

MINUTES
EXECUTIVE COMMITTEE CONFERENCE CALL

Tuesday, January 11, 2022
5:00 p.m. Mountain Time

Present:

Bruce Baumgartner, President, Chairman
Joan Fulp, 2nd Vice President
Kerry McCoy, Secretary
Van Stokes, Treasurer
Veronica Carlson
Mike Juby
Mike Macchiavello
Nate Engel
John Stefanowicz
Rob Cate
Steven Thorpe
James Ravannack, Immediate Past President
Rich Bender, Executive Director, ex-officio
Les Gutches, Associate Executive Director for Programs and Strategy
Gary Abbott, Director of Communications
Laura Peeters, General Counsel
Tony Black, State Services Director
Cody Bickley, National Team High Performance Manager
Shannon Daugherty, Men's Freestyle and RTC Coordinator
Morgan Rabine, Manager of Corporate Partnerships

Absent:

Craig LaMont
Mallory Velte
Stan Dziedzic, United World Wrestling

1. WELCOME

President Bruce Baumgartner welcomed the committee and wished them Happy New Year. He welcomed the two new members, Nate Engel and Mallory Velte.

2. APPROVAL OF THE NOVEMBER 10, 2021 MINUTES

Motion to approve the December 14, 2021 minutes, with correction of an inaccurate header, made by Veronica. Second by Joan Fulp. Approved.

3. PRESIDENT'S UPDATE

Bruce Baumgartner reported that he was at USA Wrestling headquarters the previous week for the staff holiday gathering, as well as a series of productive meetings. He had a Zoom call with David Patterson and Holly Shick of the USOPC, who informed him that USA Wrestling was one of the most progressive NGBs in regards to governance.

He announced a new membership price ad-hoc committee, featuring Les Gutches as chair, with Tony Black, Don Reynolds, Van Stokes, Steve Thorpe and Joan Fulp, plus three members assigned by the Athlete Advisory Committee. The group will study what other NGBs do in regards to pricing, and assess the value of a USA Wrestling membership.

He also noted that Megan Ball would begin her staff position as Executive Assistant for USA Wrestling next week, and that she would be working closely with the Executive Committee moving forward.

4. EXECUTIVE DIRECTOR REPORT

Rich Bender thanked Bruce Baumgartner for coming the staff holiday gathering. He noted that USA Wrestling's strong governance is the result of its Executive Committee's leadership. He gave a year-end report for 2021, noting highlights in terms of membership, international performance, events, fundraising, COVID-19 response, connectivity, relevancy and other areas. He noted that USA Wrestling has been able to have one of its best years, in spite of the challenges caused by the pandemic.

Rich Bender attended the USOPC Board meeting on the second week of December. The USA is working hard to get its team to the 2022 Beijing Olympics, with optimism about the team's potential performance there. He reported that the USOPC will submit Salt Lake City as a candidate to host the 2030 Olympic Games. He has also been assigned to a committee that will nominate a person to be the next USOPC President.

He explained some challenges with the USA vs. Iran freestyle dual meet, which is part of the Bout at the Ballpark in Arlington, Texas on February 12. He noted that all three Senior National Teams were currently in training camps, and that winter tours are being set for each team. He also noted the openings for Assistant National Coach positions, with the departure of Kevin Jackson to Michigan and Clarissa Chun to Iowa.

Rich Bender also noted that the USOPC had decided to extend the current Digital Marketing Agreement for NGBs through 2022. USA Wrestling will be in line for a \$300,000 payment for its website content in the agreement. Because USA Wrestling had not planned to remain on the platform in 2022, this will provide additional revenue above the approved budget.

5. FINANCIAL UPDATE

Van Stokes noted that USA Wrestling was already 4.5 months into the 2021-22 fiscal year and was on solid footing. He noted that performance through December 1 was above budget, with more revenue than budgeted and less expense. He noted that 73% of the budgeted membership income for the fiscal year had already been realized, and that membership was trending very well. He said the organization should be cautiously aware, as nobody knows the situation with the COVID-19 pandemic in the upcoming months. The next meeting is scheduled for January 31.

6. TEAM SELECTION CRITERIA

Cody Bickley presented Team Selection Criteria for men's freestyle and Greco-Roman at the following age-group levels (U15, U17, U20 and U23), explaining that the women's freestyle meeting will be held in a day and were not included in the procedures proposals being submitted. He gave a full outline about where and when the qualifying events would be hosted this year in each age division, as well as some of the philosophy behind the decisions in formulating the criteria. He noted that for the U23 level, as a way to set our strongest teams, the first criteria for selection would include Age Eligible Senior National Team members. Kerry McCoy noted that there is bigger buy-in from college coaches when we field our best team. Cody Bickley noted the medal percentage over four years at the U23 Worlds were Men's Freestyle (23%), Women's Freestyle (15%) and Greco-Roman (0%).

Motion to accept all of the Trials Procedures by Van Stokes, second by Veronica Carlson.
Approved.

7. ATHLETE ADVISORY COMMITTEE UPDATE

Bruce Baumgartner thanked Veronica Carlson and the AAC for populating USA Wrestling committees with athletes. Veronica Carlson said activities ahead would include on-boarding the athlete representatives and working on a communication system.

8. D, E & I COMMITTEE

Kerry McCoy noted that on their most recent call, they met with Mitra Rucker of the USOPC, who gave them an update on their focus concerning diversity. He noted that one of the staff liaisons to the committee, Clarissa Chun, has left after taking the job at Iowa as women's coach. He noted that the committee had settled upon a core content plan for monthly celebrations. He noted that D,E & I education was recently done at the staff level, and the committee hoped to expand that to many parts of the organization. He also noted that the committee was collaborating with the Big Ten Conference, which is the top college wrestling conference in the nation.

9. SAFE SPORT UPDATE

Laura Peeters reported that USA Wrestling would undergo a U.S. Center for Safe Sport administrative audit at the end of February. There would be a meeting with the Center shortly about this. She also noted that USA Wrestling was still challenging the Center about how it counts cases with USA Wrestling, which is putting the organization in a “high use” category.

10. INDEPENDENT DIRECTOR

Bruce Baumgartner said that there will be a review of the applicants for the Independent Director position on the Board of Directors starting on January 13. They will vet to applicants to see which are eligible based upon USOPC standards. The thought is to have the Governance Committee review them, and the Executive Committee to get it down to one or a few candidates to present to the Board of Directors for vote. The plan is to have the vote at the end of February or in early March.

11. IN-PERSON EXECUTIVE COMMITTEE MEETING/ BOARD APPOINTMENTS

Bruce Baumgartner presented some options for the In-Person Executive Committee meeting and collected feedback. He is asking the Executive Committee to give their thoughts on three weekends in March (12th, 19th, 26th) and then will work with staff to finalize the date and location.

He also discussed his thoughts on his selection of two Board seats, one to fill the vacant position held by the late Greg Strobel, as well as the First Vice President officer position, which became vacant after Mark Reiland passed away. He shared his thoughts on some options for each position, but decided not to finalize his selection at this time. He will continue collecting input from the Executive Committee.

12. NEW BUSINESS

There was no New Business to discuss.

Bruce Baumgartner called for an Executive Session to discuss Executive Director evaluation process.

Meeting adjourned at 6:18 p.m.