



**Third Quarter 2025 Minutes  
Board of Directors Meeting  
Tuesday, August 5, 2025  
10am PT/11am MT/12pm CT/1pm ET**

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**Call to Order**

- Chairman Tim Rupli called for a motion to open the 3<sup>rd</sup> Quarter USAS Board meeting.
- Ward French made a motion to open the meeting and was seconded by Jacqueline McCook.
- Mr. Rupli accepted the motion without objection and the meeting began at 11:05 MT.

**Roll Call/COI/Fiduciary Duties/Minutes**

- The roll was called by Secretary Jack Burch. Present were Tim Rupli, Jack Burch, Michael Chubb, Ward French, Jacqueline McCook, Kim Rhode, Dania Vizzi, and Sara Walker. Absent were Nick Beach, Jim Byrne, David Higgins, and Anthony Lutz. From the USA Shooting staff CEO Kelly Reisdorf and Kim Covert were present.
- A quorum was established.
- Mr. Burch asked for any conflict-of-interest statements from the Board members. Ms. Rhode stated that she is an active athlete, is on the board for Kids and Clays, is a Vice President of ISSF and a couple of others. Ms. Vizzi stated that she is an active athlete. Mr. Burch stated that he is on the ISSF Shotgun Committee.
- USAS outside legal counsel, Laura Peeters, joined the meeting at 11:09.
- Ms. Peeters reviewed Fiduciary Duty & Confidentiality with the Board .
- Mr. Rupli asked Mr. Burch to discuss the minutes of the 2<sup>nd</sup> Quarter Board meeting. Mr. Burch stated that the 2<sup>nd</sup> Qtr. Minutes were distributed to the Board Members and asked for a motion to approve the minutes. Ms. Walker moved to approve the minutes and was seconded by Mr. Chubb. Mr. Rupli asked for discussion. Ms. McCook moved to table the vote for the minutes being approved and move this item to Executive Session. Mr. French seconded this motion. Mr. Rupli asked for approval for the motion to table without objection. Mr. Burch objected and asked for a roll call vote. Mr. Rupli asked Mr. Burch to call the roll. Mr. French and Ms. McCook voted for the motion to table. Mr. Burch, Mr. Chubb and Ms. Vizzi voted against the motion. Ms. Rhode, Mr. Rupli, and Ms. Walker abstained. The motion failed. Mr. Rupli asked Ms. McCook to restate her motion. Ms. McCook stated that she moved to defer the discussion of the minutes until the executive session, just to save time. This is to make sure that we are in compliance with our bylaws and requirements. Mr. Rupli stated that this is the same motion. Mr. Rupli asked if it was possible to suspend action on this matter. Mr. Burch moved to table the minutes until a future date. Ms. Rhode seconded the motion. Mr. Rupli asked for a vote without objection. With no objections, the motion carried.

**CEO Update**

- Mr. Rupli turned the meeting over to Ms. Reisdorf for a CEO Update. Ms. Reisdorf briefed the Board on the following items



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- Social media Issues. Ms. Reisdorf explained issues with social media and how they are being dealt with by Meta and USOPC.
- California DOJ. Ms. Karen Sarnelli talked about pistol issues for the LA28 Games, due to some pistols being banned in California.
- Executive Order. Ms. Reisdorf explained issues of the executive order issued by President Trump pertaining to transgender participation in sport. She stated that USAS policies will be reviewed to come into compliance with the order and USOPC policies, while maintaining compliance with ISSF. Ms. Peeters explained that there is no wiggle room in adopting the USOPC language.
- Competition successes. Ms. Reisdorf discussed the recent competition successes.
- Upcoming events. Ms. Reisdorf explained the upcoming competitions and events calendar to the Board. USA Shooting events can be found on the USAS website.
- Communications and Public Relations. Ms. Reisdorf showed the Board several pictures from competitions. Ms. Reisdorf highlighted YanXiao Gong being honored at the International Athletes' Forum. Ms. Reisdorf highlighted medals won at several world events.
- ISSF Topics. Ms. Reisdorf asked Ms. Rhode to brief the Board on all the ISSF items. Ms. Rhode explained the issues with rifle clothing. Ms. Rhode informed the Board of an Instagram site for information on this and other rifle/pistol subjects. Ms. Reisdorf stated that she, Mr. Durban, and Ms. Rhode would draft a Q&A for the athletes to review.

