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Call for USA Shooting Board At Large Director Nominations

From: USA Shooting Board of Directors

COLORADO SPRINGS, CO (October 5, 2026) – The USA Shooting Bylaws, available on the USA Shooting website or via this link: [USA Shooting Bylaws effective 11/25/2024](#) include two (2) At Large Board of Directors positions elected by the membership of USA Shooting. One (1) of these positions is up for election to begin a 4-year term in January 2027.

The purpose of this communication is to outline the roles and responsibilities, qualifications requirements and nomination and election process for the At Large Board of Director positions.

General information

The USA Shooting At Large Directors serve staggered 4-year terms. One position is up for election to serve a 4-year term from January 2027 through December 2030. Board members are expected to attend all regularly scheduled Board meetings, as well as special or executive session meetings. Most meetings are conducted virtually via Zoom or equivalent. Directors cannot vote by proxy. Board members are not compensated for their service as Directors.

Roles and Responsibilities

The USA Shooting Board provides USA Shooting with policy, guidance, and strategic direction. The Board shall oversee the management of USA Shooting and its affairs, but it does not manage USA Shooting. The Board shall select a well-qualified Chief Executive Officer (CEO) and oversee the CEO in the operation of USA Shooting. The Board shall focus on long-term objectives and impacts rather than on day-to-day management, empowering the CEO to manage a staff-driven organization with effective Board oversight.

In addition, the Board performs the following specific functions, among others:

- Implements procedures to orient new Board Directors, to educate all Directors on the business and governance affairs of USA Shooting, and to evaluate Board performance
- Selects, compensates, evaluates and may terminate the CEO, and plans for management succession
- Reviews and approves USA Shooting's strategic plan and the annual operating plans, budget, business plans, and corporate performance
- Sets policy and provides guidance and strategic direction to management on significant issues facing USA Shooting
- Reviews and approves significant corporate actions



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- Oversees the financial reporting process and financial activities throughout the fiscal year, communications with stakeholders, and USA Shooting's legal and regulatory compliance program
- Oversees effective corporate governance
- Approves capital structure, financial strategies, borrowing commitments, and long-range financial planning
- Reviews and approves financial statements, annual reports, financial and control policies, and, upon the recommendation of the Audit and Finance Committee, selects independent auditors
- Monitors to determine whether USA Shooting's assets are being properly protected
- Monitors USA Shooting's compliance with laws and regulations and the performance of its broader responsibilities
- Ensures that the Board and management are properly structured and prepared to act in case of an unforeseen corporate crisis
- Ensures that USA Shooting adopts and maintains athlete safety rules, policies, and procedures that comply with the requirements of the USOPC and U.S. Center for SafeSport

The USA Shooting Board encourages open discussion and the presentation of different views in a constructive and open manner. Each Director brings the voice of their constituents into the boardroom but is bound by the fiduciary responsibility to act in the organization's best interests, rather than their constituents' or their own interests. This includes the duties of care, loyalty and obedience, as well as confidentiality.

Qualification Requirements

To serve as an At Large Director, you must be a US citizen, at least 18 years old and have been a member of USA Shooting at least sixty (60) days prior to the start date of the election.

In addition, every Director shall have:

- The highest personal and professional values, judgment and integrity, understanding of athletic competition and the Olympic ideals, and have diverse experience in the key business, financial, and other challenges that face USA Shooting.
- Demonstrated exceptional ability and judgment.
- Be effective, in conjunction with the other Directors, in collectively serving the long-term interests of USA Shooting.
- A high level of experience and capability in Board oversight responsibilities, including in the areas of finance, marketing, fundraising, audit, management, communications, and sport.
- Passed a background check, completed SafeSport education and training, have no record of SafeSport violations, completed [a Conflict of Interest Disclosure Statement](#) for review by the USA Shooting Ethics Committee, and read and acknowledged compliance with the policies and procedures of USA Shooting, available on the USA Shooting website at [Policies & Procedures](#)
- Committed to behave ethically, taking care to disclose and act appropriately on any conflicts of interest, and requirements for confidentiality

Election Process

The election process will commence immediately.

I. Call for Nominations – Monday, October 5, 2026

If you or someone you know meets the qualification requirements and is interested in fulfilling the responsibilities of serving as an At Large Director, please submit nominations to ngc@usashooting.org. If you are nominating someone else, it is your responsibility to ensure that they are aware of your nomination, as well as the deadline for them to submit their application materials.

II. Candidate Applications are due by Monday, October 26, 2026 at 11:59 PM Mountain Time.

Applications must include:

- A completed 2026 Board of Directors At Large Candidate Application & Eligibility Disclosure Form which provides for:
 - A typed statement of interest, including why you want to serve, relevant qualifications, and any other relevant information (no more than two pages)
 - A resume/CV with references
 - A declaration of compliance with Qualification Requirements listed above, including completion of a background check and SafeSport training
 - A completed [Conflict of Interest Disclosure Form](#)
 - Acknowledgement of the candidate's pledge to comply with the policies and procedures of USA Shooting all of which are available for review on the USA Shooting website at [Policies & Procedures](#)

III. Board Nominating and Governance Committee review and vetting – Completed by Thursday, November 5, 2026

Candidates will be vetted based on the Qualification Requirements and the ability to contribute to Board performance and composition, taking into account the Board's Roles and Responsibilities, outlined above. The Nominating and Governance Committee will recommend at least 2 candidates per open position to be included in the ballot for membership vote.

IV. Elections – Monday, November 9, 2026 through Thursday, November 13, 2026

- Ballots distributed on Monday, November 9, 2026 to eligible voters
- Voting closes on Thursday, November 13, 2026 at 11:59 PM Mountain Time
- The individual with the highest vote total will be elected.
- Results announced by Monday, November 16, 2026

V. Voting Eligibility: To vote, you must:

- Be a US citizen
- Be at least 18 years old
- Have been a member of USA Shooting at least sixty (60) days prior to Monday, November 9, 2026.

Note: Individuals may vote for only one category of Director. Those qualified to vote for Athlete Directors, do not vote for At Large Directors, even though they may be USA Shooting members. Please refer to Section 5.2 of the bylaws.

If you have any questions about this process, please contact us at Board@usashooting.org.

Attachment: 2026 Board of Directors At Large Candidate Application & Eligibility Disclosure Form

About USA Shooting

USA Shooting, a 501(c)(3) non-profit corporation was chartered by the United States Olympic and Paralympic Committee as the National Governing Body for the Olympic & Paralympic Shooting Sports in April 1995. The organization develops and implements programs to promote growth in the sport and serves as a sanctioning body for local and national competitions. Headquartered in Colorado Springs, Colorado, at the U.S. Olympic & Paralympic Training Center, USA Shooting has a full-time staff dedicated to our sport.