

**NSSA Executive Committee Meeting
National Shooting Complex
January 30, 2015**

A. ROLL CALL – President Jack Tans called the meeting to order at 8:35AM. Members present were: John Haugh, Vice President; Don Kelly, Secretary-Treasurer; Andrew Engle, Zone 2; Tom Pavlack, Zone 3; Ken Keth, Zone 4; Steve Patke, Zone 5; Gary Matthews, Zone 6; Billy D. Williams, Zone 7; Steve Malcolm, Zone 8; Chris Naler, Zone 9; Bob DeFrancesco, Immediate Past President. Mike Ferchaw, Zone 1 provided advance notice that he would be unable to attend, but did participate via phone at various times. Also present were: Michael Hampton, Jr., Steve Scales, Michael Dowling and Louise Terry. **Motion by Bob DeFrancesco, 2nd by Chris Naler, to appoint Trish Magyar as Assistant Secretary; motion passed all in favor.** A new employee, Claire Richards, who will be our new "Skeet Coordinator", will start March 16th. Mary Masch has officially retired. Because of the number of years that she worked for NSSA, Louise Terry suggested we send her a nice bouquet of flowers as a special thanks from the Executive Committee for her support; Michael Hampton informed everyone that she was given a bonus based on her 23 years of service.

B. MINUTES

1. **Motion by John Haugh, 2nd by Ken Keth, to approve the minutes for the May 21, 2014 Executive Committee meeting; motion passed all in favor.**
2. **Motion by John Haugh, 2nd by Bob DeFrancesco, to approve the minutes for the October 1, 2014 Executive Committee meeting; motion passed all in favor.**
3. Board of Directors' September 28, 2014 meeting minutes will be approved by them at their annual meeting on September 27, 2015.

C. UPCOMING MEETINGS

1. Executive Committee Meeting June 18, 2015 in Northbrook, IL in conjunction with the Great Western.
2. Executive Committee Meeting September 25, 2015 at the NSC Complex, which is the Friday of the Mini. The Executive Committee Records Annual photo will be at 9:00AM the 25th.
3. Board of Directors Meeting September 27, 2015 at the NSC Complex

D. OFFICERS & ZONE REPORTS –

1. Jack Tans asked for any additional comments regarding the reports submitted. Tom Pavlack's report included an analysis of when targets are thrown. Obviously, the highest months are during the summer. In the Midwest, very few targets are thrown early in the year. Is there a way we can encourage more, earlier shooting? Perhaps we can use the Shooting for Rewards, by offering more points for shooting earlier. For example, we could tailor it by region; more points in the winter for the northern states, and more in the summer for the southern states. John Haugh made note of the financial assistance being provided to junior shooters by Zone 7 attending the Zone and Junior World shoots. Other Zones might want to look at something similar, or using Tom Pavlack's suggestion of offering more bonus points for attending a Zone shoot. ***John Haugh proposed that Nikki Martin and the Marketing Committee look at the suggestions made, and provide a recommendation for the summer Executive Committee meeting.*** A member inquiring about making the NSC the permanent home for the Junior World contacted Ken Keth. Jack Tans explained this was done because of the lack of clubs wanting to hold the shoot. It does not preclude a club from making an offer to host the Junior World.
2. Executive Director – With the implementation of the Affordable Care Act (ACA), the availability of dependent coverage under NSSA's current health care plan can prohibit employees from obtaining potentially less expensive coverage for dependents through the ACA by receiving Federal Tax credits/subsidies. Have been holding a Staff meeting every Tuesday morning, followed by a manager's meeting. Each of the managers have made/will make a presentation at the Staff meeting, with a goal of facilitating greater engagement by the employees and improving customer service. Major sponsorship comes under the purview of the Executive Director, with

approval by the Executive Committee. It was suggested that if an employee brings a major (new) sponsor to the Association, they should get something in return. Will discuss further.

