upper Peninsula of Michigan; Am curious as to other Zones select their All-Zone teams.
  9. Zone 6 – Zone shoot will held in San Antonio at the NSC the first weekend in August, so will be interested in how well attended it will be.
  10. Zone 7 – Zone shoot was held at Tucson, with about 135 shooters in attendance. They did an excellent job.
  11. Zone 8 – No report.
  12. Zone 9 – Don Kelly went to both the Pletcher and Armed Services shoots this year, and was able to attend their annual meeting; quite a treat. The new Military Veteran concurrent was a real shot in the arm for attendance. Both shoots were very well run.

#### E. BUDGET/FINANCE

1. Finance Committee Report – The Finance Committee met via phone conference on March 2, 2014 to address requests for allocation of NSCA Marketing Funds. The Committee approved the expenditure of funds to be spent in accordance with the proposal submitted in conformance to their marketing plan. The Committee also approved the Executive Director’s request for funding to develop a proposal for the NSC clubhouse renovation project. On April 15, 2014 the Committee reviewed the Association’s portfolio. Several action items were identified, including looking into some new alternative mutual fund offerings, which our funds manager will look into prior to the next Finance Committee meeting in July. The Committee also approved NSCA funding request for the PSCA (Professional Sporting Clays Association).
2. March 2014 YTD Financial Statements – Steve Scales reported that year-to-date we are ahead of budget due primarily to increases in membership and target fees; \$3M balance in our investment portfolio.
3. Bonus Bucks – Since implementation, this program continues to yield new members and generate revenue for the Association.
4. Financial Overview of Major Spring Events – Steve Scales
  - a. 2014 Blaser Skeet Classic – Net income loss of ~\$800 due to allocation of Association overhead expenses, since it is held on the grounds.
  - b. 2014 Southwestern Grand – Net income of ~\$58,000.
  - c. 2014 Pan American Sporting Clays Championship – Net income of ~\$28,000.
  - d. 2014 Krieghoff Masters – Figures are not final, but estimate net income of ~\$2,600.
5. Form 990 Review – The Audit Committee reviewed and approved Form 990 for the tax year ending November 30, 2013. The Executive Committee concurred.

**F. NATIONAL SKEET SHOOTING ASSOCIATION** – Targets thrown year-to-date are relatively flat, due largely to the severe winter weather in the north; membership is up 290 for the same period last year. Tom Pavlack thought it was agreed the Executive Committee would receive monthly or bi-weekly reports for on-going projects. Mike Dowling, our new Director for Skeet, will officially be onboard July 7<sup>th</sup>; his first report to the Executive Committee will be mid-July. Michael Hampton talks with the officers on a regular basis. However, until such time that items are finalized, we need to be cautious about what gets released to the general membership. Segment the report into what is for the Executive Committee and what is for general release. Perhaps we can use “Target Talk” to disseminate project updates to the membership. Brain Davila, our on-ground EMT, is now a part-time employee of the NSC, and will be taking over RV space leases/rentals. Our staff needs to be more responsive to members phone calls and emails, even if it is simply to say they are working on the question/issue and will get back to them. Institute a policy to respond within 24 hours. It’s not an excuse, but some of our staff is only part-time and a number of individuals have been out of the office with health issues. Mike Dowling feels that 24 hours is not good enough. Staff members’ voice mails and email out-of-office replies need to be more informative/specific.

#### G. OLD BUSINESS

1. U.S. Open Proposal Date Change – Request from Rochester Brooks to move the 2015 U.S. Open to the 4<sup>th</sup> of July weekend. **Motion by Don Kelly, 2<sup>nd</sup> by Jack Tans, to approve the date change for the 2015 U.S. Open to July 2-5; motion passed all in favor.**
2. Disciplinary Action Update
  - a. Request to reinstate membership was moot, since the individual in question hasn’t been suspended and isn’t a current member. At such time that he renews his membership, the Executive Committee will then review his status.
  - b. An individual, who has acted in a manner that does not reflect good sportsmanship and has not adhered to the rules by not meeting fiduciary responsibilities, was advised that future violations could result in suspension. **Motion by John Haugh, 2<sup>nd</sup> by Jack Tans, to**

**suspend the individual in question for one year.** Following discussion, **John Haugh, 2<sup>nd</sup> by Jack Tans, withdrew motion. Motion by Jack Tans, 2<sup>nd</sup> by Andrew Engel, to suspend the individual in question indefinitely.** Following discussion, **Jack Tans, 2<sup>nd</sup> by Andrew Engel, withdrew motion. Motion by John Haugh, 2<sup>nd</sup> by Andrew Engel, to suspend the individual in question for life; motion passed all in favor.** Until proof that all fiduciary responsibilities have been fulfilled, the affiliated club will have their shoots suspended.

