

USA Wrestling
2024 Annual Board of Directors Meeting
Minutes
Saturday, August 17, 2024

Board Members Present:

Bruce Baumgartner, President
Kerry McCoy, 1st Vice President
Joan Fulp, 2nd Vice President
Van Stokes, Secretary
Don Reynolds, Treasurer
James Ravannack, Past President
Jay Antonelli
Veronica Carlson
Rob Cate
James Considine
Pat Culp
Zac Dominguez
Nate Engel
Adeline Gray
Dymond Guilford, serving as proxy for Mallory Velte
Xavier Johnson
Macey Kilty
Scott Kluever
Craig LaMont
Heather Lawrence
Michael Macchiavello
Joey McKenna
Toccare Montgomery
Hardell Moore
Mike Moyer
Thomas Pompei
Sally Roberts
Jonny Ruggiano
Katherine Shai
Iris Smith
Lee Roy Smith
Robby Smith
John Stefanowicz
Angie Taylor
Rick Tucci

Board Members Absent:

Stan Dziedzic
Anthony Holman
Elliot Hopkins

Sara McMann
Michelle Meadows
Patrick Ream
Mallory Velte

The annual meeting of the Board of Directors of USA Wrestling was held on August 17, 2024, at the Cheyenne Mountain Resort, President Bruce Baumgartner being in the chair. A quorum was present. The meeting was called to order at 8:32 am MDT. President Baumgartner welcomed everyone. Members introduced themselves.

Conflict of Interest Disclosure and Oath of Confidentiality

Secretary Stokes read the conflict-of-Interest statement and the Oath of Confidentiality. No members declared a conflict of interest.

Approval of Minutes

Director Lee Roy Smith moved the approval of the minutes of the April 4, 2024, Board of Directors meeting. The minutes were adopted as submitted.

President's Welcome

The President stated in his welcome that USA Wrestling had another great year. There were many successful events which the President read through. USA Wrestling does a great job, and the members should be proud. This does not mean never stop improving, but USA Wrestling has outstanding athletes and members to keep moving forward. There are many high caliber volunteers including those who were at the Olympics in Paris. The volunteer coaches and assistant coaches are second to none. The President recognized the staff of USA Wrestling and stated that USA Wrestling has one of the best National Governing Boards in the country. The future will be busy with membership opening soon. The President thanked Executive Director Bender for his service. The President thanked Executive Assistant Megan Ball who served with the organizing committee at the Olympics in Paris.

Executive Director Report / UWW Update

Executive Director Rich Bender gave the Executive Director Report. He thanked the Board of Directors for their service. He mentioned that the organization hit a record 344,000 members in the past year. He stated that people should be proud of the work of USA Wrestling, and he thanked the President for his service and stated that he is the best president of any sport in the Olympic Movement. Executive Director Bender thanked the Executive Committee and the volunteers and state leaders. He congratulated Jason Christensen as the President's Award Winner. He congratulated Kristi Mann from Arkansas who has been selected the State Chairperson of the Year. USA Wrestling is the number three medal winning team for Team USA. Executive Director Bender thanked the athletes. He stated that USA Wrestling has the best-in-class Athlete Advisory Committee. He pointed out that the 2028 Los Angeles Olympics will be here before we know it and highlighted the growth of women's wrestling that led to the success in Paris.

Staff members introduced themselves.

Elections

Elections were conducted as required and outlined in the USA Wrestling bylaws. Secretary Stokes facilitated the elections. He reminded members about the new bylaw that was adopted, 6.2.2(a).

The election for President was held. Bruce Baumgartner was nominated for President before the meeting. There were no further nominations. Director Ruggiano moved to close nominations and the motion was adopted. A secret ballot was taken, and Bruce Baumgartner was elected president.

The election for the committee members of the Men's Freestyle Sport Committee was held. Jamill Kelly, Joe Stabilito Sr., and Wynn Michalak were nominated before the meeting. There were no further nominations. Director Carlson moved to close nominations and the motion was adopted. A secret ballot was conducted, and Jamill Kelly, Joe Stabilito, and Wynn Michalak were elected to the Men's Freestyle Sport Committee.