3. Recap of reports submitted, but not specifically discussed: Zone 2 is restructuring their medals program for the Zone shoot with the expectation that the host club will be able to lower the cost, thereby attracting more participants. Zone 4 will select the site for this year's shoot at a meeting being held mid-February. Also noted that the non-availability of reloading components was a serious problem for a lot of shooters; hopefully the supply will improve this year. Zone 6 is trying an "internet" shoot this year held at several different clubs the same weekend. Zone 7 shoot will be held at Stockton. Recognized 126 shooters for the All Star Zone teams. Zone 8 noted that a lot of smaller clubs are opting to hold single gun, one day or "targets only" shoots. Will look into whether it's the "complexity" of the hosting and reporting process, or some other factor. The "satellite" Zone 8 shoot, with centralized scoring and reporting, continues to be well attended and a big success. Had participation by 36 Australians and New Zealanders. Shoot-offs are handled by using "two misses and out", which has resolved all ties.

E. BUDGET & FINANCE

1. Finance Committee Report – The Finance Committee continues to monitor the performance of the Association against the approved Operating Budget, as well as holding quarterly reviews of our investment portfolio with our financial advisors. Looking ahead, this Committee will be working closely in the next few months with Steve Scales, our financial officer, and the Long Range Planning Committee, to identify sources for funding needs for upcoming NSC projects so that a plan will be in place when final project approvals are given.
2. Financial Statement
 - a. Investment Portfolio Review – JPG Wealth Management has been our investment manager for over 20 years. Kevin Sanger and Josh Cepeda gave an overview of the Association's portfolio. JPG's original "charter" was to ensure that the life member fund was invested such that the fund would be able to "support" the life member over the term of their membership (i.e., cover the cost of records maintenance and the SSR for each life member). The charter has evolved over the years, after we became financially solvent and generated net profit, yielding excess funds above and beyond those needed for the life member fund. Our portfolio has had solid returns over the last seven years due to the conservative, as well as diversification, strategy employed. We received a return on our investments of 3.47% for 2014. Our benchmark long-term return is 8-10%, which due to excellent returns in previous years we have been able to achieve. In the next four weeks, JPG will recommend redefining/rebalancing our diversification model more towards growth while maintaining our current risk tolerance. Need to determine when we will draw upon cash from our investment portfolio for our Long Range Plan projects, in particular the Club House renovation.
 - b. FY2014 Audited Financial Statements – Padgett Stratemann and Co. presented the results of their annual audit. No discrepancies were found in the financial statements for the year ending November 30, 2014 resulting in a "clean" audit. The auditors had no recommendations for any changes. It was noted that as a 501(c)(3), depending upon the "source" of some of our income, for instance the cellphone tower, we might have to pay taxes on that income. Revenue generated as a result of our operations is not taxable. **Motion by John Haugh, 2nd by Gary Matthews, to accept the annual audit. Motion passed all in favor.** The full financial statement will be published on the website.
3. Restaurant Concession Contract Overview – In an effort to create a more suitable contract with our current caterer, AO Bar Catering, we will have an interim contract until such time as we have renovated the clubhouse and kitchen facilities. There are a number of things that we will need to address once the renovations have been completed; we will put in place a contract that reflects the facilities available with whomever we have as a concessioner.

4. Approval of Renewal of Frost Bank Line of Credit – **Motion by Gary Matthews, 2nd by Billy D. Williams, to authorize Steve Scales to renew our \$250,000 line of credit with Frost Bank. Motion passed all in favor.**

F. LONG RANGE PLANNING COMMITTEE – Louise Terry reported there have been several meetings since the World Shoot, including yesterday. Project update:

- Main Clubhouse Renovation – The Committee unanimously recommends "modified Scheme 2", with source of funding two-thirds financed, one-third cash. There was Executive Committee approval to proceed with the architectural design/development (Stage 2) and platting approval.
- NSC Academy ("1/8th Mile" Club) – Platting approval has been received, funding is in place and the final design completed. We are ready to proceed and work will begin immediately.
- Roadway Resurfacing/Repair – Pete Masch has mapped out the property into seven areas where repairs are needed so we can prioritize them to match available funds in the approved budget. There was agreement to proceed on all phases of the roadway project as recommended; cost is \$77,500 including the resealing of the vendor row asphalt.
- New Vendor Building – This project will be self-funded, and will not commence until at least three vendors have signed leases and after platting has been approved.
- Cellphone Tower – Design approval has been received for a 150' monopole (free-standing, no guy wires). Construction is scheduled to begin March 2015.
- Sewer Hook-up – We are coordinating plans for the public sewer hook-up with the widening of FM471, since this will be the most cost effective.
- Other projects: The ladies room in the headquarters building was renovated in late December (unplanned), due to pipe damage from root systems. Vendor row root remediation is complete. Corporate "cart barn" is on hold. Member "cart barn" plans are complete; funding is available; ready for permitting. Lead reclamation will be done at the conclusion of this shooting season; the main entrance will be done in conjunction with the widening of Roft Road. Retrofit of existing NSC wells is required in order to meet final SAWS compliance; being completed now, at a cost of ~\$5,000; received our first water bill during our big fall championships, and it was about \$1,500/month, which was less than the amount budgeted.

