

**NSSA-NSCA Joint EC session & NSSA
EXECUTIVE COMMITTEE MEETING**

**January 14, 2022
Via Microsoft Teams**



JOINT SESSION of NSSA Executive Committee and NSCA Executive Council.

Meeting was called to order at 8:35 CDT.

ROLL CALL

NSSA EXECUTIVE COMMITTEE: Chris Naler, President; 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; Steve Patke, Zone 5; Clark Hartness, Zone 6; Billy D. Williams, Zone 7; Brad McRae, Zone 8; Dave Wood, Zone 9.

NSCA EXECUTIVE COUNCIL: Brett Seibert, Chair; Tim Miles, First Vice-Chair; Russ Arnold, Second Vice-Chair; Joe Fasulo, Secretary; Mark Baltazar, Parliamentarian; Brad Hopkins, Northeast Region; Joe Canty, Southeast Region; Sammy McFaddin, Southeast Region; Ron Lack, South Central Region; Gary Greenway, South Central Region; Raymond Czech, West Region; Nicholas Berry, West Region.

Guests: Louise Terry, John Haugh (Co-Chairs NSSA Finance Committee)

Staff: Michael Hampton, Jr., Nathan Boyd, Nicki Bowers, Amber Schwarz, Misty DeLeon, and Sherry Kerr.

A. BUDGET/FINANCE

1. Finance Committee Report – 2021 was a strong recovery year over 2020, due in large part to better than anticipated attendance at the World Skeet Championships and National Sporting Clays, in addition daily targets, despite the ammunition shortage. Additionally, we were “forgiven” the \$414K Covid-19 PPP. Have identified several areas where we need to make high priority; not only, capital expenditures, but also referee recruitment for both skeet and sporting clays, and information technology.
2. Financial Statement
 - a. Investment Portfolio Review – JGP Wealth Management Group continues to do an exceptional job of handling the Association’s investments, despite the market volatility. Will be reviewing asset allocation over the next few months with the Finance Committee.
 - b. FY2021 Unaudited Financial Statements – Misty DeLeon reviewed the annual statements, which are currently being audited, and should be completed before the end of February. FY2021 compared with FY2019.
 - c. 2021 World Skeet & National Sporting Clays P & L Reports – Both shoots were very successful. However, had to resort to making extensive use of staff members to fill the “gaps” from reduced number of contract workers, which will be an ongoing concern.
3. Endowment Fund Update – Three years ago started the process to establish a joint NSSA/NSCA Endowment Committee. Recognized we didn’t the required knowledge in-house, so hired an outside expert. Since then, have taken the necessary steps to incorporate needed bylaws changes and to develop the processes and procedures for acceptance of contributions and administration of the fund. Should have everything in place February/March to “open the doors”.
4. White Flyer Target Price Increase – In the last six months have had a 70¢ and 60¢ (\$1.30 total) price increase for a case of targets. Not pursuing a price increase for entry fees for

2022 at this time, due in large part to currently having substantial inventory, but will likely have to increase fees in 2023.

B. INFORMATION TECHNOLOGY – Brad Jones will be retiring at the end of this year, and NSSA will use a headhunter to recruit his replacement.

1. TEAMMS – We are “good to go” for at least the next ten years, but need to identify funds for internal upgrades to our database software.
2. IT Report - Will identify funding to upgrade workstations to Windows 11, as well as to move our data to the “cloud”.
3. Technology and Innovation Report – Since we are not in the business of software development, looking to leverage current vendors for shoot software, so we can move away from manual shoot reports. For 2022, have committed to Mike Valerio (Skeet Manger) and Ran Davis (Winscore) for the running the World Shoot and National Sporting Clays, respectively. However, need to assess our options for 2023.

