

USA Wrestling
2022 Annual Board of Directors Meeting

Minutes

Friday, August 12, 2022

Board Members Present:

Bruce Baumgartner, President, Chairman
Herb House, First Vice President
Joan Fulp, Second Vice President
Kerry McCoy, Secretary
Van Stokes, Treasurer
Sam Barber
Veronica Carlson
Rob Cate
James Considine
Adeline Gray
Scott Kluever
Craig LaMont
Mike Moyer
Max Nowry
James Ravannack
Don Reynolds
Sally Roberts
Katherine Shai
Iris Smith
Lee Roy Smith
Robert Smith
John Stefanowicz
Angie Taylor
Steve Thorpe

Board Members Attending Online:

Zac Dominguez
Nate Engel
Dave Foxen
Michael Macchiavello
Joseph McKenna
Nick Heflin
Elizabeth Homrig

Corey Ruff
Mallory Velte

Absent:

Jay Antonelli
Jordan Burroughs
Stan Dziedzic
Anthony Holman
Elliot Hopkins
Sara McMann
Toccara Montgomery
Hardell Moore
Rick Tucci

Staff Members in Attendance:

Rich Bender
Gary Abbott
Megan Ball
Morgan Benham
Cody Bickley
Tony Black
Les Gutches
Christina Hargrove
David Mathews
Laura Peeters
Derek Sikora
Meredith Wilson

The annual in-person meeting of the Board of Directors of USA Wrestling was held Friday and Saturday, August 12-13, 2022, at the Cheyenne Mountain Resort, the President being in the Chair. A quorum was present.

President Baumgartner called the Friday meeting to order at 2:00pm.

By unanimous consent, Zac Dominguez was nominated by Nate Engel for the position of member of the Executive Committee for the upcoming election.

Secretary McCoy read the conflict-of-interest statement. When the question was asked, no member announced that they had a conflict of interest as defined in the statement.

Jim Considine made a motion to approve the minutes, and the motion was adopted with the minutes being approved as corrected.

President Baumgartner gave the President's welcome. He thanked the volunteers, Board members and athletes for all of their hard work. He also recognized Rich Bender and the staff and thanked them for their work. The President took a moment to remember and recognize the loss of Mark Reiland. He also thanked Herbert House for stepping in as interim First Vice President. USA Wrestling did a tremendous job navigating COVID-19, has seen many medals, increased membership growth, increased fundraising, and increased participation in women's wrestling. USA Wrestling continues to grow as an organization and will always try to do better into the future and increased opportunities for future youth.

Executive Director Rich Bender gave the Executive Director's report. The full report was distributed to members. The Men's Freestyle world team took ten athletes to Belgrade, Serbia and won nine medals in an unprecedented performance. The 2023 world championships will likely not be held in Russia, with Budapest or Istanbul as potential alternatives. The USA will bid for the 2027 UWW World Senior Championships and for hosting the men Women's Freestyle World Cup. Executive Director Bender thanked President Baumgartner for leadership and the Executive Committee for their hard work. He thanked the state leaders, Board of Directors, and the families of everyone involved for their help. He thanked the staff and the athletes. Executive Director Bender reviewed how the organization was successful through Covid-19 and the special challenges it created for wrestling concluding that the organization may have just had its best year.

Secretary Kerry McCoy conducted the elections of Officers and Committees with the assistance of Veronica Carlson and Joan Fulp who served as tellers.

A test question was conducted to test the voting software.

Rob Cate nominated Bruce Baumgartner from the floor for President. Nominations were closed by unanimous consent. The vote was conducted by secret ballot and Bruce Baumgartner was elected President.

For Board of Directors Member-at-Large, the following candidates were nominated before the meeting: Larry Colton, Jim Considine, Ronald Dombkowski II, Adam Friedman, Joan Fulp, Samuel Julian, Christopher Kallai, Morgana Landrum, Heather Lawrence, Andrew Nicola, Robert Owens, James Porter, Van Stokes, and Brittany Vo.

