

# CERTIFICATION FOLLOW-UP OF USA SHOOTING

## Executive Summary

In December 2024, the United States Olympic and Paralympic Committee (USOPC) Board of Directors renewed the certification of USA Shooting as a National Governing Body (NGB) with a status of Renewal with Conditions. In accordance with the CRG's recommendation ratified by the USOPC Board of Directors, USA Shooting had until September 30, 2025 to fulfill the conditions of certification outlined in the conditional certification report. After this deadline, the CRG evaluated the NGB's progress and now provides this updated recommendation to the USOPC Board of Directors.

As a result of USA Shooting's action to meet the conditions outlined in the December 2024 conditional certification, the CRG recommends that USA Shooting's certification status be upgraded to Renewal in Good Standing for its certification term. The details of the CRG's supplemental review are included in the following report.

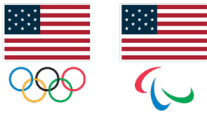
## NGB Certification Overview

### NGB Certification History

The CRG began a certification renewal review of USA Shooting in late 2023, based on the USOPC's quadrennial certification renewal schedule. The CRG paused its renewal review as a result of broader organizational work being conducted with USA Shooting to ensure the sustainability of the NGB, before resuming the review in Q3 2024. As a result of its review, the CRG recommended that USA Shooting be certified with a status of Renewal with Conditions. The USOPC Board of Directors accepted this recommendation on December 12, 2024. The ratification of the Renewal with Conditions status began a remediation period for USA Shooting to resolve the conditions the CRG put in place for its certification

renewal. USA Shooting's remediation period ran through September 30, 2025.

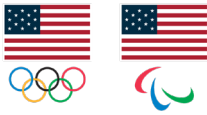
NGB Certification History	
Renewal in Good Standing	December 2025
Renewal with Conditions	December 2024



## Certification Conditions

USA Shooting's Renewal with Conditions certification was contingent on the completion of the following conditions:

Associated Compliance Standard / Reason		Condition	Assessment
<b>A.1 b</b>	Athlete Representation	USA Shooting must ensure all Designated Committees are populated in accordance with athlete representation requirements.	Submit to USOPC Audit department follow-up testing to confirm that Designated Committees have been populated appropriately.
<b>A.1 c</b>	Independent and Affiliate Representation	USA Shooting must revise its bylaws to meet requirements for Independent and Affiliate Representation.	Revise and approve bylaws that appropriately incorporate required independent and affiliate representation.
<b>A.3 a</b>	Athlete Advisory Council	USA Shooting must establish an internal AAC in accordance with outlined requirements.	Provide evidence that an internal AAC has been established.
<b>A.4 b</b>	Board Development	USA Shooting must comply with board development requirements, including completing a CEO review, setting CEO performance goals, completing the USOPC Board Performance Assessment, and completing a review of the results of the Board Performance Assessment.	Provide evidence of the completed board development activities to the USOPC Audit department.
<b>A.6 b</b>	Conflict of Interest Policy	USA Shooting must demonstrate that the organization has successfully executed its conflict of interest process, including reviewing conflict disclosures and providing management direction letters where applicable.	Submit to USOPC Audit department follow-up testing to confirm successful execution of the conflicts of interest disclosure and mitigation processes.
<b>B.1 b</b>	Financial Reporting to Board	USA Shooting must provide evidence that quarterly financial reports are being made to its Board of Directors at quarterly meetings.	Provide evidence that the board of directors is receiving financial reports at each quarterly meeting during the remediation period.
<b>B.2 a</b>	USOPC Funding	USA Shooting must timely submit its 2025 Mid-Year Grant Report to the USOPC and successfully demonstrate its compliance with its funding schedule.	Submit the 2025 Mid-Year Grant Report to the Sport Operations team by the deadline.
<b>B.3 d</b>	Financial Documentation	USA Shooting must develop a board-approved 2025 budget that accounts for its	Submit the board-approved FY2025 budget by the deadline.



		staffing plan and relies solely on guaranteed funding sources by the January 31, 2025 deadline of the NGB Compliance Standards.	
<b>C.2 a</b>	USOPC Athlete Safety Requirements	USA Shooting must demonstrate, through testing conducted by the NGB Audit team, that it is successfully executing its background check policy.	Submit to USOPC Audit department follow-up testing to confirm successful execution of the background check processes.
<b>E.4 a &amp; b</b>	Complaint Resolution and Hearing Procedures	USA Shooting must publish revised grievance procedures that meet the requirements of the NGB Compliance Standards.	Revise grievance procedures to include all elements required by the NGB Compliance Standards.
<b>E.6 a</b>	Strategic Planning	USA Shooting must provide evidence of a strategic plan that includes success measures and key performance indicators that can be tracked and validated. USA Shooting must also develop a High-Performance Plan and Organizational Staffing Plan.	Submit an approved strategic plan, high-performance plan, and organizational staffing plan to the designated USOPC departments during the remediation period.

## NGB Actions Taken

### Remediation Actions

USA Shooting executed all remediation work to fulfill the conditions of its certification. The USOPC's Audit department reviewed and tested USA Shooting's remedial actions and validated execution in line with the NGB Compliance Standards to resolve the related audit findings. While some audit findings remain open, the Audit department has determined that they are not high-risk and that the organization has made sufficient progress to satisfy all conditions of certification.

## Conclusion

Based on the remediation actions detailed above, the CRG concludes that USA Shooting has resolved the conditions of its previous Renewal with Conditions certification. USA Shooting completed outlined requirements and there are no additional outstanding areas of concern affecting its certification status at this time. Accordingly, the CRG recommends that USA Shooting's certification status be upgraded from Renewal with Conditions to Renewal in Good Standing for its current certification term.