

**National Skeet Shooting Association  
Minutes 2025 NSSA Executive Committee Meeting  
May 29, 2025**



**Meeting:**

Executive Committee summer meeting of the NSSA was held on May 29, 2025 in Dayton, OH.

**Present:**

Tom Pavlack (Present)	President
Clark Hartness (Present)	Vice President
Steve Johnstone (Present)	Secretary
Steve Malcolm (Present)	Past President
Jeff Ventry (Present)	Zone 1 EC Committeeman
Alessandro Vitale (Teams)	Zone 2 EC Committeeman
Al Magyar (Present)	Zone 3 EC Committeeman
Walton Starling (Teams)	Zone 4 EC Committeeman
Joe Scandariato (Present)	Zone 5 EC Committeeman
Frank Callahan (Present)	Zone 6 EC Committeeman
Billy D Williams (Present)	Zone 7 EC Committeeman
Brad McRae (Teams)	Zone 8 EC Committeeman
Katie Fichtner (Teams)	Zone 9 EC Committeewoman
Michael Hampton Jr (Teams)	NSSA Executive Director
Jessica Wolfe (Present)	NSSA Assistant Skeet Director

**Absent:**

Name	Title

**Guests and Staff:**

Name	Title
Amber Schwarz via Teams	Director of Member and Club Services
Misty Thomaston	Director of Finance
Sherry Kerr via Teams	Director of Communications

**Call to Order**

President Tom Pavlack called the meeting to order at 8:00 AM Eastern Time and Steve Johnstone recorded the minutes. A quorum of the Executive Committee was present, and the meeting, having been duly convened, was ready to proceed with business.

**Agenda**

President Tom Pavlack reviewed the agenda and welcomed all to the meeting.

**1. ZONE REPORTS** (*Read Ahead*)

**2. MINUTES**

(SJ)

1. Approve Minutes from 3-25-2025 Executive Committee Electronic Meeting.

- *Motion by Clark Hartness, Second Billy D. Williams, Approved.*

### **3. BUDGET/FINANCE REPORT**

1. Finance Committee
  - a. Report (MT)
  - b. NSCA Marketing Fund Update (MT)
  - c. Marketing Money (TP)
2. Financial Statement (MT)
  - a. FYTD March 2025
  - b. RFP Update
  - c. 2025 Triple J Classic P & L Reports (*Handout*)
  - d. 2025 Masters Update
  - e. Audit Update
  - f. 2026 Membership Dues
3. Endowment Fund Committee (MT)
  - a. Report
  - b. Fundraising Report (*Read Ahead*)

- *Misty covered the Finance Committee report and Michael Hampton Jr. covered the NSCA Marketing Fund update.*
- *The desire is to have a group of EC members assist the staff in reviewing the NSSA Marketing funds so that a budget can be set during the summer for next year. Steve Johnstone and Steve Malcolm will assist the staff.*
- *Misty covered an update for the various financial areas.*
- *A motion was made by Billy D. Williams and seconded by Joe Scandariato to increase the cost of the annual membership printed magazine from \$34 to \$40 for international shipping in 2026; Approved.*
- *JH covered the Endowment fund.*

### **4. OLD BUSINESS**

1. Zone Tour Proposal Update (MH/JW)
2. Ambassador Club Program Update (JW)
3. State Team Recognition Update (JW)
4. State of the Year Update (JW)
5. NSSA Women's Shooting Grant Proposal (JW)
6. Junior World – Criteria and Bid Form Update (JW)
7. Hall of Fame Recommendation (TP)
8. NSSA Election Bylaw Review Recommendations (KF)
9. NSSA Rule Book Review Recommendations (KF)
  - a. NSSA Rule Book Review
  - b. Rules Committee Feedback

- *The Zone Tour proposal is being placed on hold for now. Looking for further discussion down the road. This allows Zones to work through their association bylaws and concerns with the proposal. Jessica will lead the effort to work with the Zones. Goal is to have this ready by the Summer meeting next year.*
- *Jessica provided updates on the Ambassador Club Program, State Team Recognition, State of the Year Program, NSSA Women's Shooting Grant and Junior World.*