The following nominations were made from the floor for Board of Directors Member-at-Large: Craig LaMont nominated Pat Culp, Mike Juby nominated Will Coakley, and Don Reynolds nominated Pat Ream. Robert Smith made a motion to close nominations which was approved unanimously. The vote was taken by secret ballot. The following were elected Members at Large: Joan Fulp, Jim Considine, Heather Lawrence, Pat Ream, Pat Culp, and Van Stokes.

For the office of First Vice President, Kerry McCoy was nominated before the meeting. There were no nominations from the floor. Robert Smith made a motion to close nominations which was approved unanimously. The vote was taken by secret ballot, and Kerry McCoy was elected.

For the office of Second Vice President, Joan Fulp was nominated before the meeting. There were no floor nominations. Steven Thorpe moved to close nominations which was adopted unanimously. A secret ballot was conducted and Joan Fulp was elected Second Vice President.

For the office of Secretary, Van Stokes was nominated before the meeting. There were no nominations from the floor. Mike Juby moved to close nominations which was adopted unanimously. A secret ballot was conducted and Van Stokes was elected Secretary.

For the office of Treasurer, Don Reynolds was nominated before the meeting. There were no nominations from the floor. Jim Considine moved to close nominations which was adopted unanimously. A secret ballot was conducted and Don Reynolds was elected Treasurer.

For the office of at large member of the Executive Committee, Kerry McCoy and Van Stokes were removed from the ballot since they had been elected to other positions. Zac Dominguez was nominated earlier in the meeting from the floor. Iris Smith nominated Sally Roberts. There were no other nominations. Robert Smith moved to close nominations which was adopted by unanimous consent.

A secret ballot was conducted, and Zac Dominguez was elected the at large member of the Executive Committee.

For the election of members of the Governance Committee, Christopher Kallai was nominated before the meeting. Treasurer Van Stokes nominated Robert Smith, Mike Moyer nominated Bill Moyer, and Craig LaMont nominated Will Cokeley from the floor. There were no other nominations from the floor. Robert Smith made a motion to close nominations which was adopted unanimously.

A secret ballot was conducted and Robert Smith, Chris Kallai, and Will Cokeley were elected to the Governance Committee.

The President reminded everyone that they needed to renew their memberships, and complete their annual USA Safe sport training, background checks, conflict of interest disclosure, USOPC onboarding training - how to be a good board member. The portal opens August 22nd to renew membership.

Treasurer Van Stokes and Les Guches gave the Finance Committee report. Van Stokes thanked the members of the committees for being good stewards. They reviewed the audited financial statements with the auditor and conducted an investment review conference with Steve Post of Investment Trust. USA Wrestling obtained complete forgiveness for the 2021 (Second) SBA PPP Loan. The committee reviewed FY2022 internal financial statements and the ten meetings' minutes are posted. The committee reviewed and recommended approval of the Fiscal Year 2023 Proposed Annual operating budget. In 2020 and 2021, there were unfavorable variances in membership revenues due to the covid shutdowns, however, in FY 2022 there was 24% favorable revenue variance. Leadership was the reason why USA Wrestling was able to continue through the storm of the pandemic. There is increasing engagement from many states regarding membership.

USA Wrestling is in a strong position at the end of current fiscal year. Part of the reason is that staff stopped “COLA”, there was a hiring freeze, no new bonuses, and the national leadership made a lot of sacrifices. The President had also put together an ad-hoc committee, chaired by Les Gutes to review the fee structure.

The Fiscal Year 2023 budget was proposed. The expected revenue is \$16,800,569, expected expenditures are \$16,795,400 with \$5,169 revenues over expenditures. That is up from a \$73,642 deficit from 2022. The committee is also looking at negotiating how the insurance costs are managed. The bottom line is that the budget is stable, balanced, and well-managed.