The question was asked, "What are the plans for improving the Dirty Dozen?" Given those fields are only used once a year, it is cost prohibitive to do anything other than what we have been doing

G. NATIONAL SKEET SHOOTING ASSOCIATION – Membership increased slightly (1.5%) to 15,736, as did life members (+174 to 7,959). The number of members who shot, member clubs and targets thrown, however, were down. There was no substantive change in the number of High Volume shooters or members achieving target standards. During the downturn we were concerned with keeping members; it's time to shift our focus back to recruiting new members and increasing shooting. The Crossfire program continues to be very successful, growing annually, to nearly a million targets for NSSA and NSCA combined. The Gun Club/Range Manual is currently being combined and revised into a single manual by one of our members, on a volunteer basis. Based upon initial reviews, it will be a very good improvement over the previous manuals. It will always be evolving, incorporating updated/new material.

H. OLD BUSINESS

Valerio Shoot Software – We need to be more proactive regarding succession planning. We do not have the capability to develop the software in-house. We've been there before; that's why we contracted with Valerio. Several individuals who want to provide us shoot software have recently approached us. Software developed by the same contractor for both skeet and sporting should be

considered. *Need to establish an IT Committee to assess and make recommendations and a succession plan.* Must coordinate any software program development with NSCA.

I. EXECUTIVE SESSION – The Executive Committee went into Executive Session to discuss salaries and compensation.

J. NEW BUSINESS

1. Changing NSSA Target Year – Would put NSSA and NSCA on the same shoot calendar. Technology has progressed to the point that the Association can handle the same shooting year-end for both disciplines. We are going to have a joint magazine, so it makes sense to have the same shooting year. It would mean a 14-month shooting year for 2015. It makes good sense. **Motion by Don Kelly, 2nd by Tom Pavlack, to change the NSSA shooting year to end December 31st. Passed all in favor. Recommend King Heiple write a WYC? article about the shooting year change and how it affects "opting-up" for Veteran and Senior Veteran.**
2. Referee Recognition – Honor Roll Pin artwork has been submitted. Will move forward.
3. 2016 Krieghoff Masters – Discussed under section K.
4. Association of the Year – We don't receive any submissions, so will put it on hiatus.
5. Magazine Project – We will have a joint NSSA/NSCA magazine by the end of the year. It should be 100% available on-line. This will be an on-going effort.
6. Blue Goose – The All-American Committee recommended that points NOT be awarded, and any "trial" event be conducted as an Event 6, per the rules. Billy D. Williams confirmed his previous statement (made during the All-American Committee conference call on January 22nd) that it was not an issue, reiterating that he spoke with Cliff Moller and points were not requested for the Event 6 component of the Blue Goose.
7. New Life Member Category – It has been requested that NSSA and NSCA considered offering a discounted rate for life membership for Disabled American Veterans. It is something we want to consider. We currently have a Senior Life Membership discount; perhaps we could apply that for qualified individuals. Will look into further.
8. Code of Conduct – An individual accused of multiple violations by individuals and his state association received several notifications regarding his suspension and the process for petitioning the NSSA for re-instatement. No response was received from the individual, apparently, due to health reasons. His spouse wrote a letter indicating he had not been informed, due to his health issues. The reason for his suspension and his health are unrelated issues. **No action taken.**
9. World Records – Received an explanation of why a Sub-Junior score at the World Shoot could not be accepted as a world record. Most Sub-Juniors and Juniors are unable to attend the World Shoot because of school, which is why we started the Junior World in the summer after the World Shoot was moved to October. *[Following the meeting, it was learned that at the 2008 winter Executive Committee meeting it was decided to include "honors only" for Sub-Junior, Junior and Collegiate shooters FOR the purpose of establishing a world record. However, the change was never incorporated into the official program. In the future, any Sub-Junior, Junior or Collegiate shooter **must** request entry in their appropriate concurrent event.]*

