

**BOARD OF DIRECTORS MEETING**  
**Sunday, September 27<sup>th</sup>, 2020**  
**National Shooting Complex (NSC Pavilion)**  
**San Antonio, Texas 78253**



- A. ROLL CALL / ANNOUNCEMENT OF QUORUM** – Meeting was opened by President Don Kelly. He welcomed all those in attendance, and had a moment of silence for those members who are no longer with us. A quorum was not yet present, so the Directors were briefed on informational items. A quorum was met at 8:30pm. New, incoming, Directors were recognized.
- B. MINUTES** – Approve minutes of September 29th, 2019 Board of Directors’ Meeting. **Motion by Tom Pavlack, 2<sup>nd</sup> by Dave Wood, to approve the minutes; motion passed all in favor.**
- C. ZONE REPORTS** – All the Zones reported that registered events having been picking up after the “lockdown” earlier in the year, and many events that were cancelled have been rescheduled for later this year.
- D. BUDGET/FINANCE** (Steve Scales) Due to Covid-19, capital spending was curtailed for 2020. There were no pay increases or bonuses. The Association received a big boost from the Federal Government Payroll Protection Program (PPP) and those funds, in conjunction with utilizing our Frost Bank line of credit, meant we didn’t have to lay off or furlough any fulltime employees. The funds were received as a “loan”; however, we are in the process of submitting the paperwork for “payback forgiveness” that will make the funds a grant.

July YTD Financials: Steve Scales reported that event revenue is down considerably. Also, annual member dues; don’t know if that will be “permanent”. Previous three-year membership “drive” has proved very beneficial. Daily fees not at the levels we usually see, but are now showing an up-tick. Also, because a lot of shoots were rescheduled to later in the year, will see more daily fees than normal in those months.

Revolving Line of Credit (RLOC) – Have established a disciplined payback schedule for all draws of 18 months.

Steve Scales will be retiring next June/July. Misty Deleon, who has been with us a number of years as Steve Scales’ assistant, prepared the 2021 budget, which is very conservative but balanced. Key assumptions in the development of the budget include:

- NSSA, NSCA, NSC major events, member & club renewals and daily fees based on 75% of 2019 actuals
- No base salary increases; no annual bonuses; reduction in overhead to be done through attrition; new staffing limited to backfill for new IT programmer
- NSSA/NSCA Club assistance grants will be allocated from marketing funds

- E. NEW DATABASE UPDATE** (Gary Burley) – New member database system will be “cloud-based”. Will be starting aggressive testing and training. Looking at “going live” February 2021. There will be a number of articles in the CTN and Target Talk “educating” the membership on the new system, IT capabilities, and how to access your records.

**F. NSSA UPDATES**

1. Statistics – Membership down 8% compared to end of 2019; member clubs down 6%. Though targets are down significantly, expect to throw over 820,000 at the World, and a number of events were rescheduled for later in the year, so will see more targets later in the year than normal.
2. Hall of Fame – Had to postpone; individuals who were planned to be inducted, will be next year. Will have special coverage in CTN/Target Talk.
3. Rules and Classification – HOA Class change to allow an unclassified shooter to enter HOA in the highest class offered at a shoot was approved.
4. Youth Shooting Update – Camps, scholarships and clinics are all approved for 2021.
5. NSSA Shoots 2021 – Blaser at NSC March 11-14; Master’s at Forest City Gun Club May 6-9; Pletcher at Ft. Bragg May 14-16; ASSC at Ft. Bragg May 21-25; and US Open iShoot June 25-27. Do not yet have a club to host the 2021 Junior World, but several have expressed an interest.
6. Last minute surge in sign-ups for the Mini and Main; virtually full at this time. Mini World 464; at mid-300 2-1/2 weeks ago. Main 541, 477 have checked in. Unable to host “hospitality” events, but hope everyone has a great time. Special thanks to Tom Pavlack and Steve Malcom for their work on targets and referees, and Clark Hartness on shoot-offs. Also, departure of Jim Tiner as Zone 4 EC; John Haugh last “meeting” as Past President. Don Kelly, has done a great job, especially under these trying times.