#### H. NEW BUSINESS

1. Corporate Policy & Procedures – Authority to Enter into Contractual Agreement, NSSA Executive Director, NSSA Director of Finance, Accounts Payable and Cash Disbursements and Petty Cash policy and procedures were reviewed. **Motion by Jack Tans, 2<sup>nd</sup> by Don Kelly, to extend those policies and procedures; motion passed all in favor.** These will be reviewed again in two years. Steve Scales presented policies and procedures for Fixed Asset Control, Bank Account Reconciliation and Bad/NSF Checks. **Motion by Jack Tans, 2<sup>nd</sup> by John Haugh, to implement, and review in two years, the aforementioned policies and procedures; motion passed all in favor.**
2. League & Sweepstakes – There are some clubs that you can't even get onto a field because of the number of recreational shooters, and then there are other clubs that have very few recreational shooters. The League & Sweepstakes used to be a huge draw but, for whatever reason, is no longer so. We need to look at revamping this program, and use it as a marketing tool to draw new members into the NSSA.
3. NSSA Officer Slate for Elections – **Motion by Jim Gast, 2<sup>nd</sup> by Mary Alice DeFrancesco, to approve the nominations of Jack Tans for President; John Haugh for Vice President; and Don Kelly for Secretary-Treasurer to be placed on the 2014 Officers ballot; motion passed all in favor.**
4. IHEA Move to San Antonio – Decision on the move has been postponed by the IHEA for a year.
5. Record Annual Published Information – Will remove address, city and zip code from member listing. The list will continue to be sorted by state.
6. Shoot-off Procedures – In order to provide consistency across NSSA administered shoots (i.e., Blaser, Masters and World), and to offer a “template” for other shoots, we need to develop written procedures. What is more critical is that all of the referees involved in shoot-offs be properly trained. *Al Magyar, Trish Magyar and John Bratty will develop written procedures, which will be used at the Mini World and World shoots.* The procedure will also be announced over the PA system prior to the start of shoots. The other issue is properly communicating the correct procedure between the chief referee and the referees conducting the shoot-offs.
7. Set Written Major Event Shoot Volunteer Policy – The issue is whether or not the Association should “comp” the mandatory purse portion of the entry fee for shooters who “volunteer” to help run the shoot. The past practice of “comping” shooters for their work at NSSA conducted shoots will remain unchanged.
8. Residency Changes – **Motion by Jack Tans, 2<sup>nd</sup> by purses, to approve change in residency for David Roukolainen (#148674), Donald Roukolainen (#147414), David Savolainen (#168907), Matthew Savolainen (#169816) and Kenmore Goldsworthy (#155718) from Michigan to Wisconsin; motion passed all in favor.** Don Kelly will inform the affected shooters they will need to have a Wisconsin address for mailing of classification cards, ballots, etc.; they can still have a Michigan mailing address for their SSR. It was suggested that they use a club's address in Wisconsin where they shoot.
9. NSSA All-State Teams – Consider increasing recognition by implementing NSSA All-State Teams. There will need to be limitations on eligibility; for example, if you are on an NSSA All-American Team, you are not eligible for an NSSA All-State Team. There should be a hierarchy and, if selected to a “higher” team the shooter is not eligible for any subsequent team. *Committee*

*consisting of Tom Pavlack, Bob DeFrancesco and Al Magyar will provide recommendations to the Executive Committee for the October meeting.* Teams involved are All-American, All-Class, All-Zone and All-State. **Motion by Don Kelly, 2<sup>nd</sup> by Jim Gast, that any individual selected for an All-American team, Open or Concurrent, is ineligible for NSSA Class All-American Teams.**

10. Zone Shoots – NSCA has a very successful program, with each Regional shoot being held in a different month, to provide shooters an opportunity to experience different venues. Could a similar idea work to increase participation at Zone shoots? *Tom Pavlack, Gary Mathews, Don Kelly, Billy Williams and Mike Dowling will look at this issue and provide recommendations to the Executive Committee.*

