



USA Shooting Special Board Meeting
April 8, 2024

OPEN SESSION MINUTES

A Special Meeting of the Board of Directors commenced at 4:30 p.m. MT.

Board Members Present: Chair Jim Mitchell, Vice Chair Jaqueline McCook, Sarah Scherer, McKenna Geer, Troy Bassham, Tim Rupli, Kim Rhode-Harryman, Frank Thompson, Sandra Uptagrafft, Sara Walker

Board Member Absent: Ward French

Employees Present: Kelly Reisdorf, Interim CEO

Guests Present: Emily Curry (Chair of the Finance Committee), Cindy Moehring (USOPC Governance Liaison), Laura Peeters (Consultant), Les Gutches (Consultant),

Mr. Mitchell gave the Board an introduction to Ms. Reisdorf.

Conflict of Interest Disclosures: Ms. McCook asked if anyone had any conflicts after looking at the agenda. Ms. Rhode-Harryman, Ms. Uptagrafft, Ms. Greer and Mr. Thompson all noted that they were active athletes. Ms. Rhode also mentioned her work with various boards, the ISSF and Kids & Clay. Ms. Scherer noted that she is being considered as/is considering being a Paralympic Games coach. No other conflicts were noted.

Informational Documents

Ms. Peeters presented various documents to the Board. The first four were for information only as important information for the Board to know, but also important in terms of meeting USOPC audit remediation. The documents were: an Ombuds Statement, Paralympic Qualification Information, USOPC Athlete Safety Reporting, and Hearing Procedures.

BoardSpan

Ms. Peeters discussed the need for all Board members to complete BoardSpan training.



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Financial Policy and Procedures

Mr. Gutches spoke about the Financial Policy and Procedures.

Mr. Rupli made a motion to approve the procedures as presented, seconded by Ms. Rhode-Harryman. The motion passed unanimously.

The Board then discussed the circulation of the Financial Policy and follow up with an email vote regarding its adoption.

Code of Conduct / Gifts and Entertainment Policies

Ms. Peeters discussed two policies that had been vetted by the AAC and NGC: the Code of Conduct and Gifts and Entertainment.

Ms. Scherer made a motion to adopt the policies as presented, Mr. Rupli seconded. The motion passed unanimously.

A discussion ensued regarding the website and its lack of ease of use.

Background Check Policy

Ms. Peeters discussed a slight addition to the Background Check Policy regarding the possibility of adding protective orders to the NCSI background checks, which was suggested by the NGC. The new language would only apply to new background checks and renewals. A discussion ensued.

Mr. Bassham moved to adopt the policy as presented, Mr. Rupli seconded. The motion passed unanimously.

Conflict of Interest Policy

Ms. Peeters discussed the Conflict of Interest Policy with a slight amendment to include two people receiving complaints related to conflicts of interest. The amendment proposed an Ethics@usashooting.org email be created that would be monitored by the Ethics Chair and legal counsel. A discussion ensued.

Ms. Scherer motioned to adopt the policy as presented with the proposed amendment, Ms. Rhode-Harryman seconded. The motion passed unanimously.

Whistleblower and Anti-Retaliation Policy

Ms. Peeters discussed the Whistleblower and Anti-Retaliation Policy. The NGC proposed two slight amendments. A discussion ensued. Ultimately, the group agreed to developing an internal process that discusses the timelines and expectations of the policy, with the AAC and NGC having a voice in the process to ensure certain athlete concerns are addressed.

Ms. Scherer motioned to adopt the policy as presented with the commitment that the BOD/USAS will be responsible for implementing an SOP by the end of May that includes a timeline and expectations, and the document will be completed with AAC's and NGC's feedback.

Mr. Rupli seconded. The motion passed unanimously.

At 6:45 p.m. MT, the Board entered an Executive Session.