

NSSA EXECUTIVE COMMITTEE MEETING

May 13, 2021
Spring Lake, NC



1. NSSA OFFICERS & EXECUTIVE COMMITTEE

Roll Call – Meeting was called to order by President Chris Naler at 8:30am EDT. Executive Committee members present (in-person or via call-in) were: Steve Malcolm, Vice President; Tom Pavlack, Secretary-Treasurer; Don Kelly, Immediate Past President; Michael Ferchaw, Zone 1; Alessandro Vitale, Zone 2; Al Magyar, Zone 3; Steve Johnstone, Zone 4; Clark Hartness, Zone 6; Billy D. Williams, Zone 7; Brad McRae, Zone 8; Dave Wood, Zone 9. Also present (at various times) were John Haugh, Past President and staff members Nathan Boyd, Gary Burley, Misty DeLeon, Sherry Kerr.

2. OLD BUSINESS

a. Protech (TEAMMS Software) – Gary Burley provided an update on the TEAMMS replacement software. User acceptance training is underway, and will continue through the end of August. At that time, we will then run the new and old systems in parallel through the end of the year to ensure a smooth transition to the new software in mid-February 2022. Parallel operations will also include validation of data input and report generation that support our day-to-day operations. New IT employee has been onboard since May 3rd. Also looking at hiring an individual to staff a “help desk”. Chris Naler pointed out that we need to have Protech provide an estimate for post-deployment maintenance, which they should be able to do based upon the past development projects for other businesses, so that we include in annual budget. Tom Pavlack: What is the comfort level of our staff with the new software? Gary Burley: We are seeing the usual “reluctance” to change, but since they are actively engaged in the testing, acceptance is improving. Al Magyar: Is Protech “cloud service” an ongoing charge, and is it reasonable? Can it be shopped-out; or are we beholden to them? Gary Burley: Yes, it will be an ongoing expense; we are paying for processing power and data storage; Protech “owns” the software, we own the data. Clark Hartness: Recommend we import shoot results from the Triple-J, Masters and Briley Open to test the system for interfacing with our shoot management software vendors (i.e., Valerio, mySkeet). Gary Burley: Yes; will also use results from major sporting clays events, like the Texas State shoot. Looking at executing these tests in June.

b. NSSA/NSCA/NSC Update

- 1. Masters Recap** – All in all, was a great event. Had 328 pre-registered and ended up with 379 shooters, with 260 HOA entries. Sold all of the raffle tickets.
- 2. U.S. Open** – Currently have 928 shooters pre-registered at 16 locations; Blue Rock (AR) and Big Hollow (UT) have waiting lists. Getting ready to cut-over to the clubs, who will do the squadding. Raffle ticket sales are going well; clubs have sold the minimum number required to pay for the gun, with the balance of the proceeds going to the clubs. Loch Raven will “host” the raffle on Saturday evening; plan to stream “live” on Facebook. The iShoot format is going to be new for most of the shooters participating, so there will be a lot of questions, especially regarding shoot-offs. Looking at developing a video (YouTube?) explaining the process. Clark Hartness and Tom Pavlack have the lead. There will be abbreviated training sessions for shoot admins; won’t be “all day” sessions, like last year. Only which the exception of about

three clubs, all new clubs from Zone 7, are pretty much up to speed on running an iShoot. Al Magyar recommended a “hotline” be available for shoot admins to get urgent questions answered, which Clark said is doable. Shoot admins have the authority to put out high scores on shoot-off fields at any time; don’t have to wait until the end of the day.

3. **Junior World** – Pre-registration stands at 65 shooters.
4. **World Shoot** – Have 350 pre-registered for the Main, and 300 for the Mini. On par with 2019 and, like other shoots this year, expect the numbers to increase.
5. **NSSA Statistics** – General trend, member numbers are up when compared year-to-date with 2019, though targets are down, slightly.
6. **NCSA Statistics** – Both member and target numbers are up, compared with 2019.
7. **NSC Update** – Held largest TX State sporting clays shoot. Corporate events are on the rise. Still limiting ammunition sales until availability improves. Billy Williams: Why aren’t there any skeet fields available to NSC members when there are large sporting clays events? NSC was closed for three weeks, to hold a number of major events, with no availability for members. Nathan will look into.