## **I. NSSA SHOOTS**

1. 2014 World Championship
  - a. World Shoot Advisory Committee Report – We need to make sure program gets out well in advance; address referee situation. If the number of entries increases to an extent that we have to add another rotation, which then would mandate another day, then will look at making the 12 Gauge 2X100. The economics of returning to a three-day Mini don't make it practical; it would be a financial detriment. Four NSSA staff members will be assigned to work/run shoot-offs (Jenna Becker, Olivia Gracia, Stephanie Haga and Tami Means). Also, every Executive Committee member will spend a night observing shoot-offs (both in the booth and on the field), and help, if necessary, to resolve any issues that may arise.
  - b. Free Entries from State and Zone – Will continue this program. Though there is the possibility of 59, have averaged about 12-13 entries.
  - c. Bring A Friend Program – This program will also be continued.
  - d. World Shoot Program – July 1<sup>st</sup> on-line publication target.
  - e. Referees – Need to relook at referee program as a whole. The pool of available referees has diminished significantly. A shooting referee is knowledgeable about the rules, and a lot of places use them. Is using “shooting referees” a, partial, viable solution? It is better than having clearly incompetent referees. We have raised referee pay over the years, and it has not resulted in better referees. Current pay is ~\$41/flight. Need to include the pay in the solicitation for referees. Could we tap-in to parents and spouses, especially for the Mini? Should advertise in “Target Talk” that referees are needed, what we pay, and that shooting referees are encouraged to apply. May need to look at the language in the Rules governing “self-pulling” and disqualification of referees, so that a “bad” referee can be dealt with promptly. Will also work on the “appearance” of referees, so they look more professional. Can use the text messaging system to solicit referees at the shoot if we have a shortage.
2. 2014 Junior World – Being held at Ft. Bragg July 25-27<sup>th</sup>
3. 2014 U.S. Open \_ Being held at St. Joe Valley Conservation Club, IN September 4-8<sup>th</sup>
4. 2014 World International Skeet Championship – Being held
5. 2014 Vintage World Skeet Championship/Event 6 – Being held

- J. MARKETING** – “Target Talk” continues to be well received. Subscribership continues to grow; currently nearing 31,000. Our marketing program is gaining traction. Thirty-five clubs have signed up to participate in the First Time Member Promotional Gift. Information boards sent out for in-club marketing is also very low, with only 35 clubs onboard. It is perplexing as to why we haven't received more participation; the program has all of the elements of a successful marketing program. The clubs don't believe that there is a benefit to them. Perhaps we could generate interest by rewarding clubs that are participating by drawing a club's name every few weeks for free 2015 NSSA club dues. Michael Hampton needs to be empowered to implement improvements to the program. The beta NSSA app will be sent to Executive Committee members as soon as it is available. The “Shooting for Rewards” program original launch date was set for mid-May, with reward redemption

beginning June 16<sup>th</sup>, but the Marketing Committee expressed concerns there was too little time to make a “big splash” with our membership. Launch date is now set for July 1<sup>st</sup>. Will start generating interest on Target Talk, as this program has a huge potential for increasing the number of registered targets. Attended two trade shows this year; Dallas Safari Club and NRA Convention. Social media, such as Twitter and Instagram, also has a great potential for keeping and attracting new members.

**K. NSSA HALL OF FAME & MUSEUM**

1. Hall of Fame Committee Report – Nothing to report.
2. September 29, 2014 Hall of Fame Dinner – Courtyard Sea World, Westover Hills. Open bar at 6:45PM, with dinner at 7:45PM.
3. Referee Honor Roll – Need to obtain the criteria from the Committee, so that it can be controlled and monitored in-house.
4. Ray Boller Nomination – The Executive Committee should have more than one name submitted by the Past Presidents Committee. There was discussion that the Past Presidents Committee should submit their recommendations to the Hall of Fame Committee who, in turn, then submit the recommendations to the Executive Committee. The original request from the Past Presidents Committee was to “pick” the inductee, hence their submission of only one individual. **Motion by Jim Gast, 2<sup>nd</sup> by Jack Tans, to accept the Past Presidents Committee recommend that the Ray Boller Award inductee be M. L. “Cotton” Talbott; motion passed all in favor.**

**L. CLUB ASSISTANCE PROGRAM – *Still need to address the cost-benefit of this program and, if we continue it, whether or not changes are needed.***