**G. OLD BUSINESS – None.**

**H. NEW BUSINESS**

1. Director At Large Election – The following individuals were nominated prior to the Board of Directors’ meeting:
  - Pat Byrne (TX)
  - Frank Callahan (MS)
  - David Cudia (TX)
  - Mary Alice DeFrancesco (CT)
  - Doug Frey (TX)
  - James Gast (IN)
  - David Jones (TX)
  - Timothy Short (GA)

The following individuals were nominated from the floor:

- Steve Timmons (NC)
- Tami Daniel-Means (GA)
- Alison Boyette (GA)
- Jo Ellen Collin (TX)

**Motion by Gary Mathews, 2<sup>nd</sup> by Dave Woods, to close nominations for Director-at-Large; motion passed all in favor.**

The following were elected as Directors-at-Large from the individuals nominated prior to the Board of Directors' meeting and those nominated at the meeting:

Frank Callahan (MS)  
Mary Alice DeFrancesco (CT)  
Doug Frey (LA)  
Jim Gast (IN)  
Tami Daniel-Means (GA)

2. Bylaws Amendment – Will be accomplished by an email ballot, since we don't have the required number of directors' present.

**I. COMMUNICATIONS** (Sherry Kerr) Have looked at ways cut costs with CTN. We WILL continue to have print magazine, with the exception of the January issue, which has not been a cost-effective issue. However, members will have to pay more for print issue for \$15/year to cover the cost of printing and mailing. We have also reduced the magazine by few pages, which results in a considerable savings.

Special "Target Talk" issue for the World Shoot and National Championships as a "bonus" for our loyal advertisers and sponsors.

Absorbing responsibilities for the marketing company (MCA) we have been working with, as another cost-savings initiative.

Are assisting clubs with their marketing efforts through the use of "Mail Chimp" and other programs to reach the members and get new members. Will also be developing some webinars.

Question from Jim Gast on profitability of Target Talk... Michael Hampton answered that it has done quite well for us; we have more requests for advertising than space available. Are looking

**J. WORLD SHOOT** – The 2021 World Shoot will be October 1-8, 2021. Pre-registration forms are available from Registration, and will be accepted starting Wednesday.

**K. INFORMATION TECHNOLOGY REPORT** – Implemented the new Member Profile page on the website. It has the information on the previous record page, and other tabs for members to download their class card, member card, shoot history, benefits guide and the links to the various benefits. There were some cosmetic issues with the WordPress software our website runs on, but that was straightened out. The TEAMMS software has been running the new Skeet Classification software. The shoot processor was re-written to accommodate the various rule changes, like not being "locked in" if a shooter self-declares to a higher class, and unlimited up and down (down only to 1 class below the shooter's begin-of-year class). After a few problems, everything for 2020 is processing under the new system. Sole employee and programmer two weeks' notice the end of August, so the

Information Technology Department now consists of only the IT Manager. Will be searching for a replacement programmer who will also be able to eventually assume management of the department.

**L. EXECUTIVE DIRECTOR REPORT**

1. NSC Update – After approval to re-open, have been moving forward to reschedule what events that could be. Christmas Light Show will be back; launch on Thanksgiving weekend through weekend after New Year's. Has brought us good exposure; have two years left on a three-year contract. Still have the light pole in the middle of the entrance drive; still working with local authorities to accomplish relocation. Fire station is up and running; once they move out, which will be several years down the road, the building is ours.
2. Headquarters and Staff Update – Covid-19 presented a challenge, but were able to make everything work. Had some attrition, but have no intention of replacing with the exception of a new IT programmer; currently have an IT department of one, which isn't acceptable for a record keeping organization. Amber Schwarz is now in charge of ALL Member and Club Services, combining NSSA and NSCA
3. NSCA Update – Trending to 25-30% decrease, but are hopeful that recent uptick with World shoot will happen with the Nationals. Have seen significant increase in participation in elections, due to electronic balloting.

**M. ADJOURNMENT** – There being no further business, **motion by Jim Tiner, 2<sup>nd</sup> by Randy King, to adjourn the annual Board of Directors' meeting at 9:35pm; motion passed all in favor.**

Respectfully submitted,

Steve Malcolm, Secretary-Treasurer