3. NEW BUSINESS

- a. **Rules Committee Update** – A request was presented to the Rules Committee to add a new concurrent for Ladies over 50. Data was reviewed for the last three years, and the Committee unanimously recommended that a new concurrent **NOT** be established. The Rules Committee did recommend a modification to the ammunition malfunction rule, **for 2021 only**, that allows a shooter after two ammunition malfunctions to obtain another box of **reloads**, but be limited to a total of **four total** malfunctions per round. The Executive Committee previously approved the ammunition malfunction rule via email.
- b. **Approval of 2021 NSSA Scholarship Recipients** – Received 41 applications, which were reduced to 11 after review. **Motion by Al Magyar, 2nd by Steve Johnstone, to approve NSSA scholarships for Nicholas Boyd (TX), Alexia Shaw (TX), Larson Harkins (SC) and Mattison Russell (VA). Motion passed all in favor.**
- c. **World Shoot Program Approval** (Tom Pavlack/Nathan Boyd) – Program events (days, gauges, number of targets) remains the same as in previous years. Added money returned to 2019 levels, with the exception of HAA, which will now be based on the number of entries like HOA. For shoot-offs, the first box of the championship shoot-off will be completed before any other shoot-offs are held. Anyone who missed in the first round will return to their field and shoot until two more misses. Once all of the 100s have been cleared, who aren’t in the stadium, the less than 100s will shoot until two misses, or complete the box. Used this format at the Masters, and it went well. Hall of Fame will be held Thursday; currently have sponsors for hosting at least three other nights of “shooters parties”, and are working on getting others. **Motion by Billy D. Williams, 2nd by Steve Malcolm, to approve the proposed World Shoot program format. Motion passed all in favor.** Nathan Boyd will have draft program, absent advertising, available for Executive Committee review next week. Steve Malcolm suggested a YouTube video on shoot-off procedures.
- d. **Shoot Management Software Update** – Steve Johnstone is the new Co-Chair for the Technology and Innovation Committee, along with Ray Czech (NSCA). Members

currently include Brad McRae (NSSA), Clark Hartness (NSSA), Daniel Nicholson (NSCA) and Dan Glazier (NSCA). The Committee has yet to formally meet, but will do so soon. Dave Wood recommended having a member with “small club” experience/background, which comprise 80% or more of our member clubs holding registered shoots. Need to make it easy/attractive for those clubs, too. Recent estimates show that over 60% of shoot reporting data entry is done manually. That is, those clubs use the “old fashioned” way with pen and paper. This process is very time consuming, even though it’s for smaller shoots. The Committee will assess the best way to meet the needs of our member clubs and the Association when it comes to shoot management software. It is agreed that we are not an IT/software organization so, most likely, will be pursuing an affiliation with an existing vendor. We don’t want to reinvent the wheel, and it makes the best sense to leverage what is already available.

- e. **Communications and Advertising** (Sherry Kerr) – Staff consists primarily of Hillary Dyer, from CTN, is doing some free-lancing work for us; Cara Woodward; and Vincent Gracia. Doing a lot more in-house than have ever done in the past. Continue to explore new advertising opportunities. It’s a delicate balance between print and digital advertising; don’t want to lose print advertising to digital. Providing exclusive digital advertising opportunities for our main magazine (print) advertisers/sponsors to express our appreciation for their support. Target Talk Lessons and CTN Extra have been very popular additions to our communication media. Have an automated “welcome” email to new members, which has help to cut-down on a LOT of questions, and provides valuable links to our members. Need to ensure this process will be supported with the new TEAMMS software. New photographer has created an extensive photo library, the best one to date, at a fraction of the previous cost. In the process of initiating a “win-back” campaign to encourage members and clubs, who are no longer part of our organization, to re-join. Would go back at least five years, but would “age-out” some individuals. Request annual funding of \$30,000 for a membership re-engagement program, which covers both NSSA and NSCA and includes the “win-back” campaign; \$10,000 for direct-mail advertising and \$20,000 for social media advertising. **Motion by Steve Johnstone, 2nd by Alessandro Vitale, to approve the Communications and Advertising annual budget request of \$30,000 for membership re-engagement to the Budget and Finance Committee for review and allocation. Motion passed all in favor.** Note: Sherry Kerr has a target date of June 1st to launch the re-engagement campaign. Our contract with Cole Publishing for CTN is pending renewal, initiating discussions with them. Will continue to produce 11 print and 12 digital issues. Recommend a three-year contract with Cole Publishing. Will have draft contract, which will include pricing and any changes to the current operation, to the Executive Committee by July 15th, with approval by August 1st, for an August 15th signature.
- f. **Finance Update with Mid-Year Review/Modifications Approval** (Misty DeLeon) – The Financial Accounting Standards Board issued a new requirement for accounting standards, ASC 6060, regarding how different revenue streams are recognized that we are required to adopt. Contacted multiple accounting firms to provide proposals for NSSA to conform to the new standard. **Motion by Don Kelly, 2nd by Billy Williams, to approve funding up to \$45,000 to upgrade our accounting system to meet the new ASC 6060 accounting standards. Motion passed all in favor.** Have had better-than-anticipated performance