Steve Thorpe made a motion to approve the Fiscal Year 2023 Proposed Budget, which was approved.

The meeting took a recess at 3:25pm.

President Baumgartner called the meeting back to order at 3:41pm. A quorum was present.

Director of Safe Sport and Compliance Laura Peeters gave the Safe Sport and Compliance Report. USOPC NGB certification is a three-month process, with an eighty-page implementation guide. The prediction is that a lot of it will be pushed down to the states. The Independent Board Position was filled by Dr. Angie Taylor. All in attendance were reminded of the board member qualifications: annual USA Wrestling membership, safesport training, background check; annual conflict of interest disclosure, fill out here for questions/assistance, board training, onboarding, USOPC requirements, and new regulations passed by Congress that governing bodies will have to implement.

Secretary Kerry McCoy gave the Diversity, Equity, and Inclusion Report. From October 2020 to July 2022, the committee met frequently to make sure we are creating opportunities for all members and to increase diversity. The Committee met to recognize and work with staff to celebrate diversity in the sport of wrestling by creating multiple social media posts, features, interviews, and elevating other appropriate organizations to celebrate diversity each month. The diversity of the board has increased tremendously but there is still work to do. Further suggestions that were accepted for job posting and hiring practices, intentionally making sure more eyes see the posting and that more individuals should be part of the screening process. In addition, the committee worked to communicate expectations of diversity, equity, and inclusion to USA Wrestling partners. A survey was also conducted to acquire the demographic information of adult USA Wrestling members. The committee also worked to figure out the geographic distribution of wrestling clubs and to identify underserved geographic areas. The committee also worked to review the current transgender policy. Finally, the committee worked to ensure that DEI is part of the conversation at all levels of USA Wrestling, including on the website.

Tony Black and Dave Matthews gave the State, Membership, and IT Report. USA Wrestling membership went over 247,000, which is 97.8 percent of where the organization was before COVID-19 with an expectation of an all-time membership record next year. There are more

chartered clubs than ever before with approximately 1.2 million individual match results. The upgrading technology allows members to manage every part of their club and to make sure that every member and club are in compliance. In addition, various reports can be generated as the need arises.

Mike Juby gave the Audit Committee Report. The Board works through an outside independent auditor who checks that regulations were followed. The audit committee offered to continue with the audit firm but only if a new partner took it on, to get a new fresh set of eyes. The audit firm complied with that request. In addition to looking at the financial statements, the independent auditors reviewed how the financial decisions and reports were made.

Steve Thorpe gave the Junior Olympic Wrestling Committee Report. Thorpe explained the following motion related to USA Wrestling's Grassroots programming. Adeline Gray made the motion to adopt motions A through D and the following was adopted:

A. "Headgear

Current:

The use of protective headgear of the type required for scholastic wrestling is authorized and recommended in Junior, **16U, and U17 competition**. Headgear is allowed in U20, Masters, Senior, and U23 competition. It is no longer required that headgear be removed in the UWW age divisions at the request of the opponent. ***Headgear is mandatory for all 14U and younger age divisions in all USAW Regional and National Championships.*** In any division, a face mask is allowed only to protect an existing injury, or an injury occurring during the bout, and must be prescribed by a medical doctor or the event's chief medical officer.

Proposed:

The use of protective headgear of the type required for scholastic wrestling is authorized and recommended in Junior ***and below***. Headgear is allowed in U20, Masters, Senior, and U23 competition. It is no longer required that headgear be removed in the UWW age divisions at the request of the opponent. ~~Headgear is mandatory for all 14U and younger age divisions in all USAW Regional and National Championships.~~ In any division, a face mask is allowed only to protect an existing injury, or an injury occurring during the bout, and must be prescribed by a medical doctor or the event's chief medical officer.

B. Qualification Procedures – Junior & 16U Nationals

Current:

State teams shall be limited to four (4) wrestlers per age per style per weight class.

