

## NSSA Executive Committee Conference Call, November 6, 2019



### Roll Call

Don Kelly, Chris Naler, Steve Malcolm, Mike Ferchaw, Alessandro Vitale, Tom Pavlack, Jim Tiner, Steve Patke, Clark Hartness, Billy Williams, Brad McRae, Dave Wood, Michael Hampton Jr., , Nathan Boyd, and NSC Staff; Royce Graff, Barney Brown, Pete Masch and Amber Swartz. EC all in attendance except for John Haugh

A quorum being in attendance, the meeting was called to order by President Kelly at 7:00 PM EST

### Topic, Major NSSA Run Tournaments

NSSA Officers and E.C. along with the NSSA Skeet Director and Executive Director will set and be in agreement with the overall goals and expectations for NSSA Skeet shoots (Mini and Main World, Blaser, Masters, Jr. World, and U.S. Open Skeet shoots).

The NSSA Shoot Committee will assist by:

- (1) Understanding and documenting what has/has not worked in the three assigned focus areas (target quality, referees, and shoot offs);
- (2) The NSSA Shoot Committee will identify problem areas and evaluate all aspects of potential solutions (i.e. financial impact, resources required, etc.);
- (3) The NSSA Shoot Committee will recommend best fit directions/solutions/policies for adoption by the E.C. and execution by the NSSA staff;
- (4) The NSSA Shoot Committee will set evaluation points and report progress to the E.C.;
- (5) The NSSA Shoot Committee will follow up post shoot with a summary of results and next steps to foster continuous improvement.

Tonight's conference call will include Royce, Pete, Amber and Barney to provide their perspective on the 2019 World Shoot.

Machinery Update. 25 Point checklist on every machine as a check over. New style LaPorte update retrofit to be done on 26 pairs of machines that need it. All fields that need to be ready for the Rudolph will be done prior to it.

Some questions raised regarding corporate events very close to the World's...is it too close to the pre-eminent event and preventing as much maintenance of equipment?  
Some issue with some target quality and possible variation in weight from target supplier which can result in a six inch variation left and right.

One newer staff member as a mechanic was challenged with some of the problems that were experienced.

Referees; 11 Shooting referees this year. 15 - 2018 referees that did not return in 2019. Not the best system to be honest. Suggestion that Chief Referee(s) should be bringing in the vast majority of field referees as opposed to NSC. **Suggestion that the Chief's should receive a copy of the shooter's survey.**

In 2020, Headquarters will be supporting the Chief's with the more support staff of runners etc for score sheets.

Ironman refs (6 flights per day) at \$255 per day. Comments heard from some refs won't come back if they don't get to Ironman.

Normally the invites to ref go out July 1. This went out August 1 this year...too late.

Suggestion to have some of the referees be able to go home instead hanging around doing nothing during the shoot offs. Rotate them in and out. Should we pay some extra for the best referees for shoot offs? Currently all of the refs are told to stay until the last shot is done.

We need to evaluate the compensation for the referees as a whole.

Suggestion from Barney to use the wand to reduce poor performance. No mechanical issues with them this year that he was aware of.

Certified Referees. 800 refs certified since 2018, administered at the club level. Not a good verification process. Application comes in with payment...you are in! No mechanism for competency testing. How do we vet these "temporary employees"?

Referee clinics...how can we run more and what is the curriculum? Can we create an "on-line methodology"?

Shoot offs. We are doing it ineffectively. Suggest that we break the shoot off field down into scores not all based on upon class and concurrent. Are we too complicated? Are there too many concurrents? Maybe we should do things by long run instead of shoot offs in some cases???

NSC Staff left the call at 8:01 PM

NSC Shoot Committee so far consists of Pavlack, Malcolm and Boyd.

Comment from Mike Ferchaw; "good targets and good referees are paramount". LaPorte Upgrades and target quality improvements may see significant improvements. Must look at the future of getting referees.

Recruitment to start this year early in the New Year? Process in place by January 1, 2020.

Suggestion of a "Rating System" for the field referees and quality of the targets for immediate feedback. Survey cards get put into the "Golden Ticket" sort of drawing. Immediate feedback to the referees at the end of the shoot. Monetary bonus etc?

Blaser has signed for another 5 year sponsorship for the Blaser tournament.

Masters sponsors are all lined up. Program will be essentially the same but streamlined a bit to cut down on late evenings.

Meeting adjourned at 8:26 EST