C. COMMUNICATIONS & MARKETING

1. Communications Report – Cole Publishing advised there will likely be an impact on the publication of CTN due to the paper shortage. Will need to seek ways to reduce the page count. “Electronic” communications will become even more important. Three-year memberships saw an uptick, and the CLM program continues to be an excellent “recruitment” tool for new members.
2. Sponsorship & Advertising Report – 2021 was a record-breaking year, reaching and exceeding our goals. Print advertising finished strong, and digital advertising exceeded expectations. Sponsorship sales also finished strong, significantly exceeding 2020. Will forego attending the Shot Show this year, given the current environment. The NSC will be hosting the World English Sporting Clays, which should result in increased sponsorship revenue. The food vendors during shoot-offs at both the World Shoot and Nationals received high marks in the shooter surveys, so will be continuing with that this year.

D. NATIONAL SHOOTING COMPLEX

1. 2022 Schedule of Events – Triple J, U.S. Open iShoot, Zone 6, World Skeet Shoot and Rudolph Open, as well as registered Sporting Clays and Trap tournaments each month, along with a full calendar of other championship and corporate events.
2. 2021 Event Recap – Had a full year of skeet, sporting, trap and corporate events.
3. Construction/Maintenance for 2022 – Replacing several out-buildings on the grounds; construction of a new pole/storage barns. Utility poles at the entrance are well on their way to being removed; hopeful they will be gone by the Triple J. No timeline for Roft Rd. construction.
4. 2023 Capital Projects – New cart barn and installing rock-based parking area for cart barns. Install electrical elements for food vendors behind stadium.
5. Christmas Light Show – Had over 25K cars this year, which was down about 20%, from 2020, but still made ~\$65K, and is probably a more realistic figure, given the relaxed Covid-19 protocols. We are contracted with them for the next three years.

E. EXECUTIVE DIRECTOR REPORT

1. Security Plan – Under development. Want to hold a couple “first responder” events to introduce them to the complex and, hopefully, assist in the development of a security plan for the complex. Our active promotion of events is on the web, so the “bad elements” know

when to come out. Will approach hotels about their security, too, if they want us to endorse them for our events.

2. NSC Catering – AO Barbeque has departed, and is removing all their equipment. Will be moving to food trucks this year, which will provide a better variety.
 3. HQ Staff – Have hired new member for the accounting staff; will be looking for replacements for Brad Jones (IT) and Vincent Gracia (Design). NSSA offers good employee benefits but, as a non-profit, it's hard to compete with for-profit salary offers.
 4. 2022 Ammo Plan – The 2022 policy will be the same as 2021 and will be posted on the website. The best way to ensure you have ammo for an event at NSC will be to ship it the complex. Ammo sales will be limited and contingent on NSC events and NSC members.
 5. Sportsman's Insurance Association, Inc (SIAI) – Is our insurance carrier of choice, and are fighting some bad info that has been circulating on social media. Is one of the Association's oldest, and best, alliances.
 6. NSSA/NSCA Elections – Hope you are all re-running, but if not, please start looking now for your replacement, and pay close attention to the deadlines.
- F. **STEERING COMMITTEE UPDATE** – Two common major concerns: referees and NSC security. As a start, have ear-marked funds for referee training and compensation. [Security plan improvements addressed under the Executive Director's report.]

LUNCH BREAK – 11:15AM – 12:00PM

NSSA EXECUTIVE COMMITTEE MEETING

ROLL CALL – Called to order at 12:09PM CDT by President Chris Naler, President. Present 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; Steve Patke, Zone 5; Clark Hartness, Zone 6; Billy D. Williams, Zone 7; Brad McRae, Zone 8; Dave Wood, Zone 9. Also present were Michael Hampton, Jr., Nathan Boyd, Louise Terry, Amber Schwarz and Sherry Kerr.

G. BUDGET & FINANCE

1. The Steering Committee agreed to us the surplus of income over expense for the Light Show to be used for improving NSC security.
2. In light of the recent IT direction change, and also the recommendation not to invest in our own new scoring program in the future, the Finance Committee and Steering Committee both discussed the opportunity to “re-purpose” some of the \$500K cash funds which are currently reserved (off budget) in the JGP cash account (#611), which had been specifically “earmarked” for IT futures. **Motion by Don Kelly, 2nd by Al Magyar, to reclassify \$327K of the \$500K IT cash fund @ JGP back from “IT reserved” to Operating Budget funds to include these three new projects in a 2021 budget uplift.** This will reduce the IT reserved fund @JGP to \$175K earmarked balance. **Motion passed, all in favor.**

H. **COMMITTEE LIST & CONTACT INFO** – Committee changes highlighted. Affected committees include the Hall of Fame Committee, with Luke Deshotel as the new chairman; revamping of Ray Boller Committee, which is comprised of two past presidents and two members at large; and the addition of Endowment Fund Committee.