Wrestlers who earn automatic qualifier status shall not count against any limit.
This only pertains to males, as there are no roster limits for female divisions.

Proposed:

State teams shall be limited to four (4) wrestlers per age per style per weight class.
Wrestlers who earn automatic qualifier status shall not count against any limit.
~~This only pertains to males, as there are no roster limits for female divisions.~~

C. Automatic Qualifiers – 16U & Junior Nationals

Current:

The following shall serve as automatic qualifiers at Junior & 16U Nationals and shall not count against any roster limit:

Current year 1st-6th Place at USA Wrestling Regionals (placement must be in the same age and style)

Current year 1st-8th Place at U15 Nationals (placement must be in the same style)

Current year 1st-8th Place at U17 Nationals (placement must be in the same style)

Current year 1st-8th Place at U20 Nationals (placement must be in the same style)

Previous year 1st-8th Place at Junior Nationals (placement must be in the same style)

Previous year 1st-8th Place at 16U Nationals (placement must be in the same style)

For any automatic qualifier based on placement at a national championship, the same shall hold true for any World/Olympic Team Trials.

Proposed:

The following shall serve as automatic qualifiers at Junior & 16U Nationals and shall not count against any roster limit:

Current year 1st-6th Place at USA Wrestling Regionals (placement must be in the same age and style)

Current year 1st-8th Place at U15 Nationals (placement must be in the same style)

Current year 1st-8th Place at U17 Nationals (placement must be in the same style)

Current year 1st-8th Place at U20 Nationals (placement must be in the same style)

Previous year 1st-8th Place at Junior Nationals (placement must be in the same style)

Previous year 1st-8th Place at 16U Nationals (placement must be in the same style)

Previous year age-level World Team member (must be in the same style)

D. Geographical Exception for Qualification Procedures – Junior & 16U Nationals

For Hawaii and Alaska only, their roster limit shall not exceed 4 per weight class plus 2 additional wrestlers. The wrestlers can be at any weight class. (e.g.: 15 weight classes = 62 wrestlers)

These policies would have an effective date of September 1, 2022 unless otherwise noted.”

Secretary McCoy gave the Ethics and Membership Committee Report. The committee did not need to convene to address any major issues.

Secretary McCoy gave the Governance Committee Report. The committee looked at the process for approving Independent Directors. The recommendations were given to the Executive Committee.

Veronica Carlson and John Stefanowicz gave the Athlete Advisory Committee Report. Carlson introduced the members of the committee, the athletes on the Board of Directors, and their accomplishments. The Committee worked to integrate the Athlete Advisory Committee so that athlete concerns no longer had to trickle up. There were many positive adjustments. Carlson thanked staff members for being in the core group of engaged leaders. The Athlete Advisory Committee had its first election with staggered terms. Newly elected athlete representatives include Macey Kilty for WFS, Vito Arujau for MFS, with Max Nowry and Joey McKenna earning a second term. The Committee introduced the athlete leader of the year award, and the first recipients of the award were Veronica Carlson and John Stefanowicz. The committee worked to make sure that all committees and Boards meet the 33.3% requirement. Finally, the committee worked to continue to reach out to athletes that retire to stay involved and to create an exit plan for athletes.

Iris Smith gave the Women’s Freestyle Sport Committee report. The committee had eight meetings and pushed for coach’s selection and approved procedures. The committee received suggestions on choosing the U17 2023 coaches from a pool. The committee then put in the top five, ensuring that one female of the staff of two would be selected. Moving forward, the committee intends on doing a climate survey to get reviews from athletes.

Announcements were made and the meeting adjourned at 5:03 pm to reconvene at 9:00am on Saturday August 13.

