

**National Skeet Shooting Association
Minutes 2025 NSSA Executive Committee Meeting
September 25, 2025**



Meeting:

Executive Committee World meeting of the NSSA was held on September 25, 2025 in San Antonio, TX.

Executive Committee:

Name	Attendance	Title
Tom Pavlack	Present	President
Clark Hartness	Present	Vice President
Steve Johnstone	Present	Secretary Treasurer
Steve Malcolm	Present	Past President
Jeff Ventry	Present	Zone 1 EC Committeeman
Alessandro Vitale	Present	Zone 2 EC Committeeman
Al Magyar	Present	Zone 3 EC Committeeman
Walton Starling	Present	Zone 4 EC Committeeman
Joe Scandariato	Present	Zone 5 EC Committeeman
Frank Callahan	Present	Zone 6 EC Committeeman
Billy D Williams	Present	Zone 7 EC Committeeman
Brad McRae	Present	Zone 8 EC Committeeman
Katie Fichtner	Present	Zone 9 EC Committeewoman

Guests and Staff:

Name	Title
Michael Hampton	NSSA Executive Director
Misty Thomaston	Director of Finance
Sherry Kerr	Director of Communications
Amber Schwarz	Director of NSSA-NSCA Operations
Jessica Wolf	NSSA Assistant Skeet Director
John Haugh	Finance Co-Chair
Kaleigh Lawson	Social Media Manager

Call to Order

President Tom Pavlack called the meeting to order at 7:55 AM Central Time and Steve Johnstone recorded the minutes. A quorum of the Executive Committee was present, and the meeting, having been duly convened, was ready to proceed with business.

Agenda

President Tom Pavlack reviewed the agenda and welcomed all to the meeting and covered some opening remarks.

1. ROLL CALL

(SJ)

1. Roll Call
2. Approve Minutes from 8-28-2025 Executive Committee Electronic Meeting.
3. Zone Reports (Read Ahead)

- *Motion to accept minutes as presented by Billy D. Williams, Second by Al Magyar, Approved.*
- *Short discussion on Zone 6 Report. All other reports were read ahead.*

2. BUDGET/FINANCE REPORT

1. Finance Committee Report (MT)
2. Financial Statement (MT)
 - a. July YTD Financial Statements
 - b. 2025 Masters P & L Report (Handout)
 - c. 2025 US Open P & L Report (Handout)
3. 2026 Marketing Budget (MH)
4. Endowment Fund
 - a. Committee Report (JH)
 - b. 2025 Fundraising Activities (KH)

- *John Haugh covered the Financial Committee Report, including current budgeted projects. IT is the primary project for the association. Museum expansion project contract has been signed.*
- *Misty Thomaston covered the association's current financial positions.*
- *Michael Hampton Jr. covered the 2026 Marketing Budget. We are looking at reevaluating current allocation of marketing funds. Covered the retirement of "Shooting for Rewards" program.*
- *Motion to approve the 2026 Marketing budget by Walton Starling, Seconded by Brad McRae, approved.*
- *John Haugh covered the Endowment Fund report.*

3. OLD BUSINESS

1. By-Laws - Election Process, Procedure, and Timeline Review Update (KF)
2. NSSA Rule Book Review Update (KF)
3. Club Contact Information Update (JW/TP)
4. "One Gun" Recognition Proposal Update (JW)
5. Chief Instructor Proposal (TP/FS)
 - a. Instructor Course Proposal Updates (from Summer Meeting)
 - b. 2026 Chief Instructor Budget Proposal
8. Zone Tour Proposal Update (JW/MH)
9. "It's 5 O'Clock Somewhere" 2025 Wrap-Up (CH/JW)
10. Ideas Committee Update (JW/TP)
11. Lady Shooting (SM)

- *Katie Fichtner covered the proposed by-law changes for the election processes. The changes include specific dates. Removed the accounting requirements for vote tabulation. Motion was made to approve the proposed changes and send them to the BOD for a vote by Steve Johnstone, second Billy D. Williams, approved.*
- *Katie Fichtner covered the proposed Rule Book reformatting and housekeeping work. It includes rule changes approved during the summer meeting. Motion to approve and send to BOD for a vote made by Steve Malcolm second by Walton Starling, approved. Rule Book Read ahead will be sent to the BOD by 10/20, ballots will be sent by 11/3 to be returned by 11/17.*
- *Jessica Wolfe provided an update on the "One Gun" proposal. Have to shoot 800 targets in 12ga or Doubles. They will be able to shoot up to 600 sub-gauge targets to remain eligible. Top 15 shooters will be eligible for a 12ga recognition team. We will look to announce in 2026 and implement in 2027.*