K. NSSA SHOOTS

1. 2015 World Championship
 - a. World Shoot Participation - The 2014 World Championships attendance was down from 809 participants in 2013, to 767. C of C was up 50, to 295. Total targets thrown were 680,261 in 2014, vs. 712,098 in 2013 (down 31,837 or 4.5%).
 - b. World Shoot Advisory Committee Report – The Association, and the Executive Committee in particular, are judged by how well the World Shoot is run. This last year, at the end of August we THOUGHT we were full. In reality, there were a number of squads being "held"

for Armed Forces and College teams that were never filled. As a result, we turned away shooters who were on the waiting list when we could have guaranteed them a spot. Next year, when we are "full" we will reconfirm with the Armed Forces and College squads if those spots are needed. Additionally, we have about a 6% cancellation rate, so we should continue to accept pre-registrations, even if we appear to be full, to minimize unfilled spots. Need to have a cut-off date well in advance so anyone on the waiting list will have ample time to make reservations. Should look at increasing the deposit, so people will think twice about cancelling late. **Motion by Chris Naler, 2nd by Don Kelly, to increase the deposits by 50% for both the Mini and Main (in 2016), to better manage pre-registration, and move up the cancellation deadline to 45 days before the Mini World. Motion passed all in favor.**

Regarding referees, the Committee felt that the quality has declined since 2009. We had a modicum of improvement from 2013 to 2014. There are a number of "quality" referees who choose not to work the World Shoot, partly due to compensation and partly to perceived mistreatment. We also need to do better at identifying and recruiting the best referees. As far as compensation, will investigate the possibility of offering rooms to the referees. The Association should absorb any increased cost, not pass it along to the shooters in the form of increased entry fees, to demonstrate to them that we ARE making improvements. We have an instructor program, why not a referee program? Each Zone Executive Committee representative should provide at least five new names of referees for the World Shoot. **Motion by Chris Naler, 2nd by Tom Pavlack, to enhance our World Shoot referee compensation package, and review the referee selection process. Motion passed all in favor.**

World Shoot Changes - Proposals involving changes to the Champ of Champs, East/West and other format variations are all intertwined with the 12 Gauge event. The survey results indicated that World Shoot participants want more 12 gauge targets, bring back the East/West and a shooting Champ of Champs event. It was noted that some members might have already made travel arrangements for the 2015 World Shoot. A straw vote showed the Executive Committee was not in favor of extending the World Shoot a day for 2015. This will be revisited for the 2016 World Shoot after a survey of the Directors/shooters has been completed. **Motion by John Haugh, 2nd by Steve Patke, to make the Champ of Champs a shooting event, called the "Wayne Mayes Championship" with All American points and awards by class (there will be two flights Monday morning followed by four flights of Doubles); and revive the 12 Gauge East/West using the current 75/75 targets. Motion passed all in favor. *The World Shoot Advisory Committee will make a recommendation for the order of shoot-offs at the Summer Executive Committee meeting. Additionally, the decision will be made prior to this year's shoot whether or not to extend the World Shoot a day in 2016. [Note: An Executive Committee Phone Conference meeting was held February 10th that retracted making the Champ of Champs a shooting event, with All American points. The 2015 World Shoot Champ of Champs event will be the same as 2014, but with awards by class based on the shooter's HOA class.]***

Briley Wand - Should we continue to use the voice-activated wand? There was no consensus from the Committee. There are strong arguments on both sides of the issue. The wand, admittedly, has some deficiencies. The manufacturer has said they can all be corrected, and felt a new processor could be available for testing as early as April. The referee's attitude can also affect how well the wand performs. Training in the proper use is critical. Even with a referee that knows how to use it, there are issues. Even switching the wand from voice-activated to manual can result in "mechanical" issues that interfere with getting good pulls. The wand is not in use across the country, which puts referees coming to the World Shoot who have never used the wand at a disadvantage, no matter how good of a referee they are.