I. **MINUTES – Motion by Clark Hartness, 2nd by Brad McRae, to approved the November 18, 2021 EC Phone Conference. Motion passed all in favor.**

J. **UPCOMING MEETINGS**

1. Executive Committee Meeting: May 12, 2022 – Jacksonville CTS, Jacksonville, FL
 - a) The necessity for this meeting will be assessed and decided in early April. This could be hosted as Teams meeting dependent on the status on the pandemic and the availability of our EC and NSSA staff’s ability to travel.
2. Executive Committee Meeting: September 30, 2022 – NSC Complex
3. Board of Directors Meeting: October 2, 2022 – NSC Complex (Beretta Pavilion)

K. **NEW BUSINESS**

1. World Shoot

- a. Format/Schedule: **Motion by Don Kelly, 2nd by Steve Johnstone, to keep the World Shoot a 5-day program; to move Wayne Mayes CofC to last box of each event; hold Doubles on Monday, and 2 or 3 flights of 75 target 12 Gauge East, with balance of 12 Gauge East and all of 12 Gauge West on Tuesday, with all 12 Gauge shoot-offs in Tuesday; with the remaining schedule for 20 & 28 Gauge and .410 bore, unchanged.** The HOA, HAA, .410 bore and CofC will be shot off on Friday. Kolar is on record supporting a format change to the CofC, so long as Wayne Mayes’ name is still attached to the event. Al Magyar pointed out that this change wouldn’t solve the problem of having a World Championship shot off under poor lighting conditions. The World Shoot ended on Saturday for over 50 years, until the last ten or so years. Clark Hartness agreed with Al Magyar; we’re dealing with a finite amount of time, and can’t fit all of the existing event into that time, and we’re still working our referees to death. Could spread out the Double event with one flight at the end of the day over four days, with 100 target 12 Gauge East on Monday, and 12 Gauge West on Tuesday. CofC would have to be an “option-based” event, as suggested by Don Kelly. Hall of Fame could be held Wednesday or Thursday. Brad McRae thought the original intention was to extend the World Shoot a day, and shoot more 12 Gauge targets. For shooters that have to travel a considerable distance, that makes the most sense. Steve Malcolm suggested any decision be tabled for a week, so the options presented can be fully vetted. Mike Ferchaw, when we went to a 5-day shoot it was in an effort to improve attendance, which it did. Six days instead of five, is a big change. Agreed should wait a week to decide. Chris Naler pointed out that when/should we get to 800+ entries we will have to go to a six-day shoot due to daylight and overall flights. Michael Hampton, “Is everyone aware of the problem that is trying to be solved?” Tom Pavlack, there is no “silver bullet”. Want to have a good “shooter experience”; same goes for the referees. Approve one of the Shoot Committee’s two recommendations: go to a 6-day shoot with 100/100 target 12 Gauge, or stay with 5-day and 100 target 12 Gauge. Need to make a decision, and stop kicking the can down the road. **Motion passed, by a majority vote.** *Action item: The NSSA Shoot Committee will refine the rotations for 2022 and submit to NSSA Pres no later than 1 March 2022 with subsequent delivery to the EC.*
- b. Referees – Recruitment and Retention Alternatives: Reviewed the current “package” for our World Shoot referees to see what, if any, enhancements can/should be made. Also looking at ways to get early commitment; perhaps should offer an early “signing”

