DATE: September 29, 2015

MEMORANDUM TO: Department Junior Shooting Sports Program Chairpersons Conference Attendees

SUBJECT: REPORT OF THE 1st DEPARTMENT JUNIOR SHOOTING SPORTS PROGRAM CHAIRPERSONS CONFERENCE; 9th NATIONAL CHILDREN and YOUTH CONFERENCE

Attached is the report of the 1st Department Junior Shooting Sports Program Chairpersons Conference that was held in Indianapolis, Indiana on September 18 - 20, 2015.

On behalf of National Americanism Commission Chairman Richard Anderson, we wish to thank all who attended the conference. We also thanked PNC David Rehbein for his leadership serving as the conference chairman.

Please do not hesitate to contact us if you have questions or concerns regarding the Junior Shooting Sports Program and The American Legion. With our best wishes for success for in 2016, I remain,

Sincerely,

SHAYNE ABRAHAMS
Assistant Director
Americanism Division

Attachment

Cc: Richard Anderson, Chairman, National Americanism Commission
    Robert Gibbons, Chairman, Youth Activities Subcommittee
    Department Adjutants
    Jill Drusks, Director, Americanism Division
    Mike Buss, Deputy Director, Americanism Division
PNC David Rehbein (IA), Conference Chairman, called the 1st Department Junior Shooting Sports Program Chairperson Conference to order at 8:15 a.m.

Department of Indiana Junior Shooting Sports Chairman, Ida Jewell (IN), led the group in the recitation of the Pledge of Allegiance and conducted the POW/MIA Empty Chair ceremony.

PNC David Rehbein discussed the conference agenda. He gave condolences to fellow department chairman of Nebraska, Randy Busch, who lost a grand daughter the previous night and could not attend the conference.

Department chairpersons, alternates, and guests introduced themselves to the group. Fifteen departments were represented by their chairperson or designated alternate. There were nineteen total in attendance. Attendees were; Alabama – Wayne Turner; Arizona – Rob Potter; Colorado – Kenneth Taylor and Michael Theimer; Florida – Loretta Young; Kansas - Dee Dee Danin; Indiana - Michael Carrigan, Ida Jewell, and Vicky Stainbrook; Iowa – Kathy Nees, and Gary Palas; Michigan – Corey Salo; Minnesota – Leon Dahle; New York – Lawrence Behling; North Carolina – Harry Flynn; Oregon – Raoul Salem; Virginia – Claude Davenport; Washington – Loren Sperry; and Wisconsin – Steve Shanks. Guest included Jill Druskis (NE), Director, Americanism Division and Michael Buss (IN), Deputy Director, Americanism Division.

Many shared their personal “life experiences”, the number of years they have been involved with the Junior Shooting Sports program, number of active team for the department, and what they looked to get out of the conference.

Conference Chairman Rehbein thanked everyone for attending the conference. He also encouraged each department to host their own department level shoulder to shoulder match with emphasis on using the CMP Rulebook.
Overview of 2015 National Championships & JSSP Survey Results – Shayne Abrahams

Assistant Director Abrahams thanked everyone for attending the 1st Junior Shooting Sports Program Chairman’s conference, as well as PNC David Rehbein for being the leader of the conference serving as Conference Chairman.

- Precision National Champion: Rhiann Travis of Weatherford, Texas
- Sporter National Champion: Adam McClintock of Tucson, Arizona
- Shayne presented the video of the 2015 National Championship via http://www.legion.org/shooting/229330/texas-arizona-marksmen-claim-legion-titles

Abrahams spoke of the celebration of the 25th anniversary of the National Championships. The goal of the anniversary was to recognize the contribution of all the staff that have supported the National Championship for the past 25 years. The most tenure staff was 25 years, however everyone was recognized for their years of service. There was a big emphasis on making sure the competitors had a memorable experience as well. A Pizza/Karaoke Party was introduced this year; the competitors really had a great time. Shayne spoke of the National Champion Adam McClintock being the face of the championship as well as of the Youth Champions Delegation that attended National Convention. He spoke of Adam’s background of losing both parents his freshman year of high school. However, the Junior Shooting Sport Program really influenced his life in a positive way.

