

**MINUTES**  
**EXECUTIVE COMMITTEE CONFERENCE CALL**

Tuesday, September 14, 2021  
6:00 p.m. Mountain Time

**Present:**

Bruce Baumgartner, President, Chairman  
Mark Reiland, 1<sup>st</sup> Vice President  
Joan Fulp, 2<sup>nd</sup> Vice President  
Kerry McCoy, Secretary  
Van Stokes, Treasurer  
Veronica Carlson  
Craig LaMont  
Mike Juby  
John Stefanowicz  
Steven Thorpe  
Mike Macchiavello  
Rob Cate  
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

**Absent:**

Stan Dziedzic, United World Wrestling

**1. WELCOME**

Bruce Baumgartner welcomed the Executive Committee members after doing roll call.

**2. APPROVAL OF THE JULY 13, 2021 MINUTES**

Motion to approve the July 13, 2021 minutes made by Mark Reiland. Second by Jim Ravannack. Approved.

**3. PRESIDENT'S UPDATE**

Bruce Baumgartner reported that he had attended the memorial service for Greg Strobel, which was a very nice event. It will be a very busy time in the next few months. He will attend the Big Check Ceremony for the Living the Dream Medal Fund in New York City on September 23, then attend the Senior Worlds in Oslo, Norway in early October, as well as the U23 Worlds in Belgrade, Serbia in November. He asked all members, if they feel there is a conflict of interest over any topics discussed to state them before the topics come up.

#### **4. EXECUTIVE DIRECTOR UPDATE/WORLD TEAM TRIALS UPDATE/WORLD CHAMPIONSHIPS UPDATE**

Rich Bender reported on staff situation, with the hiring of Richard Razo in the Events Department. The opening in Communications is close to being filled, and applications are being solicited for the Executive Assistant position. The staff had a retreat at Top Golf recently, to rewind after busy summer including Olympic Games. Upcoming activities include the USOPC Board meeting, the Big Check Presentation in New York, the USOPC Best Practices seminar in Atlanta, the UWW Technical Commission meeting in Oslo and the UWW General Assembly in Belgrade.

The World Team Trials was a great event, a win for the organization and sport in Lincoln, The U.S. will have a strong team for the World Championships, formed with a quick turnaround from the Olympics. All three teams will train at The Edge in Hoboken, N.J., then leave for Oslo, men's freestyle, then women's freestyle then Greco-Roman in that order. New team leaders Rich Tavoso (FS) and Josh Weintraub (GR) will attend. The World Championships have COVID restrictions and requirements. Those not with the delegation would have a 10-day quarantine. The delegations must bring a negative test result, test upon arrival, and test three straight days while restricted to just hotel and arena. They will also need a negative test result to go home.

The U.S. team has momentum going into Oslo. The USA has won 34 World/Olympic medals to date, and the previous record in 36. The Senior Worlds and U23 Worlds are still ahead. The USA women won the Junior and Cadet World titles this year.

#### **5. FINANCIAL UPDATE**

Van Stokes reported that the Finance Committee has not met yet, now that the organization is 14 days into the new 2021-22 fiscal year. The Finance Department is wrapping up the 2020-21 fiscal year now, and expect no surprises. The new budget is currently being spread by month, and plans are being made for the annual audit.

Les Gutches reported that the last two months of the fiscal year was showing that the projections should hold true. The staff is working on the Employment Retention Tax Credit (ERTC) at this time, as well as getting forgiveness of the second PPP loan.

#### **6. D, E & I COMMITTEE UPDATE**

Kerry McCoy reported that the committee has been very busy, and had a call the previous week. It is Hispanic Heritage Month. Things to watch include a Div. I wrestling program expected at a HBCU (Historically Black Colleges and Universities) soon. Next up for the committee work is formulating its education program. A letter is being sent to members requesting that they complete the demographic survey, which is anonymous and run through the USA Wrestling membership system.

## **7. ATHLETE ADVISORY COMMITTEE UPDATE**

Veronica Carlson noted that solicitation for Athlete At Large members was delayed, with responses expected by September 20. Members will be elected in October. Veronica Carlson and John Stefanowicz have been working with Mike Clayton and Jen Baldwin from the Greg Strobel Leadership Academy to create the Athlete Leader of the Year Award.

## **8. SAFE SPORT UPDATE**

Laura Peeters noted that Conflict of Interest forms are being formatted for electronic signatures and will be distributed within the organization in a few days.

She noted that USA Wrestling received its event audit from the U.S. Center for Safe Sport, and it was overall very well. There will be responses on a few small issues. The USA Wrestling membership system's capabilities are better than other NGBs in managing this program. Peeters explained some specifics regarding some improvements needed.

## **9. BOARD OF DIRECTORS VACANCIES**

Bruce Baumgartner noted that there must be a special election for an at-large Independent Director by March 30. Nominations are being accepted by Bruce Baumgartner and Rich Bender for possibilities for this position. The USOPC also has a list of vetted independent director options for NGBs. These people must meet specific qualifications. USA Wrestling hopes to have a recommendation to consider in October.

There is also a Board position held by the late Greg Strobel which must be filled. Bruce Baumgartner will select a person for this, and bring this choice to the Executive Committee for approval. Baumgartner is also open to suggestions for this position.

The committee members discussed the merits of considering the USOPC vetted Independent Director candidates.

## **10. NEW BUSINESS**

No new business was introduced to the committee

Meeting adjourned at 5:51 p.m.