- Likewise, for a majority of the shooters attending the World Shoot; it's a new "dance" for the shooters when the wand is used, because it disrupts the routine of the squad. Good, bad or indifferent, a referee pushing the button is part of our game. The wand takes the referee out of the game, and balances out good versus bad referees. The wand should be available for those who want to use it. There are three options: not use the wand at all (take a hiatus for 2015); make the use mandatory, or make it optional. Straw vote: no one wanted to make it mandatory; six wanted to make it optional; five wanted to take a one year hiatus. **No change will be made to the use of the wand for the World Shoot in 2015.** Issue was revisited later regarding use of the wand for shoot-offs, since it wasn't specifically discussed. **Motion by John Haugh, 2nd by Tom Pavlack, to NOT use the wand for shoot-offs. Motion passed, eight in favor, two against and two abstentions.**
- c. World Shoot Program – Mike Dowling will be the Tournament Director (AKA Shoot Manager). He will be working to develop and recruit referees. The Chief Referee will deal with the referees during the course of the shoot and make "on-field" decisions. We don't need to pay Assistant Referees to run score sheets. Training of referees is CRITICAL. Target on-line publication date for the shoot program is July 1st.
 - d. 2014 World Shoot Pre-Survey Results – Over 650 completed the survey.
 - e. 2014 World Shoot Post-Survey Results – Nearly 390 completed the survey. Over 85% rated their overall experience as "Excellent" or "Very Good"; 97% agreed registration was smooth and efficient; 81% were "Extremely Satisfied" with overall level of customer service from the staff and management; 68% noticed an overall improvement in the quality of the referees versus the previous year; nearly 80% of the respondents wanted more 12 Gauge targets.
2. 2015 Krieghoff Masters – April 30-May 3 (last year of three year contract). Registration for returning four-gun shooters opens February 2; all shooters, February 17. Registration not limited to USPS, but not setup yet for on-line pre-registration. Attendance trend year-to-year has been flat: 363/335/332 the last three years. The Masters is not as profitable for the NSSA, as it otherwise would be. This primarily due to the overhead expenses related to the logistics of running a shoot 1,200 miles from headquarters. What do we want to do going forward? If the club, or someone else, were to run it, it would be more profitable for us. IF we do farm out the shoot, we should only do so providing that we have the utmost confidence that our proxy will manage it in a commensurate fashion in the best interests of the participants, event sponsors and the NSSA.
 3. 2015 U.S. Open – September 10-13 at Rochester Brooks, NY. Working with Andrea Lehr to ensure another great shoot in the tradition that is the U.S. Open. Currently, there is only one bid for 2016 from Stockton Skeet & Trap Club in California. **Motion by Bob DeFrancesco, 2nd by John Haugh, to award the 2016 U.S. Open to Stockton Skeet & Trap Club to be held September 8-11. Motion passed all in favor.**
 4. 2015 Blaser Skeet Classic – March 20-22 at NSC. Mike Dowling mentioned it would be great if Briley were to have the new processor for the wand available. Since the wand will be used, it would provide a great opportunity to thoroughly test it.
 5. 2015 Junior World – July 23-26 at NSC. Kolar has offered to pay the base entry fee for the top ten Sub-Junior, Junior and Collegiate shooters (based upon All-American points); is providing a gun to raffle off, with a free ticket for each entrant, plus a ticket for each entrant that has participated in any other Kolar sponsored event; and a pizza party on the raffle night. ***Steve Scales advised that Kolar needs to obtain a Texas not-for-profit raffle license through a qualified registered 501(c)(3) in the State of Texas. The NSSA does not qualify, as we are already holding the Krieghoff raffle.***
- L. MARKETING** – The NSSA app has successfully launched; as of December 31st there have been over 1,000 downloads (iOS and Android). Sixty-five clubs have signed-up for the First Time

Member Promotional Gift and info boards. Shooting for Rewards went live July 1st; there have been two redemption periods, with over 700 NSSA/NSCA members have redeemed points. Continue to focus on increasing our social media exposure, as well as attend trade shows and youth shooting events. Will look at making recommendations to change the "points" awarded based upon the time of year and geographical considerations. Will also be doing some instructional videos with John Shima on shoot etiquette and gun fit, which will also be posted on YouTube. Created a "micro-site" for sporting clays, and should do likewise for skeet. It's designed for the newer shooter, focusing on just the things they need to know making it easier to navigate to the items they need on the website. Website/Target Talk views are very strong, growing every single week for the past 126 weeks.