- *A Motion was made by Steve Malcolm, and seconded by Clark Hartness to accept the proposed update to the Jr World Shoot Criteria; Approved.*
- *Billy Williams covered the Hall of Fame Committee's recommended changes for the qualification requirements for Hall of Fame consideration. A Motion was made by Steve Malcolm and seconded by Billy Williams to accept the committee recommendations of May 8 as listed; Approved.*
- *Katie provided a review and recommended bylaw changes from the committee that was formed during the winter meeting. The review included non-action items, housekeeping recommendations, and then items that need a vote. The EC will take a pause on the Zone 9 recommendation and let the committee take another look at the minimum requirements for having state/province/territory directors. The EC agreed with the recommended verbiage change to the Board of Directors Eligibility recommendation. The EC is sending the Timeline recommendations back to the committee to have hard dates determined to replace soft dates. Once all updates are consolidated, the committee will bring back to the EC for approval so all changes can be sent to the BoD together.*
- *Katie and Hannah Goddard provided an overview of the work that committee has done for updating the current rule book. The committee completed an extensive review in order to re-order the rule book and provide housekeeping recommendations to the Rules Committee for approval. The committee did a great job! Next steps will be for the committee to finalize the Rule Book changes and send to the EC for final approval before sending to BoD for approval so Rule Book can take effect 1 Jan 2026.*

## 5. NEW BUSINESS

- |  |         |
|--|---------|
| 1. NSSA Scholarship Selection                      | (JW)    |
| 2. NSSA State Shoot Grant Selection                | (JW)    |
| 3. NSSA Club Assistance Grant Selection            | (JW)    |
| 4. World Executive Committee Meeting Proposal Date | (TP/SM) |
| 5. Club Contact Information                        | (TP/JW) |
| 6. World Shoot                                     | (TP)    |
| a. Director Information                            |         |
| b. Vintage Event                                   |         |
| 7. "One Gun" Recognition Proposal                  | (SJ)    |
| 8. Chief Instructor Proposals                      | (JW)    |
| 9. Exploring New Ideas and Opportunities           | (TP)    |
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- *Jessica recommended 4 shooters for scholarships. There were 42 applicants, 10 more than last year. A Motion to accept the recommendation was made by Al Magyar and seconded by Frank Callahan; approved.*
  - *There were 28 applications for State Shoot Grants this year. 10 of those applicants were recommended for grants. A Motion to accept the recommendation was made by Jeff Ventry and seconded by Joe Scandariato; Approved.*
  - *Eight applications were received for club grants, seven of those applicants were recommended for grants. A Motion to accept the recommendation was made by Al Magyar and seconded by Jeff Ventry; Approved.*
  - *Tom Pavlack covered a proposal to change the World Shoot EC meeting from Friday to Thursday, so Friday is not such a rush. Group decided to move the meeting to Thursday at 9am and it will run through the afternoon.*
  - *Tom covered club contact info. The staff doesn't always know who to contact at the various clubs because contacts change at the clubs. Keeping good contact information at the club level is a huge*

*challenge. Following the discussion on how to achieve this objective, Jessica will prepare a package for Executive Committee members to gather club data in the coming weeks.*