**M. RULES & CLASSIFICATION – Nothing to report.**

**N. INSTRUCTOR CERTIFICATION – Jim Gast, along with several other individuals, attended a course this year and commented that the information was provided in a dated format (i.e., a booklet). Need to revamp the presentation. Any changes to both the NSSA and NSCA instructor certification process will be done in concert with each other.**

**O. SKEET SHOOTING REVIEW – John Shima will be writing a series of articles beginning with the June issue. Nick Sisley stepped in to provide reloading articles due to Tom Ceretto’s failing health. Beginning with the July issue, Tom Roster will once again be a contributing writer. Mike Fox contacted us about submitting a monthly cartoon titled “The Reloads”, which will bring some levity to the magazine. We will be running a readership survey in “Target Talk” in the near future. Research has been completed for a digital version of the SSR and hope to have it up and running in the next few months. In an effort to reduce publication cost, should consider limiting the number of places reported in the Scoreboard section of the SSR based upon the size of the shoot. **Motion by Jack Tans, 2<sup>nd</sup> by Gary Matthews, to publish all the awards that are submitted by clubs pertaining to registered shoot results; motion passed with one abstention.** Discussed membership for a joint NSSA-NSCA committee for a combined magazine. Jack Tans volunteered to be on the committee. Will solicit for volunteers with the requisite expertise through Target Talk.**

**P. INFORMATION AND TECHNOLOGY REPORT – Last year saw a number of upgrades and conversions. Our web invoicing process is complete, showing considerable time and resource savings. Website Member Login has been implemented. NSCA members have become very comfortable with the smart phone app; looking forward to the release of the NSSA phone app in the near future. Have been approached in the last several months by individuals interested in developing scoring software for skeet and sporting clays. Need to protect access to member data, but not stifle future possibilities. The Executive Committee agreed that only current year information could be provided to a bon a fide developer; no historical data will be given out.**

**Q. LONG RANGE PLANNING COMMITTEE**

Project Update:

1. City Water Hook-up – Contract has been awarded; work should be completed the end of June, with water turn-on July 1<sup>st</sup>.
2. “1/8 Mile” Club – Still working on obtaining permit.
3. Cell Phone Tower – Proceeding, albeit slowly, due to personnel changes at Verizon.
4. Cart Barns – On hold until plat approval and permit received (tied-in with #2, above).
5. Main Clubhouse – Design contract received; providing additional input to architecture firm to clarify project goals.
6. Tree Roots on Vendors Row – Spent \$5K with arborist to dig-up/remove roots and asphalt. Affected areas are now smooth and level under foot.
7. Vendor Buildings – On hold; no vendor interest at this time to front funds for a new building.
8. Asphalt – 20,000 square feet has been laid by the Browning sign, and the roadway has been widened from the central core area to the maintenance barns in front of the NSCA Nationals practice course.
9. RV Electrical Panel Upgrades – Completed.

**R. NATIONAL SHOOTING COMPLEX** – Full calendar of events for 2014. The hilly nature of middle bank of skeet fields presents some safety issues due to the lack of stairs for access between the fields and roadway. Total cost for four additional sets of stairs would be ~\$17,000. **Motion by Jack Tans, 2<sup>nd</sup> by Tom Pavlack, to allocate up to \$20,000 for four sets of stairs on the middle back of skeet fields; motion passed all in favor.** Have engaged local police to help us with prevention of gun thefts during events held on the grounds.

**S. NATIONAL SPORTING CLAYS ASSOCIATION** – Membership is up 5% for the same period last year; targets thrown and the number of shoots is about the same year-to-date. The Regional Championships are being well attended, with a large increase. The Pan American Championships had over 350 participants. The 2015 World English Sporting will be held at the South Florida Shooting Grounds. The 2017 World English Sporting will be at the NSC. There are nearly 1,100 shooters pre-registered for the National Sporting Clays Championships. The U.S. Open will be held at Claythorne Lodge in Kansas; 1,146 shooters are pre-registered, which should make it the largest U.S. Open to date.

There being no further business to discuss, **a motion was made by Jack Tans, 2<sup>nd</sup> by Don Kelly, to adjourn the meeting. Motion passed all in favor.** The meeting was adjourned at 6:30PM. The Executive Committee was in session from 8:30AM to 6:30PM, with a recess from 11:45AM-12:30PM for lunch.

Respectfully submitted,

John Haugh  
Secretary-Treasurer

Trish Magyar  
Assistant Secretary