The election for the committee members of the Greco Roman Sport Committee was held. Joe Stabilito Sr., Matt Paeth, Nate Engel, Rashaad Saunders, and Zac Dominquez were nominated before the meeting. Zac Dominquez withdrew his nomination. Robby Smith was nominated from the floor. Director Carlson moved to close nominations and the motion was adopted. A secret ballot was conducted. Matt Paeth, Nate Engel, and Robby Smith were elected.

The election for the committee of the Women's Freestyle Sport Committee was held. Emma Randall, Iris Smith, Joe Stabilito Sr., Lori Ayres, Nate Engel, and Rashaad Saunders were nominated before the meeting. Sally Roberts was nominated from the Floor. Director Ravannack moved to close nominations and the motion was adopted. A secret ballot was conducted. Emma Randall, Iris Smith, Joe Stabilito Sr., Lori Ayres, Sally Roberts, and Nate Engel moved on to the second round of balloting. A second secret ballot was conducted. Emma Randall, Iris Smith, and Lori Ayres were elected.

The election for Board of Director Member at Large was conducted. Emma Randall, Georgi Ivanov, Heather Lawrence, Jim Considine, Joe Stabilito Sr., Lori Ayres, Michael Kummer, Pat Culp, Sam Julian, Van Stokes, and Wynn Michalak were nominated before the meeting. Vice President McCoy conducted the election. Jason Christenson was nominated from the floor. Kelli Shuffler was nominated from the floor. Director Lee Roy Smith moved to close nominations. The motion was adopted. A secret ballot was conducted. Heather Lawrence, Lori Ayres, Pat Culp, Sam Julian, Van Stokes, and Jason Christenson were elected.

The election for First Vice President was conducted. Joan Fulp was nominated before the meeting. There were no further nominations. Director Kluever moved to close nominations. The motion was adopted. A secret ballot was conducted. Joan Fulp was elected First Vice President.

The election for Second Vice President was conducted. Kerry McCoy and Nate Engel were nominated before the meeting. Nate Engel withdrew his nomination. There were no further

nominations. Director Ruggiano moved to close nominations. The motion was adopted. A secret ballot was conducted. Kerry McCoy was elected Second Vice President.

The election for Secretary was conducted. Veronica Carlson was nominated before the meeting. Veronica Carlson withdrew her nomination. Nate Engel was nominated from the floor. There were no further nominations. Director Carlson moved to close nominations. The motion was adopted. A secret ballot was conducted. Nate Engel was elected Secretary.

The election for Treasurer was conducted. Don Reynolds was nominated before the meeting. Veronica Carlson was nominated from the floor. There were no further nominations. Director Shai moved to close nominations. A secret ballot was conducted. Don Reynolds was elected Treasurer.

The election for the Independent Board Member was conducted. Tom Barton, Matthew Stephenson, Jeremy Hartman, Nicholas Rideway, Mary Jo McDaniel, Kenneth Ross, Tom Waldon, Ryan Schnieder, Jeffrey Mifek, and Angie Taylor were nominated before the meeting and their independence was reviewed. A secret ballot was conducted. Tom Barton, Jeremy Hartman, and Angie Taylor proceeded to the next round of balloting. A second ballot was conducted. Angie Taylor was elected the Independent Board Member.

The election for the Executive Committee was held. Kerry McCoy was nominated before the meeting. Kerry McCoy is already on the Executive Committee and thus withdrew his nomination. Zac Dominguez was nominated from the floor. There were no further nominations. First Vice President McCoy moved to close nominations be closed. The motion was adopted. A secret ballot was conducted. Zac Dominguez was elected to the Executive Committee.

The election for the Governance Committee was held. Joe Stabilito Sr., and Michael Kummer were nominated before the meeting. Van Stokes was nominated from the Floor. There were no further nominations. Director Taylor moved to close nominations. The motion was adopted. Vice President McCoy conducted the election. Joe Stabilito Sr., Michael Kummer, and Van Stokes were elected to the Governance Committee.

The election for the Long Range Planning Committee was held. Georgi Ivanov, Joe Stabilito Sr., Lori Ayres, Matt Paeth, Michael Kummer, Sarah Rallo, and Wynn Michalak were nominated before the meeting. Van Stokes, Adeline Gray, Scott Kluever, Robby Smith, Rob Cate, Jonny Ruggiano, and Kelli Shuffler were nominated from the floor. Director Rodriguez moved to close nominations. The motion was adopted. A secret ballot was conducted. Van Stokes, Adeline Gray, Robby Smith, Rob Cate, and Jonny Ruggiano were elected.

