

**National Skeet Shooting Association
Minutes 2025 NSSA/NCSA Winter Meetings
January 17-18, 2025**



Meeting:

The Winter Executive Committee meeting of the NSSA Executive Committee was held on January 17, 2025, 8:00 AM CST – January 18, 2025 12:00PM

JOINT SESSION (HOUSE ON THE HILL)

ROLL CALL

- *Opening Remarks from Michael Hampton. President Tom Pavlack called meeting to order at 8:00 AM CST. Tom made opening remarks, thanked staff for all the hard work setting up the meetings.*

A. BUDGET/FINANCE – 8:00-9:00

1. Finance Committee Report (JH)
2. Financial Statement (MT)
 - a. Investment Portfolio Review – JGP Wealth Management Group
 - b. FY2024 Un-audited Financial Statement (MT)
 - c. Audit Update (MT)
 - d. 2024 World Skeet & Nationals P & L Reports (MH/MT)
3. Endowment Program Update (MH/JH)
4. Fundraising Report (*Read Ahead*)

- *John Haugh provided a summary of the finance committee meeting held 1/16/2025, and a summary of the finance report. Joe Scandariato & John Calandro summarized the JPG report.*
- *Misty Thomaston provided a review of the Financial Statement and audit updates. Michael Hampton covered the World Skeet & Nationals P&L.*
- *John Haugh provided an update on the Endowment Program.*

B. INFORMATION TECHNOLOGY – 9:00-9:30

1. IT Report (AS)
2. Membership App Update (AS)
3. New Website & Logos (MH)

- *Michael Hampton provided the IT Report along with updates on the Mobile App and Website Projects.*

C. COMMUNICATIONS & MARKETING – 9:30-10:00

1. Communications Report (SK)
2. Social Media Update and Plan for 2025 (KL)
3. Sponsorship/Advertising Report

- *Sherry Kerr and Kaleigh Lawson provided the Communications Report and the Social Media Update.*

BREAK – 10:00-10:15

D. NATIONAL SHOOTING COMPLEX – 10:15-10:45

- 1. 2025 Schedule of Events (RG)
- 2. 2024 Event Recap (RG)
- 3. 2025 Capital Construction Projects & Maintenance (MH)
- 4. Christmas Light Show (MH)
- 5. Museum Expansion (SE/PM)
- 6. Museum Committee Update (SE/PM)

- *Royce Graff provided a recap of 2024 events at NSC and a Schedule of events in 2025 at the complex.*
- *Michael Hampton provided an update of current and upcoming 2025 construction projects.*
- *Steve Ellinger briefed the group on the potential museum expansion and Phil Murray provided a museum update.*
- *Motion of support for the Hall of Fame expansion plan was made by Sammy McFadden and second by Gary Prince. Motion approved by unanimous vote.*

E. EXECUTIVE DIRECTOR REPORT – 10:45-11:15 (MH)

- 1. HQ Staff

- *Michael Hampton provided his Executive Director Report and staff updates.*

F. STEERING COMMITTEE UPDATE – 11:15-11:30 (TP/MH)

- 1. Recap

- *Tom Pavlack provided a recap of the Steering Committee meeting.*

NSSA EXECUTIVE COMMITTEE SESSION (CONFERENCE ROOM)

G. EXECUTIVE SESSION – (E.C. ONLY)

- *Tom Pavlack convened an executive session.*

ROLL CALL

Present:

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

Absent:

Name	Title
Alessandro Vitale	Zone 2 EC Committeeman

Guests and Staff:

Name	Title
Louise Terry (Teams)	Finance Chair, Ray Boller Chair
Amber Schwarz (NP)	Director of Member and Club Services
Misty Thomaston (P)	Director of Finance/CFO
Sherry Kerr (P)	Director of Communications

Opening Remarks from Tom Pavlack

H. COMMITTEE LIST, CONTACT INFO, & ROBERT’S RULES (TP)

1. 2025 – 2026 Executive Committee List
2. 2025 – 2026 Board of Directors’ List
3. 2025 – 2026 NSSA Committees Roster
4. Robert’s Rules of Order Information

I. MINUTES (TP)

1. Approve Minutes of EC Phone Call November 20th, 2024
- *Motion by Steve Malcolm, Second Al Magyar, Approved.*

K. UPCOMING MEETINGS

1. Executive Committee Meeting – May 29, 2025 – Hope Hotel, Dayton, OH
2. Executive Committee Meeting – September 26, 2025 – NSC Complex
3. Board of Directors Meeting – September 28, 2025 – NSC Complex
7:00pm Dinner – 7:45pm Meeting (Beretta Pavilion)

L. NEW BUSINESS

1. Chief Instructor Recommendation (JW)
2. 2023 Expired Clubs & 2024 Zero Target Clubs (JW)
3. Shooter Conduct On & Off Field (SM)
4. Shooter Conduct towards Referees (SM)
5. Hall of Fame Recommendations (TP)
6. Referee Renewal Fees (JW)
7. John Haugh’s Endowment Proposal (JH)
8. EC Member travel expense stipend (TP)

