

Arlington-Fairfax Chapter, Izaak Walton League of America, Inc.
Special Board of Directors - Minutes of the Meeting
Tuesday, February 15, 2022

1. **CALL TO ORDER:** The meeting was called to order by President Pam Meara at 8:18 PM.

- a) A quorum of members was present.
- b) Chapter Officers and Board of Directors present:
 - i. President: Pam Meara
 - ii. Vice President: Chris Rose
 - iii. Secretary: Sean Gagnon
 - iv. Treasurer: Bob Crisman
 - v. Membership: Benn Crandall
 - vi. Designated Director: John Seaberg
 - vii. Designated Director: Keith Kuck
 - viii. Designated Director: Dick Riemer
 - ix. Designated Director: Bob Brino
 - x. Designated Director: Joseph Turner
 - xi. Director-at-Large: Roger Trasher
 - xii. Designated Director: Steve Rumble
 - xiii. Designated Director: Bill Frerking
 - xiv. Director-at-Large: Carl Armstrong
 - xv. Director-at-Large: Oscar Starz

- c) Officers and Directors Absent
 - i. Designated Director: Robert D'Imperio
 - ii. Director-at-Large: Fred Ansick
 - iii. Director-at-Large: Steve Landry
 - iv. Director-at-Large: Marv Hicks

- Mr. Rose moved that the meeting move to a closed session.
 - Mr. Bob Bell and Mr. Frerking inquired why the meeting will be a closed session.
 - The motion was adopted, 7 in favor and 6 against.
- The motion from the February 1, 2022 Board of Directors' meeting to allow Mr. Steve Elkins to teach paid archery lessons at the Chapter was taken off the table.
- Ms. Meara proposed rules of debate, 5 minutes for each speaker, 3 speakers in support of the motion and 3 speakers against the motion.
- Mr. Thrasher stated that we should talk about the precedent this might set before we debate on vote on one specific request.
- Mr. Thrasher moved that the motion to allow Mr. Steve Elkins to teach paid archery lessons at the Chapter be placed back on the table so that a discussion can occur. The motion was adopted.

Discussion

- Mr. Seaberg stated that he is in support of more training and coaching opportunities at the Chapter, and that he has fundamentally no problem with the purpose of conducting more training at the Chapter. Mr. Seaberg stated he spoke with Mr. Elkins on the phone a few weeks ago, and that Mr. Elkins suggested his archery coaching program should fall under education and training program. Mr. Seaberg stated that does not think that would be appropriate because all of the current training is firearms based instead of archery, and that they do not have expertise on E&T staff to do archery training. Mr. Seaberg stated that a program such as this would make more sense under archery director instead of E&T director. Mr. Seaberg stated that he is not for it, as it is not consistent with the way the rest of the Chapter operates as a volunteer organization. Sometimes outside people come out and teach for profit, but those are once or twice a year special events instead of embedded/ongoing programs. This does not fit that model.
- Mr. Crandall asked Mr. Seaberg if Chapter instructors get paid? Mr. Seaberg stated that all Chapter instructors are volunteers, but they do receive lunch.

- Mr. Frerking asked what our holistic view should be, and that Mr. Elkins is not the first to ask to teach lessons. Our stance has for quite some time that unless it is a formal program through E&T, it is not allowed. Mr. Elkins has identified a market for something like this (archery, firearms, fishing, etc.). Maybe this is worth doing? Would like to see us come up with a policy for this. Do we have an E&T training committee or a firearms training committee?
- Ms Meara stated that if we pay instructors, we will be unable to get volunteers to coach.
- Mr. Riemer stated that since the February 1, 2022 Board meeting, he has heard a lot about this at Field Archery. Overall, we need to think about what is best for the organization. He has heard threats from existing level 4 instructors that they will leave. Why would they volunteer if others are getting paid? Mr. Riemer stated that he thinks we need to think about the impact this might have on all volunteers at the Chapter.
- Mr. Crandell asked how do we prioritize the needs of the membership vs. the needs of the coach/trainer? A coaching event prevents people from utilizing those facilities. Liability standpoint – allowing this type of activity not only changes the essence of what we are/what we have been, but also hesitates about potential liability of this. Are we doing background checks on 1 on 1 coaches?
- Mr. Brino stated that he has a couple of experiences to discuss. Only have 4 fields at skeet/trap. Once lessons given on field #1, many people wanted to get on the field, went to discuss with the person receiving lessons, had to inform the student that we do not charge for lessons. We are an all-volunteer organization, this will potentially make us lose lots of volunteers. Mr. Brino stated that he is against it.
- Mr. Turner asked for a point of order. For shotgun camps and women on target, we do not take custodial responsibility of minors.
- Mr. Armstrong stated that this has come up many times, we have always turned it down, almost had to throw them out of the club.
- Mr. Rose provided feedback from general membership at archery, and stated that he couldn't find a single member that was in favor of the paid lessons.
- Mr. Kuck asked if this is good for our members? He is bringing in non-members. Is it different if the people that are students are members? His biggest issue is that it was non-members taking classes.
- Mr. Thrasher stated that if we allow this, we have to allow every credentialed member the ability to teach lessons. Need to structure it and require facility use requests for specific lesson times.
- Mr. Frerking suggested a formal chapter program of unpaid 1 on 1 training.
- Mr. Crandell suggested we setup a formal schedule of programs. i.e., if you are a member, come up to shotgun on X day, and there will be a coach. Important that they are scheduled to ensure that everyone knows about it and has opportunities to attend.
- Mr. Riemer stated that Mr. Elkins wants to be able to use indoor range and target archery depending on what students want.
- Mr. Brino stated that it is unfair to membership to bump members off of facilities.
- Mr. Turner stated that his biggest problem is the lack of formal consistent policy regarding instruction on the property. GMU, Bender Shima clinics, etc. We do not have a policy that covers all of our E&T activities. He believes that E&T should address all disciplines across the Chapter.
- Mr. Brino stated that skeet/trap clinics are scheduled for days when the range is under low usage.
- Mr. Riemer stated that Wounded Warriors use range two mornings a week. Students have offered to pay, he lets them know he is unable to accept payment.
- Mr. Frerking stated that his understanding that you cannot do formal lessons/teaching unless a facility use request has been approved.
- Mr. Thrasher asked if implementing a policy be difficult to word to not prevent master classes for example.

- Mr. Frerking stated Mr. Elkins proposal is different than the Chapter inviting someone in for a clinic, and stated that one on one coaching or clinics for profit may not be run on the Chapter except by approved invitation of the board.
- Mr. Crisman stated that we had a previous member that was doing this. He is no longer a member because it was identified that he was identified as coaching.
- Mr. Kuck stated that this was a problem that occurred in the past, we are dealing with it again, will deal with it again in the future.

Ms. Meara removed the motion from the table, which requires a second. Ms. Meara asked for a second three times. Given that no one provided a second for the motion, the motion died.

The meeting adjourned at 9:05 PM

Signed: Sean Gagnon, Secretary