The meeting recessed at 9:37 to reconvene at the call of the chair.

The meeting reconvened at 9:52, the President being in the chair.

Finance Committee Report

Treasurer Reynolds gave the Finance Committee Report. He introduced the Finance Committee and the team that helps assist the Finance Committee. Treasurer Reynolds gave a summary of the activity of the Finance Committee including conducting the investment review conference, reviewing the FY24 Internal Financial Statements, reviewing the USAW Investment Policy, the USAW Travel Policy, recommending the FY 2025 Annual Operating Budget, and filing the Annual 990 Form. The Travel Policy was consolidated, and new controls were implemented. The Treasurer looked at the past financial results. For the last three years, USA Wrestling has been in a growth cycle. In FY 24, ending May 30, there was \$19,103,301 in actual expenses, \$13,610,805 of expenses, with revenue over expenses of \$5,492,496. The revenue was \$2,432,564 over the budgeted amount, with \$109,441 over budget on expenses, for a budget over expense estimate of \$3,169,303. This surplus will be spent down as the year continues. Membership revenue has increased every year since FY 21 and was \$10,745,910 in FY24. This is growth of nearly double over the five years. Other highlights included strong event revenue, coaches' education, large delegations traveling to events, disciplined expense management - within 1% of the budget, strong investment results, and five new sponsors on the Board. The year end forecast for August 31 highlights included: excellent financial performance across the board, operating reserve of \$8.5 million, getting closer to the "6 months" objective, favorable variance of \$1.5 million revenues over expenses, assets of over \$20 million, and a strong financial position to begin the new fiscal year on September 1, 2024 heading into the LA 2028 Quad.

Treasurer Reynolds gave the proposed budget for Fiscal Year 2025 presentation. A proposed budget packet was distributed to members. Treasurer Reynolds began by giving an outline of the budget process. The budget has 200 pages, 2,800 line items and 10 columns. The department heads review the budget, there are peer review sessions, a preliminary budget forwarded to the Finance Committee, a meeting with all the department heads, and final adjustments made by the Finance Committee which unanimously recommended approval of the budget by the Board of Directors.

The FY 25 budget is \$20,649,326 in total revenues, \$20,595,443 in total expenditures, for a revenue over expenditures estimate of \$53,883 which is essentially a break-even budget. Highlights of the budget include a \$20 million budget without the Olympics or Full World Championships, a \$54k positive variance, assumed continued volume growth in members and events, athlete stipend increases that have been mapped out for the next few years, funding of age group World Championship Teams, and some investments in infrastructure. The Treasurer pointed out that over the past five years, there has been a 40% increase in membership with the same number of staff members. Future investment summaries include USA Wrestling's own Event/Membership System and to bolster staff in the Events Department, State Services Department, and in fundraising efforts.

Staff Liaison Greg Dana gave an overview about the employee positions outlined in the budget. This included official positions, manager positions, coordinator positions, and part time positions.

Treasurer Reynolds mentioned that the proposed budget does include an increase in the number of staff positions to help accommodate and serve the growth in membership. Treasurer Reynolds gave a breakdown of the categories of the proposed revenues and expenditures.

Directors asked questions. There is \$50,000 for the mentorship program for the athletes in the budget. There was discussion about the real estate holdings of USA Wrestling.

Secretary Stokes moved the adoption of the FY 25 Proposed Budget. The motion was adopted.

Treasurer Reynolds discussed the reasons for fee increases and where that money will be spent to help increase investment in people, technology, and a building/office, to continue building the operating reserve, and to prepare for the Los Angeles Olympics. Treasurer Reynolds gave a summary of the work of the Finance Committee.