- *Tom also talked about the World Shoot format and presented a draft communication for discussion that covers the logic behind the six-day format.*
- *Tom discussed the possibility of a Vintage event at the World. Michael proposed a new fun game of “Sporting Skeet.” They will come back with a proposal in the next couple weeks.*
- *Steve Johnstone covered Ralph Aaron’s One Gun proposal. Tom assigned Al Magyar, as Chairman of the shoot committee, to vet procedures and requirements and provide feedback to the EC by July 1, 2025.*
- *A review of the Chief Instructor proposals for the Instructor Program was conducted.*
  1. *The EC is setting the fees at \$250 for Level I/Associate, \$400 for Level II, and \$500 for both Level III and Master Instructors.*
  2. *The EC agrees that the chief instructor should continue to develop a proposed online/in person SCTP Instructor Program and report back to HQ the fee structure for developing such a course.*
  3. *The EC Recommends doing away with target requirements for Level III and Master.*
- *Tom talked about a comic book that a young shooter created to introduce new shooters to skeet. He also talked about a baseball card for skeet that was also created. Jessica and Tom will collaborate to draft a recruitment and invitation letter to be sent initially to Executive Committee members and delegates for the formation of the new Ideas Committee. The invitation will outline the desired skill sets for prospective members. The committee is currently planned to consist of five members.*
- *Internet access on the vendor row continues to be an issue. HQ is currently working with external providers to help resolve the situation. Please note that HQ provides only basic internet access. Vendors who require enhanced connectivity will be responsible for arranging their own services. HQ will send a letter to all vendors outlining this information and providing recommendations for potential service providers to meet individual needs.*
- *Tom updated the Executive Committee on the status of the museum expansion project. Discussion was limited, as the proposed project has not yet been finalized. Currently, construction cost estimates and concept drawings are being assembled and will be reviewed by the Museum Committee. This process is expected to be completed within the next couple of weeks. Tom also presented a recommendation to add an exhibit in the museum honoring Olympic medal recipients of current and past NSSA or NSCA members. The Executive Committee had no objections, provided the exhibit aligns with approved guidelines.*
- *Tom updated the Executive Committee on the new branding and individual logos for NSSA and NSCA. Both logos have been completed. The logo development team—composed of NSSA members, NSCA members, and NSSA staff—worked together in a highly collaborative and productive manner. An official announcement and logo reveal will take place in the near future. In the meantime, the website development team is actively working on a new site, with completion anticipated by the end of August.*

## **6. COMMUNICATIONS & MARKETING**

1. Communications Report (*Read Ahead*)
  2. Social Media, Website, & Logo Update (*Read Ahead*)
  3. Sponsorship/Advertising Report (*Read Ahead*)
- *Working on first timers guide for World Shoot and Nationals. A lot of positive feedback and questions. This will be a digital publication distributed before the events.*
  - *Michael provided an update on the Website and logo/rebranding project.*

## 7. EXECUTIVE DIRECTOR REPORT

(MH)

1. HQ Update
2. NSC Project Update

- *Michael provided an update on all the happenings around HQ. Most capital projects have been completed. Will begin working on the 2026 budget soon. Working on the plan for the firehouse conversion.*

## 8. INFORMATION TECHNOLOGY

1. Tech and Innovation Report (KF)
2. Membership App Update (CH)

- *Katie provided a current update of the Tech & Innovation committee. Currently looking for new NSCA committee members. Committee is working with the staff to fill IT staff positions of IT Support Specialist and IT Project Coordinator.*
- *Clark provided an update on the member app. The app has transitioned to user acceptance.*

## 9. NATIONAL SKEET SHOOTING ASSOCIATION

1. Assistant Director Report (*Read Ahead*) (JW)
2. Members Statistics (*Read Ahead*) (JW)
3. Target Statistics (*Read Ahead*) (JW)
4. NSSA Grant Application – Deadline Change (JW)
5. Shoot for Rewards Update (JW)
6. It's 5 O'Clock Somewhere Update (CH/JW)
7. NSSF Partnership Update (MH)
8. NSSA Shoots (NB/JW)
  - a. Triple J Recap
  - b. Masters Recap
  - c. US Open Update
  - d. World Update
    - i. Recommendations
    - ii. Referee Update
  - e. Junior World Update

- *Jessica provided current stats as read ahead items. Staff is looking at items available under the "Shooting for rewards" program. The goal is to make sure the redemption value is inline with the item costs.*
- *Update was provided for the 5O'Clock Somewhere program*
- *Jessica provided updates for all the NSSA shoots*
- *With current participation, the field requirement to host the Junior World has been reduced to six fields vs nine fields. This opens up the opportunity to host the shoots to many other clubs.*

## 10. EXECUTIVE SESSION

## 11. ADJOURNMENT

- *Motion to adjourn was made by Billy D. Williams, and Seconded by Steve Malcolm; Approved.*

The NSSA Summer Executive Committee Meeting was Adjourned on May 29, 2025 at 4:49 PM EDT.

Respectfully submitted,

Steve Johnstone  
Secretary-Treasurer