Saturday, August 13, 2022

Board Members Present:

Bruce Baumgartner, President, Chairman
Herb House, First Vice President
Joan Fulp, Second Vice President
Kerry McCoy, Secretary
Van Stokes, Treasurer
Sam Barber
Veronica Carlson
Rob Cate
James Considine
Adeline Gray
Scott Kluever
Craig LaMont
Michael Macchiavello
Joseph McKenna
Mike Moyer
Max Nowry
James Ravannack
Don Reynolds
Sally Roberts
Katherine Shai
Iris Smith
Lee Roy Smith
Robert Smith
John Stefanowicz
Angie Taylor
Steve Thorpe

Board Members Attending Online:

Nate Engel
Dave Foxen
Nick Heflin
Elizabeth Homrig
Corey Ruff
Mallory Velte

Absent:

Jay Antonelli
Jordan Burroughs

Zac Dominguez
Stan Dziedzic
Anthony Holman
Elliot Hopkins
Sara McMann
Toccaro Montgomery
Hardell Moore
Rick Tucci

Staff Members in Attendance:

Rich Bender
Gary Abbott
Megan Ball
Morgan Benham
Cody Bickley
Tony Black
Les Gutches
Christina Hargrove
David Mathews

The Annual Board of Directors meeting reconvened and was called back to order by President Baumgartner at 9:00am. A quorum was present.

Treasurer Van Stokes gave the Long Range Planning Committee Report. The committee focus was on developing necessary procedures and operations to be successful. Diversity was added as a value. The strategic priorities are athlete support and wellbeing, collaboration and strategic partnerships, customer experience and engagement, women's participation and organization excellence. The four business pillars are sustained competitive excellence, grow the base, build the brand, connect the community. Success by 2028 in Los Angeles means healthy growth especially with youth and women, equipping for excellence, setting the standard for peak performance and increasing wrestling connections. This must be done in the external environment, including economic uncertainties and public health crises by leveraging the many strengths of USA Wrestling. It will be important to think about succession planning for staff and volunteers. There are a number of opportunities including increasing the telling of the USA Wrestling story. Priorities include athlete support and well-being; collaboration and strategic partnerships; customer experience and engagement including alumni; women's participation in leadership, events, and coaching; organizational excellence; state association optimization; technology; and optimization.

Herbert House gave the Greco-Roman Sport Committee report. The committee met four times and created many new procedures and coach selection for multiple age levels. There were multiple nominations for coach of the year. Spenser Mango was selected as Coach of the

year. In the future there will be more feedback from the coaches and selecting new members of the committee.

Kerry McCoy gave the Freestyle Sport Committee Report. The committee had selection procedures for coaching assignments. Things are going well; there were no major issues to address as a committee.

Robert Cate gave the Folkstyle Committee Report. The committee did coach selections and worked to keep in touch with the scholastic organizations. There were two formal meetings in addition to event preparation. The focus continues to be to expose people to USA Wrestling, which now operates six national properties. The committee worked to increase female wrestling in Folkstyle Wrestling. This year, the primary focus is to align the national weight classes with USA Wrestling to ease the transition. The committee looks to make several changes to improve the experience for female wrestlers.

Van Stokes made a request to have all committee meeting minutes be posted to the website.

Cody Bickley gave the National Teams Update. Bickley presented the Greco Wrestler of the Year award to Max Nowry and stated that Tamyra Mensah-Stock will get her award at a later time. Bickley stated he is proud of our committees and leaders. 2021 had a record number of world and Olympic medals with 53. The athletes overcame the stress of covid testing each day. The United States won the medal count in Tokyo, and 2021 was a historic year. The athletes rose to the challenge of going to Oslo two months after Tokyo. There are many exciting new staff and coaches. The first Olympic qualifier for Paris is already approaching. Bickley reviewed the upcoming events for Greco-Roman, Women's Freestyle, and Men's Freestyle.