National Teams Update

Director of High Performance Cody Bickley gave the National Teams Update. He thanked the members of the committees for their work, and he thanked the athletes. There has been growth in the number of World and Olympic Medals over the past 15 years. 2023 highlights included 49 World Championship medals in 2023, two team World Championship Titles, and five other podium finishes at the World Championships. Director Bickley noted changes in the National Teams Staffing. Upcoming events include the World Team Trials on September 14-15 in Omaha, NE and the Championships in October 28-31 in Tirana, Albania. Director Bickley gave an overview of the Greco-Roman staffing, athletes, donors, and events. He gave an overview of the Women's Freestyle development pipeline, national team commitment, and growth of Women's wrestling and the athletic challenges and opportunities facing the team. He gave an overview of the Men's Freestyle foreign camps, double tours, college pipeline, National Team contact and how we can maintain success. There will likely be a future Greco Leaders' Summit. There was discussion on how to increase the number of women coaches and how to be intentional about transitioning people from athletes to coaches.

There was discussion about the need for an athlete exit/retirement mentoring program and the challenges of creating new coaches as USA Wrestling grows. During discussion, the lack of adequate funding for coaches was mentioned as a barrier to increasing the number of coaches as well as finding ways for retiring athletes to stay connected and not become isolated. Directors mentioned the resources that are currently available for athletes regarding career planning. There was discussion on how to increase engagement with these programs. There was discussion about how to increase the opportunities and resources for coaches and the challenges regarding recruiting coaches.

Athlete Advisory Committee Report / Team USA AC Update

Director Stefanowicz gave the Athlete Advisory Committee Report and Team USA AC Update. He stated that there is a need for getting athletes engaged while not taking their attention away from competing. He stated that there should be a focus on how to improve the National Governing Board and make sure the athletes are competing at the top level as the domestic Los Angeles Games approach. There is no foreseen change between the relationship

between USA Wrestling and the AAC. Future goals include taking care of the athletes' health and welfare with a special focus on looking at the health insurance options for athletes.

Women's Freestyle Sport Committee

Director Iris Smith gave the Women's Freestyle Sport Committee Report. She congratulated the athletes for their results at the Paris Olympics. The committee met multiple times. The Women's Freestyle Sport committee goes over procedures to make sure that the procedures best for athletes. She thanked the members of the committee for their perspectives and flexibility.

Greco-Roman Sport Committee

Director Dominguez gave the Greco-Roman Sport Committee Report. The goals for the future will be set high and he thanked the staff for their support. Further goals included increasing the depth of the athletes and to focus at competing at the highest levels. This process has already started.

Freestyle Sport Committee

Director McCoy gave the Freestyle Sport Committee Report. The committee focuses on improving the procedures so that the athletes can compete. There will be upcoming procedures for the World Championships.

Folkstyle Committee

Director Cate the Folkstyle Committee Report. The committee carries the USA Wrestling message to most of the United States wrestlers and to provide events to showcase what options are available. The committee works with the Events Department to build relationships and increase membership. It also works to increase inclusivity and works with the Women's Committee. He mentioned the successful implementation of the step out rule. The mission has been to convert folkstyle wrestlers to USA Wrestling membership.

Audit Committee

Director Culp gave the Audit Committee Report. The recommendation has been to retain the current audit accounting firm. There was one meeting in the past year and there could be two meetings next year to do an internal audit.

Director Dominguez moved to adopt the Audit Committee Report. The motion was adopted.

Director Culp moved to retain the current auditing firm, Waugh & Goodwin, LLP. The motion was adopted.

Junior Olympic Wrestling Committee

Director Culp gave the report of the Junior Olympic Wrestling Committee Reports. New rule and procedure changes were approved. There were some changes on the 14U, 16U and junior girls weight classes. Other rules modifications for the girls' divisions were approved. The state person of the year was Kristi Mann. The Chairperson of the National Council will remain Pat Ream. Director Culp named the members of the various committees.

Director Ruggiano moved the adoption of the Junior Olympic Wrestling Committee Report. The full report was provided to members in writing. The motion was adopted, with one correction to 135 and insert 235 in item F. 16U and Junior Girls Weight Classes which was adopted by unanimous consent.

Safe Sport and Compliance Report

Director Dickson gave the Safe Sport Compliance Report. Compliance issues have been handled better than previous years. She discussed the results of the Safe Sport audit. The auditor had no complaints. The score was “fully implemented” on all four parts of the audit. There were some corrective actions, but they are all minor. Team Georgia received special recognition. There are no immediate risks. There were regular meetings and office hours with Safe Sport to increase its visibility and communication.