- M. NSSA HALL OF FAME & MUSEUM** – The Hall of Fame Banquet will be held September 28 at the Marriott Courtyard. The pool of eligible candidates is getting smaller and smaller. May have to consider not necessarily inducting both an Open and Lady shooter every year in the future. There is still a ten-year shooting criterion in order to be eligible for the Hall of Fame. **Motion by Ken Keth, 2nd by Bob DeFrancesco, to induct Kurt Grates and Tami Myers into the Hall of Fame in 2015. Motion passed all in favor.** The deadline for the Ray Boller award nominations has been extended to March 31st. Mike Dowling will get a list of the current individuals who have been nominated from Bill Harder. Will be approaching the same issue with referees, as with the Hall of Fame, in the not too distant future. Need to have individuals nominated. **Motion by Ken Keth, 2nd by Billy D. Williams, that this year's Referee Honor Roll inductees be Tommy Butts, B. J. Yates and Shane Roberson. Motion passed, all in favor.** Mike Brazzell continues to acquire new items for the museum and expand and improve the displays. He and Jim Harris are doing an outstanding job.
- N. CLUB ASSISTANCE PROGRAM** – **Motion by Gary Matthews, 2nd by Steve Malcolm, to award grants to:**
- Narragansett Gun Club, Exeter, RI in the amount of \$1,000**
 - Wilmington Trapshooting Association, Newark, DE in the amount of \$5,000**
 - Hurlburt Clay Target Sports Club, Walton Beach, FL in the amount of \$3,000**
 - DuPont Fish and Game, Millington, MD in the amount of \$2,000**
 - Youth Camps in the amount of \$9,000**
- Motion passed all in favor.**
- Louise Terry provided an update on SSSF Youth programs, and the Larry Potterfield/Midway USA funding. All were in agreement that NSSA should refund \$3,000 of rent payments to SSSF for back-office activities.
- O. RULES & CLASSIFICATION** – **Motion by Don Kelly, 2nd by Billy D. Williams, to adopt the revised wording for II-H-4 (Registered Target Official Report), III-A-8 (Proof Double) and III-C-3-f (Time Balk), as "housekeeping". Motion passed all in favor.**
- P. INSTRUCTOR CERTIFICATION** – Implemented the Associate Instructor program for those involved with youth shotgun shooting. The primary purpose of the program is to promote youth shooting in a safe and conscientious manner, while providing sound fundamentals in skeet shooting. The course is the same as the NSSA Level One instructor course, and will be taught by a Zone instructor.
- Q. SKEET SHOOTING REVIEW** – The entire December issue of the SSR was made available on-line. Presently it is available as a "flip-book" to anyone, but sometime in the future we will restrict access to members only.
- R. INFORMATION AND TECHNOLOGY REPORT** – Have made improvements in the TEAMMS program, improving the data entry process. Will be upgrading the firewall, as well as the remote

access software. The Website member login is running smoothly. Will also adding high-speed Internet lines for accessing to Headquarters.

- S. **NATIONAL SHOOTING COMPLEX** – NSC corporate and special events continue to add to the Association's bottom line. Had a full calendar of events in 2014, with substantial renewals for 2015. Revised RV rules and rates have been published.
- T. **NATIONAL SPORTING CLAYS ASSOCIATION** – Ended the year with nearly 29,000 members and threw over 24M registered targets. The National Championships had over 1,900 attendees. Still have room to grow to accommodate more shooters. NSC hosted the 2014 Pan American Sporting Clays Championships in April, with 278 entries and throwing 151,000 targets. The 2014 U.S. Open was held at Claythorne Lodge in Columbus, KS, with 1,121 participants. The 2015 Open will be held at Northbrook Sports Club in Illinois, which already has 727 shooters pre-registered.

There being no further business to discuss, **a motion was made by Bob DeFrancesco, 2nd by Steve Patke, to adjourn the meeting. Motion passed all in favor.** The meeting was adjourned at 9:00PM. The Executive Committee was in session from 8:35AM to 9:00PM, with recesses for lunch and dinner.

Respectfully submitted,

Don Kelly
Secretary-Treasurer

Trish Magyar
Assistant Secretary