- *The staff conducted interviews for the vacant Chief Instructor position. The recommendation was for Fred Tschantz to be offered the position. A motion was made by Billy D. Williams to accept the staff’s recommendation, and seconded by Walton Starling, approved.*
- *The submitted Hall of Fame recommendations will be sent back to the committee for further discussion and refinement of the recommendations.*
- *A Motion was made by Brad McRae and seconded by Frank Callahan to make both NSCA and NSSA ref fees \$10 for three years beginning in 2026 and beyond, approved.*
- *A motion was made by Brad McRae and seconded by Jeff Ventry that if NSCA/NSSA EC Members physically attend the winter meeting they will receive a \$500 reimbursement credit for the*

World/Nationals in that shooting year, Approved.

- *Formed sub-committee to vet policy for club grants for clubs that have experienced natural disasters such as wild fires, hurricanes, tornadoes, etc. This will be a separate account from the existing club assistance program. Recommending \$10k yearly budget.*

M. OLD BUSINESS

1. By-Laws
 - a. By-Law Change Requests (JW)
 - b. Election Process, Procedure, and Timeline Review (SJ/JW)
2. Crossfire Program Ideas (MH)
3. Zone Shoot Ideas

- *Bylaw change requests were discussed. The recommendation was made to form a sub-committee to look at the requests and review the bylaws for potential recommended changes. Any proposed changes need to be flushed out before the May EC meeting so an approved recommendation can be presented at the next BOD meeting in September. The committee will also look at the election process and bring recommendations back to the EC. Jessica will coordinate the sub-committee.*
- *There was a discussion about trying a Championship tour for the Zone Shoots similar to what NSCA does. The basis of this discussion is ideas to increase participation at Zone Shoots.*

N. NATIONAL SKEET SHOOTING ASSOCIATION

(JW/MH)

1. NSSA Asst. Director Report
2. Membership Statistics
3. Target Statistics
4. Membership State and Country Report
5. Top 100 Shoots Based on Difficulty Factor
6. Targets Shot by State by Club Summary
7. Lady Shooting (SM)
8. World Shoot Archives Video (SE/PM)
9. Paul Giambrone III – Skeet’s Future (PG)

- *HQ to send a newsletter to all skeet delegates informing them of what is happening at HQ and our association in general. Jessica & Michael will determine the frequency of this newsletter – monthly, bi-monthly, etc.*
- *Good discussion on how to develop Lady Instructor Clinics and funding to support. Jessica will work with the new Chief Instructor to help move this initiative forward. A motion by Katie Fichtner, second by Steve Malcolm to allocate \$10K out Marketing support Lady programs up to \$1000 per event, approved.*
- *Paul Giambrone sent video with some recruitment ideas. Jessica will email to all EC to view and make comments.*

O. NSSA EVENTS

(NB)

1. 2025 Events Update
2. World Shoot - Attendance Recap 1988-2024
3. Free Entries

P. OFFICER REPORTS & ZONE REPORTS

(TP)

1. Officer Reports
2. Zone Reports

Q. NSSA HALL OF FAME & MUSEUM

1. Hall of Fame Committee Report (NB/JW)
2. Ray Boller Award (SM)

3. Referee Honor Roll (JW)
4. Hall of Fame Banquet - October 2, 2025 (JW)

- *There is no recommendation yet from the Hall of Fame Committee for a 2025 Inductee.*
- *Past President Don Kelly was recommended by the Ray Boller Committee as the 2025 recipient. A motion was made by Steve Johnstone and seconded by Clark Hartness to accept the recommendation, Approved.*
- *The Wall of Honor Committee submitted three referees to receive this honor for 2025. Thomas "Bucky" Buchannon, Wiley "Len" Dennis Jr., and Mark Richardson, USAF Ret. A motion to accept the recommendation was made by Brad McRae and seconded by Joe Scandariato, Approved.*
- *The Hilton will remain the venue for the 2025 Hall of Fame Banquet.*

R. RULES AND CLASSIFICATION (NB/JW)

- *The Rules Committee submitted a recommended change to Section III.G.1 (Eye and Ear Protection). A motion was made by Walton Starling and seconded by Clark Hartness to keep the rule as currently written with no changes, Approved.*
- *The Rules Committee submitted a recommended change to Section I.A.1 (Targets). A motion was made by Steve Malcolm and seconded by Frank Callahan to keep the rule as currently written with no changes, Approved.*
- *The Rules Committee submitted a recommended change to Section IV-C (Field Referee). This recommendation was returned to the Rules Committee for further review and revision.*

S. NATIONAL SPORTING CLAYS ASSOCIATION (MH)

1. Membership Statistics
2. Targets Statistics

T. ADJOURNMENT

- *Motion by Jeff Ventry, Second by Joe Scandariato, Approved.*

NSSA EXECUTIVE COMMITTEE SESSION Adjourned on 1/18/2025 at 11:05 AM CST

Respectfully submitted,

Steve Johnstone
Secretary-Treasurer