Another topic that Ms. Reisdorf asked Ms. Rhode to discuss is the proposed Finals format for shotgun. Ms. Rhode talked about the following key points: 8 athletes to start the final which aligns with rifle/pistol finals, changing all shootoffs to countback, athlete requested more targets in the finals, and adding video replay back to the finals

### **High Performance Update**

- High Performance Update. Ms. Reisdorf asked Mr. Dan Durben to update the Board on high performance issues.
  - Mr. Durben informed the Board that Braden Peiser, a junior rifle athlete, would be the USAS flag bearer for the Junior Pan American Games held in Paraguay.
  - Selection procedures. Mr. Durben explained the proposed process for the LA28 Selection Process. Preliminary notification will be in early 2026. ISSF will announce the Olympic quota program and individual qualification system by early 2026. The first quota opportunity will be at the 2026 World Championships.
  - Mr. Durben explained that 300m rifle selection and Pistol selection would take place in August of 2026.
  - The 2026 High Performance plan has been submitted to USOPC. USOPC will disclose USAS funding levels by the end 2025.
  - Mr. Durben explained the Targeted Athlete Support (TAS) Program. Mr. Durben explained that USOPC support is targeted toward medal contenders (14 athletes for 2025). Funding numbers should be finalized by USOPC in late 2025. TAS athlete results in 2025 equals 16 medals which is 100% of all Team USA medals.
  - Performance Standard Scores. Mr. Durben explained that this system will help allocate resources more efficiently. Additionally, this will provide for more effective athlete development.
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### ACC Update

- Ms. Reisdorf asked for an AAC Update by Ms. Vizzi.
  - A collaborative meeting was to be held with the Nominations and Governance Committee on how to fill the rest of the AAC positions. This is a priority because of USOPC requirements.
  - Ms. Vizzi mentioned the plans to have a town hall meeting to allow athletes to voice their ideas and questions.

### Committee Update

- Ms. Reisdorf asked Ms. McCook and Mr. French to update the Board on the progress on filling all the open positions on the committees.
  - Ms. McCook gave an introduction on what the committees are. She explained that these committees are set up in our bylaws as they are in all NGBs. Ms. McCook explained that the committees have 3 or 5 members and have very specific requirements as to who may serve on them. Some committee members are required to be USAS Board members and all committees must have at least 33% athlete representation on them. The Board appoints committee members as well as the chair of the committees. Ms. McCook listed the committees. Committee members serve for 2 years and there are term limits.
  - Ms. McCook introduced the chairs of each committee and requested the chairs list the members and their areas of responsibility:
    - Audit – Jaci Finney
    - Ethics – Judge Jones
    - Nominations & Governance – Jennifer Haskins
    - Judicial – Steve Schammel – Web Wright made this presentation for Mr. Schammel
    - Compensation – Jim Byrne – Mr. French made this presentation for Mr. Byrne
    - Finance – Brandi Joplin
    - Selection - Not filled yet

### Q&A

- Several Questions were answered by Ms. Reisdorf, USAS Staff, and Board.
- Mr. Rupli noted the future Board of Directors meeting dates:
  - 4<sup>th</sup> Qtr – First week of November in Hillsdale, MI
  - 1<sup>st</sup> Qtr 2026 – February – Palm Beach County Shooting Complex

### Adjournment

- Ms. McCook moved to adjourn the open meeting and was seconded by Ms. Rhode. The motion passed without objection.
- The open meeting adjourned at 12:15pm MT.

### Executive Session

- A motion to enter Executive Session was made by Ms. Walker and seconded by Ms. McCook.

The following topics were discussed in Executive Session:

- Audit
- Designated Committees
- Ethics
- Nominations and Governance
- CEO Update
- High Performance
- Board Meeting Dates
- Competition Committee
- Open Issues/Concerns/Other Issues
  - Bunker Club
- A motion to adjourn Executive Session was made by Mr. Burch and seconded by Mr. Chubb. The motion passed without objection.
- The executive session adjourned at 1:15 MT.

In Executive Session the Board voted to adopt and publish the following statement:

The USA Shooting Board of Directors acknowledges that funds in the Colonel DD Behrens Athlete Endowment are restricted. In accordance with the terms of the endowment, these funds may only be used to support aspiring young athletes at the earliest stages of their development. Funding is limited to individual junior athletes who have not yet been named to a national or development team, with the intent of helping them build foundational skills that may one day lead toward higher levels of competition.