Junior Shooting Sports Trophy – Shayne Abrahams

The American Legion Junior Shooting Sports Program Trophy was established in 2001. The trophies are awarded annually to the top performing individual and team in the Sporter and Precision categories competing in the annual USA Shooting National Junior Olympic Air Rifle Championship. Recipients are members of clubs and teams affiliated with The American Legion Junior Shooting Sports Program.

- Sporter Team
  Zion Benton NJROTC (Illinois)
  Post 865, The American Legion of Illinois
  Justine Hamilton, Jaycie Hoenig, William Newman, Howard Norrish

- Sporter Individual
  Gabriel Palermo
  Freeport High School NJROTC (Illinois)
  Post 139, The American Legion of Illinois

- Precision Team
  Hardcore 4 (Georgia)
  Post 233, The American Legion of Georgia
  Dana Bowen, Rachel Kimbell, Mary Pratt, Dakota Spivey

- Precision Individual
  Sarah Sutton
Francis M. Redington Sportsmanship Award – Shayne Abrahams

The Francis M. Redington Sportsmanship Award was established in May 2005. Francis M. Redington was a dedicated Legionnaire who fully supported The American Legion’s Americanism programs. He worked tirelessly in support of The American Legion Junior Shooting Program, which was his first love. Francis loyally and faithfully served for twelve years as a Deputy Range Officer on the Junior Air Rifle National Championship staff until his passing in 2003. Through his personal dedication and commitment to the Junior Shooting Sports Program, Francis devoted countless hours, often contributing of his own resources to ensure equipment was maintained and materials were available to program and national championship tournament participants. Francis’ can-do spirit and positive words of encouragement ensured that all Junior Air Rifle National Championship athletes had the opportunity to learn and appreciate sportsmanship and fair play. The National Americanism Commission is authorized to annually present the Francis M. Redington Sportsmanship Award to the athlete competing in The American Legion Junior Air Rifle National Championship who best exemplifies good sportsmanship and fair play.

- 2015
  Howard Norrish
  Illinois
  Post 865

Junior Shooting College “How to start and sustain a Junior Shooting Sports Program & Best Practices” – Loren “Bud” Sperry (WA)

JSSP Facts
- Fastest growing young adults sports program
- Develops confidence
- Develops Concentration
- Better study habits (Washington Club established own rules. In order to compete had to have a B or better on report cards)
- Develops strong leaders
- Scholarships
- Builds future Coaches (Most important thing for this program)

Who is Eligible?
- Ages 12-18 years older (or senior in high school)
Up to coach on how young. Shooter must be able to handle rifle safely, and complete safety program (Ex. Mitchell Van Patten)

- Anybody can shoot in The American Legion post clubs
- Someone who has the desire and willingness to learn and practice to be the best Competition Shooter they can be!

Post Responsibility

- Sponsorship
- Set up a Committee
- By-laws change for the post
- By-laws for the club
  - Example in The American Legion Junior Shooting Sports Adult Leader Manual
- Approval of club and Coaches
- Checking club and report back to the post
  - Keep the post involved
- Raising Funds
- Supporting Club
- Need Role Models for the Kids
  - Shooters need to know who The American Legion is, and the post they are affiliated with
- Training the Post and Community about Junior Shooting Sports
- Name your post team
- Choose your team leader, coaches
  - Most difficult thing is finding a coach, need two or more per club
  - Burnout a problem for coaches
- Train your leaders, and coaches
- Coaches must be certified in a reasonable time.
  - JROTC has training online (give you the basics)
  - Boy scouts have training available too
  - NRA website has training classes available