- *Fred Tschantz came in to brief the EC on instructor program proposals. New fee structure was shared and discussed. Work is ongoing on a new level 2 instructor manual to be peer reviewed after the World. The plan is to move the level 2 course outside of San Antonio. The level 1 manual will be updated in the future. The plan for youth programs was discussed and the desire to get the NSSA brand in front of some of these other organizations like SCTP and 4H. A motion was made by Alessandro Vitale to approve the recommended fee structure effective 1 January 2026, second by Katie Fichtner, Approved.*
- *Motion to accept the proposed Chief Instructor budget of \$35k by Katie Fichtner, seconded by Alessandro Vitale, approved.*
- *Staff will work with Fred on the youth development program.*
- *Hannah Goddard briefed the EC on the Lady shooting program. Attendance at the Ladies Clinic this year was 25 attendees vs 10 from last year. Looking forward to the Lady's Luncheon on Tuesday. Discussed the Lady Shooting Grant Program. Looking to get more Lady Instructors in the future.*
- *The Zone Tour proposal has been placed on the back burner for now until we accomplish some of our more pressing projects.*
- *5 O'Clock somewhere has been successful and received positive feedback. Already planning for some changes to make it better next year.*
- *Tom Pavlack updated the group on the Ideas Committee. The committee is a five-member committee.*

4. NEW BUSINESS

1. Voting Outside of scheduled meetings (JW/TP)
2. IT Program Update (TP/MH)
3. Rules Committee Recommendations (JW)

- *Discussion on what voting items need a call to discuss before a vote. The challenge is the lack of documentation and discussion around electronic voting. Tom discussed preapproving a set amount during a meeting to cut down on the number of votes each time we need to spend money on an approved project. We should not be electronic voting without documentation.*
- *Jessica Wolfe covered rule book housekeeping recommendations from the rules committee.*

5. INFORMATION TECHNOLOGY

1. IT Report (AS)
2. Membership App Update (AS)
3. Tech and Innovation Committee Report (KF)

- *Katie Fichtner provided an update for the Tech & Innovation committee. We have added four new NSCA committee members. Partnered with Hi-Tex to perform an IT Assessment of our existing systems and creating a new DEV/Test/Prod environment to enhance our production systems to support TEAMMS and our database.*
- *Membership app is almost ready to be promoted to the membership. Should be ready be next week.*

6. COMMUNICATIONS & MARKETING

1. Communications Report (SK)
2. Social Media & New Website/Logo Report (KL)
 - a. Brand Guide (MH)
 - b. Phase 2 – Family of Logos (MH)
3. Sponsorship/Advertising Report (KH)

- *Sherry Kerr covered the communications report. There are several changes coming for the election process. CTN has been published for 10 years now. This is the first time we have had a “First Timers Guide.”*
- *Kaleigh Lawson covered social media. The new logos go into effect on 1 Jan. Feedback on the logos has been mixed. The major negative was the retirement of the quail in the logo. Design portion of the website is complete and now working on copywriting. Doing new videos this year just like last year. Steadily growing on or social media platforms.*
- *Michael Hampton Jr. covered Phase 2 for the family of logos. What are the next steps for our logos – brand/logo standards.*
- *Kris Hampton provided a review for sponsorship/advertising. We have exceeded our goals this year.*

7. EXECUTIVE DIRECTOR REPORT

(MH)

1. NSC
2. Construction Update
3. Events Update
4. Museum Update
5. Headquarters and Staff Update
6. NSCA Membership and Target Statistics

- *Michael Hampton Jr. provided an update on current construction projects around NSC. The construction projects will continue into next year.*
- *Museum expansion breaks ground November 3rd.*
- *NSCA membership and life members are both up. 2593 shooters currently signed up for nationals.*

8. NSSA UPDATE

1. Assistant Director Report (*Read Ahead*) (JW)
2. Membership and Target Statistics (*Read Ahead*) (JW)
3. 2026 Entry Forms – World, Mini World, Triple J, Masters (NB)
4. NSSA Shoots (NB)
 - a. Triple J
 - b. Masters
 - c. US Open
 - d. Junior World
 - i. 2025 Update (NB)
 - ii. 2026 Location Vote (Handout) (JW)

- *Jessica Wolfe has been sending out newsletters to help keep everyone informed.*
- *Nathan Boyd updated shoots. Triple J name will stay for next year. Krieghoff is going to sponsor the Masters next year.*
- *2025 Junior World was successful and Waco did a great job. Three bids for 2026 Junior World for next year.*
- *2026 Junior World awarded to Wright Pat. Vote Jacksonville – 2; Wright Pat – 10; Abstain - 1*

9. NSSA WORLD SHOOT

1. World Shoot Update (NB)
2. 2025 EC Stadium Support Reminder (JW)
3. 2026 World Shoot: September 25 – October 3, 2026 (JW)

- | | |
|---|---------|
| 4. Sport Skeet Update | (JW) |
| 5. World Shoot Video | (MH) |
| 6. Hall of Fame – Meritorious Advancement Award | (TP/MH) |
| 7. BOD Meeting Update | (JW/MH) |

- *505 registered for Mini slightly down. 609 for the main and slightly down as well.*
- *Nathan covered the new game Sport Skeet. No singles except station 8. Report pair and true pair at each station. Lewis class prizes awarded.*

10. EXECUTIVE SESSION

11. ADJOURNMENT

- *Motion to adjourn was made by Al Magyar, and Seconded by Billy D. Williams; Approved.*

The NSSA World Executive Committee Meeting was Adjourned on September 25, 2025 at 4:19 PM CDT.

Respectfully submitted,

Steve Johnstone
Secretary-Treasurer