- bonus. Need to provide recognition for the referees so they know they are appreciated. May need to improve the compensation package, but don't know if that will get us any more referees. Need better turn-around when a referee's application for the World Shoot is received at HQ. Bottomline is that we need more referees so that they don't have to "iron-man"; three referees on two fields.
2. Referees – Training: The Steering Committee recognized this as an issue for both skeet and sporting clays, and recommended using marketing funds to develop and host referee training clinics. Several States/Zones have already instituted camps/programs, or are interested in holding, but could use an influx of money to help support.
 3. All-American Points – U.S. Open iShoot: Not “discounting” the points factor for the U.S. Open iShoot inflates the points awarded for the Mini and Main World, and diminishes the points for shoots below. Have a similar issue with Concurrent teams. Any changes need to be communicated to the member. Al Magyar, Nathan Boyd and Brad Jones will provide recommendations.
 4. Club Grants: Hamilton Gun Club, Ontario, CN – **Motion by Brad McRae, 2nd by Clark Hartness, to approve a \$5,000 club grant for Hamilton Gun Club, Ontario, CN. Motion passed by unanimous vote.** The grant will be paid out of Endowment Fund.
 5. CofC Shoots: Proposal submitted by NSSA member can already be conducted as an Event 6.
 6. Creation of “Life Master Referee” Award: Could provide an impetus to keep some of our referees to stay in the game a little longer. **Motion by Steve Malcolm, 2nd by Dave Wood, to adopt the NSSA Chief Referee’s recommendation for a “Life Master Referee” award, using the criteria as proposed. Motion passed by unanimous vote.** Potential for industry sponsorship?

L. OLD BUSINESS – None.

M. NATIONAL SKEET SHOOTING ASSOCIATION – NSSA Director Report – Member numbers were up from YE2019, but targets shot have not yet recovered. Signed a 3-year contract with established dates. Member and target stats will be posted on the website. Held initial U.S. Open iShoot admin meeting; raffle tickets are printed and will be mailed out next week; 600 tickets; each club will receive 40 tickets with first 13 going towards the gun. Have 100+ pre-registered for Triple J.

N. OFFICERS & ZONE REPORTS

1. Zone 2 – Kolar Elite is back on at Shenecoy, PA on Father's Day weekend, June 17-19.
2. Zone 7 – Recently had two life-long members pass away; Lori Desatoff and Bruce Kinkner.

O. NSSA HALL OF FAME & MUSEUM

1. Hall of Fame Committee – **Motion by Michael Ferchaw, 2nd by Billy D. Williams, to accept the Committee’s recommendation to induct Andrea Lehr and Jason Ward. Motion passed by unanimous vote.** Rick Lawry was previously approved, but was unable to be attend due to Covid, so he will also be officially inducted this year.
2. 2022 Hall of Fame Dinner – Will leave date as is on October 6, 2022 at the Hilton Hill Country. This date may shift depending on the final 2022 World Shoot program. There have been ample inquiries about returning to Monday of the World Skeet shoot. Monday or Wednesday are potential days, more to follow.

NSSA EXECUTIVE COMMITTEE MEETING

January 14, 2022

Page 2 of 5

3. Ray Boller Award – **Motion by Steve Johnstone, 2nd by Steve Malcolm, to accept the Committee’s recommendation to induct John Haugh as the Ray Boller awardee. Motion passed by unanimous vote.**
4. Referee Honor Roll – **Motion by Dave Wood, 2nd by Steve Malcolm, to add Jerry Provorse, Doug Steed and William (Bill) Willett to Referee “Wall of Honor”. Motion passed all in favor.**

P. RULES & CLASSIFICATION – No rules changes proposed.

Q. INSTRUCTOR CERTIFICATION – Pricing will increase for 2022; last increase was in 2005.

R. NATIONAL SPORTING CLAYS – NSCA Director reviewed the major events for 2021, discussed the record attendance of NSCA Nationals, and highlighted NSC is hosting the World English in April 2022.

There being no further business to discuss, **a motion was made by Michael Ferchaw, 2nd by Billy D. Williams, to adjourn the meeting. Motion passed all in favor.** The meeting was adjourned at 4:12PM CDT. The Executive Committee was in session from 11:15AM to 12:00PM with recess for lunch.

Respectfully submitted,

Tom Pavlack, Secretary-Treasurer

Trish Magyar, Assistant Secretary