Needs for a club

- Organization, Legion, gun club, Jr. ROTC program
- Coaches
- Coaching Materials
- Handbook
  - Student handbook available for download and print via http://www.legion.org/shooting/resources
  - Adult Leader Manual available for download and print via http://www.legion.org/shooting/resources
- Gun Safety
- Building for a range
• 4 feet wide lanes and 50 feet Long
• Floor mat, Kneeling role
• Targets, and target traps
• Spotting scopes (unless electronic scoring)
• .177 Cal. Air Rifle
• Hearing Protection

• Eye Protection, and some other equipment
  o Kids can help raise money for equipment
  o Fundraisers (ex. Air gun show)
  o Can ask ROTC for older equipment

Rifles (Approved for competition)
• Air Force Air Guns Edge
• Crossman CH 2000, Crossman CH 2009
• Daisy M853/753/953/853CM
• Daisy 888/887
• Daisy XSV40 Valiant
• Air Arms T200

Club Responsibility
• Form the club
• Elect officers such as President, Vice President, Secretary
• Let them run the club
• Set rules with team leaders and coaches
• Raise funds for the club.
• Become an American Legion Shooting Club (Most Important)
• Affiliate with other programs, like NRA, CMP, and USA shooting Sports

Suppliers
• The American Legion – Shooters Manual Coaches and Admin Manuals
  o Great manual to setup club
• Targets, traps, Speedwell 1-800-243-8274
  o Also Orion targets
  o Also Krueger targets
• CMP Web - odcmp.com - National Standard Three-Position Air Rifle Rules
• USA Shooting Sports
• NRA Marksmanship Qualification Program
• Champion’s Choice, other items
• Avanti, Daisy, Crossman, Edge for rifles
  o Most have packages for starting a club
Common Questions

- How long to start a club?
  - Depend on what you want do. Took Loren about 1 ½ years

- How many kids do we need?
  - Started with 3, took 2 weeks to get to 8 shooters. Once word got out had over 20 shooters

- How many coaches do we need?
  - Minimal of 3, need about 8 helpers

- What’s the Cost?
  - About $400-$500 per rifle

- How big is the Shooting Lane?
  - Can do it at post home

Introduction of Mike Theimer (USA Shooting) – PNC David Rehbein

“Michael started shooting competitively at Rider high school JROTC and at Midwestern State University (MSU) ROTC in his home town of Wichita Falls, TX. He was the ‘top gun’ and team captain in his senior class years at both schools. He was awarded an Army ROTC scholarship and was named MSU Distinguished ROTC Student and Distinguished ROTC Graduate. Michael was commissioned a 2nd Lt in 1972 and was assigned to the US Army Marksmanship Unit (USAMU) following his Infantry Officer Basic Course in October of 1972. He was assigned as the Officer In Charge of the USAMU Running Target Team (’72-’76). In 1973 he competed in the First Championships of the Americas in Mexico City winning individual gold in the Running Target Olympic runs and a silver medal in the Running Target Mixed runs event. This earned him the United States International Distinguished Shooters badge (#166).

This was followed over the next several years with nine US National Championship titles and competing in the 1976 Olympic Games in Montreal Canada. When President Carter boycotted the 1980 Olympic Games, Michael retired from Olympic shooting and began his corporate career after completing his MBA at MSU. In September 2010 he was hired as the USA Shooting Youth Programs Manager and today is now developing the first USAS Coach Academy for Olympic shooting sports. In his words, “I have my second best dream job. My best dream job was shooting Running Target at the USAMU.” He lives in Woodland Park, Colorado with his wife, three grandkids, daughter and son-in-law.”

Youth Program and Coach Academy – Michael Theimer (USA Shooting)

“One of the things I do, every two years on the odd year, is hold the Bi-Annual Coach Conference. We held the Bi-Annual Coach Conference this year 2015. This is the presentation that I did at the conference. Basically what I do is give an overview of where our youth programs are going, and what we are doing next. A Coach takes and athlete where they cannot go by themselves. When I started this back in 2010 I was given three events that I was in charge of for youth programs. I talked about on several occasions over the last couple of years, that
there is no way I can grow youth programs without you guys out there starting these programs and coaching these kids. The bottom line is I can travel around the world and work with hundreds of kids. However if I travel and work with hundreds of coaches, and those coaches work with 10 to 20 kids each, I have reached six thousand kids instead of six hundred. The bottom line is, coaches are the multipliers. The coaches are where we are focusing youth programs. I can’t grow youth programs without coaches who are educated on the ground working with these kids.”