Sally Roberts gave the report on Wrestle Like A Girl. There are two offices, one in Colorado Springs and one in Washington D.C. The mission is to empower girls and women to become leaders in life. The effort is working to reduce barriers to entry for girls to wrestle and to create opportunities at the high school level, the collegiate level, and above. Wrestle Like a Girl is increasing pathways to the trades and military services with a goal of creating many opportunities and pathways; there is no one size fits all. An upcoming event will be Girl Wrestling Advocacy Day on Capitol Hill. Group members will meet with members of Congress from the fourteen unsanctioned states on the fifty-year anniversary of Title IX. Supporting women's opportunities bolsters the men's programs. Meeting with legislators will help develop leadership skills in girls. We need qualified competent female coaches. Wrestle Like A Girl has a goal of raising \$5 million to acquire 15,000 female coaches.

Joan Fulp gave the Women's Wrestling High School Update. There are thirty-six sanctioned states and many others are in progress. In 2022, there were 33,228 women wrestlers which represents 90% growth since 2017. Future growth must include athletes, coaching, officiating and leadership.

Gary Abbott gave the Woman's Collegiate Update. There are still administrative steps to go. Not every team meets compliance measures, so it will take one more year to get an official NCAA women's tournament. We got official sport status, but there are other steps. The goal is

to have the first Women's National NCAA tournament starting in the 2024-2025 season. Apart from the NCAA, there are two other Collegiate organizations. The NAIA first official nationals tournament will be held this year. Junior college is the third collegiate organization. Women's wrestling is starting to get recognized and receiving emerging sport status. There is a real possibility we will have three official tournaments in the next four or five years.

Christina Hargrove gave the Events Report. There were thirty-four regional and national events with over 38,000 participants. For the future, we are looking to add the Junior Triple Crown and adding the 12U and 14U triple crown.

The meeting took a recess at 10:20.

President Baumgartner called the meeting back to order at 10:34. A quorum was present.

John Stefanowicz gave the Armed Forces Sports Council Report. The last armed championship was in 2020 due to COVID-19. It has been deemed appropriate to have a 2023 Armed Forces Championship.

Corey Ruff gave the National Association of Intercollegiate Athletics report. Wrestling in the NAIA continues to evolve and grow. There were 280 entrants and many new brackets through weight classes. We will now seed the tournament to the top sixteen. We weathered the storm through COVID-19 and were able to host all of the championships through 2020. We are focused on putting a respectable product on the mat for the fan base.

Mike Moyer gave the National Wrestling Coaches Association Report. There are close to thirty chapters around the country operating a division of wrestler and business networks. The goal is to get wrestlers to do business with each other and develop a mentoring program to help develop careers. There are multiple new college programs, however there are 1.5 million fewer college students today than five years ago. Moyer pointed out that adding sports is a tried and true way to address enrollment problems. Currently, we rank number two in Hispanic participation and fifth in African American participation. We have the second largest percentage of first-time college students of any NCAA sport. Women's participation continues to grow as well. Due to changes at the NCAA, the cost of running a program will increase. The focus will be for college programs to be low maintenance and high performers academically, in relationships, with wins versus losses, and other things we have control over.

Lee Roy Smith gave the National Wrestling Hall of Fame Report. Smith recognized several people who had received awards. There may be a new dual meet tournament in September. We will make an exhibit for females that will show the timeline in the hall of fame. Another goal is a five-million-dollar endowment campaign for 2026. This way, we can focus on the mission and not fundraising.

Elizabeth Homrig gave the NJCAA report. It is adding a new championship, and twelve women's teams are saying they will sponsor the sport. We are working to develop the sport code for the sport in general which should be up in the next month.

Dave Foxen gave the National Federation of Clubs Report. Everything has been moving forward. Foxen thanked several members and volunteers for their work and support of athletes.

President Baumgartner gave closing remarks. Jim Considine made a motion to adjourn, and the meeting adjourned at 11:12am.

A handwritten signature in cursive script that reads "Gregory Carlson".

Gregory Carlson
Professional Registered Parliamentarian
Secretary's Designee