year-to-date, allowing for some changes to the budget proposed and approved last fall. Other major changes include additional funds for increased property taxes for new property acquisition; base salary increase and bonus pool to be managed by the Executive Director. The revised budget will further hiring and attrition backfill to support the increased levels of activity. No additional capital improvements are included in the modifications. In essence, the changes reflect a more positive outlook for 2021. **Motion by Tom Pavlack, 2nd by Steve Johnstone, to approve the proposed 2021 budget modifications. Motion passed all in favor.**

- g. Endowment Program Update** (John Haugh) – The NSSA/NSCA Endowment Fund can be established under the current statutes and bylaws of the Association; it appears we will not have to create a separate 501(c)(3). This will formalize how donations we have already received, and will receive, are administered and distributed. Don't know if any bylaws changes will be required. We are waiting a response from our attorneys to address these concerns/issues before proceeding. Our goal is to have everything in place to be able to “launch” this program by the World Skeet and National Sporting Clays Championships. We should be able to “wrap” the Hal duPont Memorial Fund, which was established by Hal's family after his passing, into the NSSA/NSCA Endowment Fund. In addition, the proceeds from the cell tower are a candidate for migration to the Fund.
- h. NSSA Bylaws Changes**
- 1. Formalization of Directors' Nomination Process** – There are inconsistencies in our election processes that need to be resolved. Best to have as a policy, and not in the bylaws, to allow for flexibility. *Action Item: Nathan Boyd will draft a written policy to formalize the election nomination processes for the Executive Committee review and approval.* Need to revise bylaws regarding notification of elections in the “member magazine” to be in-line with current methods (digital magazine, Target Talk, etc.) for communication with our membership. Still require two “notifications” in the Association's “publications”, be it printed or “electronic/digital”.
 - 2. Director-at-Large Nomination and Voting Process** – The outcome of the current process is more like a “popularity contest” for individuals who weren't elected as a “regular” director. Why shouldn't a director-at-large go through the same nomination/election process as a “regular” director? Need to keep the State director elections separate from the at-large director elections. Perhaps there should a “general” election for all of the nominated directors and, after the results are tallied, then hold a “special” election for the directors-at-large.
 - 3. The current director election process** is two full months. Statistics from previous elections have shown that nearly ALL members vote within a week of receiving their ballot. A reminder email goes out 30 days later, and the remainder of the votes are submitted within a week. Recommend election be held over the month of May, only. Three weeks later, after completion any run-offs, open nominations for directors-at-large by the sitting directors for a period of two weeks. Send “special election” at-large ballots to current directors to vote within two weeks.
 - 4. Requirement for at Least Five (5) Write-in Votes to Serve as a Director** – An individual who receives “write-in” votes must receive *at least* five votes to serve as a director. Smaller states, provinces or countries could be adversely affected by requiring a minimum number of votes. However, the bylaws do have provisions for appointment

- of an individual as a director who may not have received the required number of votes. Or, in the event of a vacancy, the State Association would fill the position. Consensus is to not have a requirement for a minimum number of votes.
5. **Housekeeping to include United States Space Force (USSF) as a Military Branch** – Space Force is a “given”, and they need to be added in the bylaws. However, would result in the addition of a director. **Motion by Steve Malcolm, 2nd by Dave Wood, to add U.S. Space Force to Zone 9 in the bylaws and the requisite director.**
 6. **Hall of Fame** – Question from Al Magyar concerning when will the decision be made as to whether to hold the banquet, given that two individuals are from Canada. Consensus is that there are still two other inductees if the Canadians are unable to attend, so the banquet will be proceed as planned 7 Oct 2021.
 7. **Items b, 1-3, and 5 will be added to Bylaw ballot that will be sent to the NSSA BOD in June 2021.**
4. **ADJOURNMENT** – There being no further business to discuss, **motion by Steve Johnstone, 2nd by Al Magyar, to adjourn at 4:38pm EDT. Motion passed all in favor.** The Executive Committee was in session from 8:30am to 4:38pm, with recess for lunch from 11:45am to 12:54pm. Next Executive Committee meeting will be Sept 30th at the World Skeet Championships.

Respectfully submitted,

Tom Pavlack, Secretary-Treasurer

Trish Magyar, Assistant Secretary