

MINUTES
EXECUTIVE COMMITTEE CONFERENCE CALL

Wednesday, December 14, 2021
5:00 p.m. Mountain Time

Present:

Bruce Baumgartner, President, Chairman
Joan Fulp, 2nd Vice President
Kerry McCoy, Secretary
Veronica Carlson
Mike Juby
Mike Macchiavello
Nate Engel
John Stefanowicz
Rob Cate
Craig LaMont
Steven Thorpe
Rich Bender, Executive Director, ex-officio
Les Gutches, Associate Executive Director for Programs and Strategy
Gary Abbott, Director of Communications
Laura Peeters, General Counsel
Steve Fraser, Chief of Donor and Alumni Relations
Tony Black, State Services Director

Absent:

Van Stokes, Treasurer
Mallory Velte
James Ravannack, Immediate Past President
Stan Dziedzic, United World Wrestling

1. WELCOME

President Bruce Baumgartner reported with heavy heart the passing of Mark Reiland, the organization's First Vice President and long-time leader. He talked about all of great things that Mark had done for USA Wrestling and the sport, and that he could not be replaced. He also noted that at some point soon, there would be a review of procedures to replace the First Vice President as well as his role on the Junior Olympic Wrestling Committee.

Bruce Baumgartner also introduced two new athletes to serve on the Executive Committee, Nate Engel and Mallory Velte, and welcomed them on behalf of the Board. With the changes in the USA Wrestling by-laws, which includes a 33% athlete level, two more athletes have been added to the Executive Committee. The USA Wrestling Board would now be 45 members, and the Executive Committee 15 members. The Board meets once a year, and the Executive Committee meets monthly, generally on the first Tuesday of each month, he explained to the new members,

and provided some additional information. Nate Engel expressed his excitement on joining the committee.

2. APPROVAL OF THE NOVEMBER 10, 2021 MINUTES

Motion to approve the November 10, 2021 minutes by Rob Cate. Second by Joan Fulp. Approved.

3. EXECUTIVE DIRECTOR UPDATE

Rich Bender expressed his condolences on the passing of Mark Reiland and noted that he was one of the most dedicated and hardest working volunteers in USA Wrestling history. He noted that USA Wrestling will help honor Mark and his legacy in ways to be determined.

Rich Bender noted that the national staff was in its year-end process, which includes employees reviews. He noted that November 2021 was a monumental month financially for the organization, with \$1.7 million in revenue, which shattered the previous record for a month. He praised the Executive Committee and the state leadership for their efforts to bring about this positive result.

He noted the success of U.S. athletes at the Junior Pan American Games in Cali, Colombia, and noted that the sport is moving forward with club programs, sanctioned events and the national schedule. He noted a new hire for the organization, Executive Assistant Megan Ball, who will start in January, and will be assigned to serving the Board and Executive Committee. He also noted that there will be two coaching positions being filled, with the departure of Kevin Jackson and Clarissa Chun. Efforts are being made on job descriptions and hiring process in finance and marketing.

He noted that USA Wrestling was in the process of nominating U.S. individuals for positions on UWW Committees and Councils, as UWW was taking nominations for most of these groups. He also noted that the U.S. Olympic & Paralympic Training Center (USOPTC) was open, and its resources available, with requirement of vaccination or specific rules for the unvaccinated. USA Wrestling will be moving forward with its regular programs at the USOPTC. Staff answered additional questions regarding the vaccination status of the National Team and the USOPTC protocols.

4. FINANCE COMMITTEE UPDATE

Les Gutches noted that Treasurer Van Stokes was unable to attend this meeting. He reported on the most recent Finance Committee call, which reviewed the September financial statements. He noted that the membership revenue has been coming in ahead of the budget, and that the expectation is that may continue in the next few months. He reported that USA Wrestling has submitted for forgiveness from the second PPP loan and is also working to maximize the revenue to the organization from the employment retention credit program. He also noted that the annual 990 report was on track to meet its January 15 deadline.

Les Gutches explained the status of the National Team stipend program, and how USA Wrestling will support the entire National Team formed by the Olympic Trials, as well as winners from the World Team Trials. This was reflected in the new National Team contract.

Additional discussion was held on plan for training athletes who choose not to utilize the USOPTC. Rich Bender noted that USA Wrestling will work with all of the National Team, and will be creative in providing that service. Les Gutches explained the extensive financial support that USA Wrestling receives through its approved use of the USOPTC and that USA Wrestling planned to use all of the support provided in that area from the USOPC.

5. ATHLETE ADVISORY COMMITTEE UPDATE

Veronica Carlson said the AAC was pleased about the addition of Nate Engel and Mallory Velte to the Executive Committee. She reported that the AAC had held its At-Large elections, and that the new members had been added to the AAC Board. Jon Stefanowicz reported that the AAC planned to make all of its committee assignments by December 31.

6. D, E & I COMMITTEE UPDATE

Kerry McCoy reported that the D, E & I Committee had spent much time since its inception on external issues, and will now be looking at the internal environment with USA Wrestling. The goal is to figure out how to enlarge the pool of a diverse population at all levels of the organization. There will be a plan developed for diversity training for the organization. The committee continues to stay in connection with partners including FloWrestling and the National Wrestling Hall of Fame. He also noted that there will be a focus for the committee to do more work through subcommittees in 2022.

7. SAFE SPORT UPDATE

Laura Peeters noted that there was a fair amount of activity in the Safe Sport space recently. She noted that USA Wrestling would be posting its new Minor Athlete Abuse Prevention Policy (MAAPP) by the end of the month. Due to USOPC changes, USA Wrestling's Safe Sport Policy will need some updating.

Rob Cate asked if the recent settlement of the Nasser case with the USOPC/USA Gymnastics would have any impact on USA Wrestling. Rich Bender said that the USPOC has told the NGBs that its financial obligations from that settlement would not cause any financial impact on support for NGBs, and it was their plan that it won't impact athletes, either. Les Gutches noted that it could impact future premium costs for insurance.

Laura Peeters reported that there will be no Safe Sport event audit of USA Wrestling in 2022, but there will be an administrative audit.

8. INDEPENDENT DIRECTOR

Bruce Baumgartner has worked with Laura Peeters on creating a position announcement for the new Independent Director position for USA Wrestling's Board of Directors. He said once it is ready, it will be advertised through a variety of available channels. There will be a request for a letter of interest and a resume, with the goal of beginning review in early January. This will be vetted by the Governance Committee, and the goal is to be able to discuss specific names with the Executive Committee at the end of the month. His goal is for the Executive Committee to make a recommendation on an Independent Director by February 12. A special Board of Directors meeting would then be held for a vote on this position.

Bruce Baumgartner noted that he had been working on a replacement for the open Board position after the passing of Greg Strobel. The goal is to have that person in place by February 12.

9. IN-PERSON EXECUTIVE COMMITTEE MEETING

The Committee discussed a number of possibilities for the annual In-Person Executive Committee meeting. A proposal to host the meeting alongside the Bout in the Ballpark in Texas in February was not possible for a number of committee members. Bruce Baumgartner said he will work with Rich Bender and staff to come back with additional options which he will share with the rest of the committee to review, in order to get a decision made.

10. NEW BUSINESS

Tony Black reported that Mike Juby would participate in an interview on an upcoming USA Wrestling staff meeting, and that he would be asking other Executive Committee members to be part of a future staff meeting.

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

Meeting adjourned at 6:07 p.m.