**Partnership**
- NRA – PPP Nationals and NRA Airgun Nationals
- ACUI – BJ McDaniel Collegiate Shotgun Camp
- SCTP – May and August camps and Nationals
- CMP – JO 3PAR Nationals
- American Legion – 3PAR Nationals
- Arkansas Game & Fish – shotgun camp
- Orion – National PPP League

**Junior Olympic Squad – rifle/pistol/shotgun**
- Shotgun was the first
- Pistol JO Squad selected in 2014
- Rifle JO Squad selected in 2015

**Shooting Sports is committed to safe sport**
- USAS Safe Sport required training USAS staff, coaches, athletes, volunteers
- Renew training every two years with background check
- Generic Safe Sport training course for clubs and allied organizations
- USOC Safe Sport training available
- Safe Sport policy and training protects your athletes, coaches and your club – it only takes one multi $million lawsuit to destroy your reputation and club

**Certified Training Centers**
- Extension of USA Shooting
  - Centers of Excellence
  - Local youth programs
  - Visiting athletes & coaches
  - USAS Team alternate training sites
- Coach and athlete development
  - USAS sponsored 11 coach courses and/or JODCs in 2015
- Olympic athlete pipeline (JO Squad, NJT, NDT, NT)
  - A primary requirement and measurement
  - Local and/or visiting athletes

**Coach Development**
Not enough depth in Olympic shooting coach pool
  - Coaches are the multipliers
  - Continuity for current successful programs
  - Educated and trained coaches for start ups
  - Future National and National Assistant Coaches

Not enough women coaches in shooting sports
  - First USAS ‘All Women Coaches Clinic’ – Sept 2014
  - Shooting Sports Coach Association

Lack of a specialized Olympic shooting coach education and training program
  - USAS Coach Academy – in development
  - Future audience to include athletes, parents, volunteers

Mission Statement and Goals
The mission of the USA Shooting Coach Academy is to build a future pipeline of trained coaches in the Olympic shooting sports by providing an easy to access, standardized, quality coach education program of proven practices, knowledge base, network of content experts/mentors and quality coach instructors.

Coach Academy Goals
- Increase the number and quality of coaches (both men and women) in Olympic shooting sports
- Establish coach training standards
- Develop a progressive coach training program
- Increase the number of advanced and high performance level coaches
- Providing a defined coach career path
- Increase the number of women coaches and athletes in the Olympic shooting sports.
- Be recognized as the model for coach education in Olympic shooting sports.
- Be recognized at the leader in Safe Sport policy and training for the shooting sports

Benefits of the USAS Coach Academy
- Access to the best coach education and content experts in Olympic style shooting sports.
- Gain the skills and knowledge necessary to develop future Olympians.
- Improves image and credibility of youth shooting programs for a club, school or university.
- Help enable club athletes win medals for themselves and their club, school, university and win USAS team slots at some point in the future (NJT, NDT, NT)
- Join a family of other Olympic oriented coaches and athletes.

USAS Coach Career Path
- NRA Level 1 (basic entry level) with ASEP and First Aid or NRA Level 2 Coach Certification
- Advanced Coach designation
- High Performance Coach designation
- Master Coach designation
  - USAS National Coaches
  - USAS National Assistant Coaches
  - CTC coaches who produce USAS team athletes
- Master Coach Academy Instructor
  - USAS National Coaches
  - USAS National Assistant Coaches
  - Instructor trained High Performance level coaches

Program Description
- Current coach curriculums
  - Advanced Coach
  - High Performance Coach
- Prerequisite course study via online training courses available 24/7
- Hands on ground course (possibly combined with..)
- Co-coach a JODC

Prerequisites
- Prerequisites will be online courses that are ‘content’/information oriented
- Foundational content is necessary for ‘ground course’ discussions and hands on learning
- Prerequisite courses provide a common language and understanding prior to taking the ground courses

Ground Courses
- Live, on the range and classroom instructional opportunities that will provide hands on learning and group discussions on specific prerequisite topics that require more in depth learning.
- Pre-scheduled each year at specific locations.
  - USAS Certified Training Centers
  - USAMU/Ft Benning
  - Olympic Training Center

Learning Management System – ePath
- Short List of ePath LMS Benefits
  - Online course development to include audio and video capabilities
  - Provides numerous interactive tools for online course development
  - Courses identified/categorized by discipline and level designation
  - Courses can be required or optional for a coach curricula (e.g. advanced or high performance.)

Coach Academy Course Fees
Most online courses will require paying a small one time fee to take the course - from $10 to $30.
Ground course registration fees will be in the $200 - $300 range depending on the venue location, hosting costs and travel costs for the Master Instructors.
The ‘practicum’ registration fee – coaching a junior development camp - will be approximately $100 (may be included in ground course fee if running JODC during the ground course).
A coach attending the ground course and practicum will have to pay their own travel expenses to attend, plus the registration fee.
We will make every effort to find donors/sponsors for these special events to keep costs as low as possible.

How does it work?
- You will find information and two links:
  - The ecommerce site to look through available courses and purchase courses
  - ePath LMS where the courses are accessed
- Take one course or sign up for the coach programs
- We will encourage anyone from anywhere in the world to purchase our coach courses
- Only US citizens and USAS members can sign up for the Advanced or High Performance Coach programs and receive the designation/title
- The ecommerce transaction will create an ePath LMS user account and take them directly into ePath to access the course
- After the first purchase, they will be able to take courses and view courses that they have completed, courses that they would like to take, and required online courses for one of the coach programs
- We understand that there are coaches who maybe “technology challenged” and will be hesitant to take online courses, but we will make every effort to make this process as simple as possible

In Closing
- The online courses are being created using ePath tools to keep the development and maintenance costs as low as possible but deliver quality content
- We do not need a ‘cadillac’ LMS. We just need to provide quality content
- We will be updating courses. Those updates will occur immediately upon republishing the online course
- Once you have paid for a course, you will be able to go back and access it as many times as you like
- Our content experts will be reviewing all course content on a periodic basis
2016 Postal & National Finals Planning – Shayne Abrahams

The 26th Annual Junior 3-Position Air Rifle National Championship will be held at the USA Shooting Range Facilities at the Olympic Training Center, Colorado Springs, July 19-23, 2016. The national champions in both categories receive $5,000 college scholarships generously donated by the Sons of The American Legion and The American Legion. The overall 2nd place champions of both categories will receive a $1000 scholarship donated by The American Legion Auxiliary. The 2016 Postal match is expected to go live November 1, 2015

Recess

The conference recessed at 4:00 p.m.

Sunday, September 20, 2015
Ohio Room, Sheraton Indianapolis City Centre Hotel

Following Patriotic Memorial Service and continental breakfast, Conference Chairman Rehbein called the Sunday session to order at 9:00 a.m.

Conference Action Items & Staff Follow-up – PNC David Rehbein

- Revise the affiliation process to eliminate inactive clubs
- Department Chairmen will eliminate clubs that are no longer active on department affiliated club list
- Department Chairmen will email mevans@legion.org for any changes on affiliated club list and department chairman contact sheet
- Mishelle will check with emblem sales for JSSP tack available for sale
- Conference meeting minutes and PowerPoints will be posted on www.legion.org
- What Department Chairmen would like to see for next year conference:
  - Grant writing
  - Crossman display rifle
  - CMP presentation
  - Friends of the NRA presentation
- Possible adding How to videos to website

With no other business to come before the group, Ida Jewell gave the Benediction and following a salute to the flag of our country, the meeting adjourned at 10:00 a.m.