The meeting recessed to reconvene at 1:00pm.

The meeting reconvened at 1:01pm with President Baumgartner in the chair.

Ethics and Membership Committee Report

Secretary Stokes gave the Ethics and Membership Committee Report. Secretary Stokes thanked the members of the committee. He gave an overview of the policies and of the appeal procedures regarding Safe Sport. There were three hearings that were conducted well. There is one pending hearing.

Women’s Wrestling Update

Second Vice President Fulp gave the Women’s Wrestling Update. She thanked the Board for the growth and excitement in women’s wrestling. There is anticipation for the Los Angeles Olympics and being added as a Division 1 sport. There could be 100,000 women wrestlers by 2028. Vice President Fulp acknowledged the importance of retaining the involvement of athletes who reach the end of their careers. There will be a stronger set of modified rules through USA Wrestling in bringing together Freestyle and Folkstyle wrestling.

Communications and Special Projects

Director of Communications and Special Projects Abbott gave the Communications and Special Projects Report. A written report was also provided. There has been continued efforts to increase digital communications. The beach program is part of the special projects and is growing. There may be the largest beach team ever. Communications must be a key element of USA Wrestling and the focus is still on growth and special projects.

Long Range Planning Committee

Secretary Stokes gave the Long Range Planning Committee Report. There was a strategic plan implementation update. There are five strategic priorities: collaboration and strategic partnerships, athlete support, women’s participation, organizational and competitive excellence, and customer experience and engagement. The implementation steps for 2024 were a focus on current operations with no new action items or plans. Updates were incorporated and there was a reprioritization to make the maximum impact at the Paris Olympics. 2024 successes included record membership and event participation, workshops, five new sponsors, and many Olympic

medalists. There is now a pivot to 2028 and the Los Angeles Olympic games. The goal will be to select four to six critical priorities to be accomplished before LA28. The Long Range Planning Committee will reconvene, the Executive Committee will add input, and the final results will be shared with final strategic priorities to the full board for comment and approval.

DEI Committee

First Vice President McCoy gave the DEI Committee Report. There has been an increase in diversity in the organization. There is still work to be done, and increasing diversity is part of the strategic priorities. There is a focus on religious compliant gear so that the uniform is not a barrier to participation. There is an effort to increase events that celebrate and grow diversity and to bring in new voices. There have been multiple committee meetings and diversity will continue to be a priority.

President Appointments

The President made the following appointments:

Director Iris Smith, Chair of the Women Freestyle Sport Committee.

Jamill Kelly, Chair of the Men's Freestyle Sport Committee.

Director Dominguez, Chair of the Greco-Roman Sport Committee.

Constituent Group Reports

Director Antonelli gave the Armed Forces Sports Council. There were several successful events. There were some challenges with Russia participating in some events which caused other teams to back out. Director Antonelli announced several upcoming events.

Director Pompei gave the National Association of Intercollegiate Athletics. There were 71 teams participating. There was a three-day national tournament and athletes that won medals.

The National Collegiate Athletic Association submitted a written report.

Director Moyer gave the National Wrestling Coaches Association report. A written report was also submitted. The NWCA focuses on the educational space with the technical/tactical and non-technical/tactical components. Many scholarships are available including support for lodging and meals. It would be helpful if USA Wrestling could help with the technical/tactical training for coaches.

Director Lee Roy Smith gave the National Wrestling Hall of Fame Report. A written report was also submitted. An induction ceremony was held on June 1st. The 50th anniversary is approaching. Officer elections are approaching as well. There will also be a new strategic plan. There will be a song for the Wrestling Hall of Fame. Director Lee Roy Smith gave some of the heritage and history of wrestling.

Director Tucci gave the report of the United States Wrestling Officials Association. A written report was also provided. Over one thousand videos have been provided with 2.5 million views. There have been 77 rule questions with eight hundred twenty-nine videos. There are a few states that have some vacancies for officials. There is an effort to have veteran officials

work with newer officials. The education program is working very well. There are over 3,000 officials. There is a need for more clinics and programs, but things are going in the direction they need to go.

Director Roberts gave an update on the Wrestle Like a Girl Program. The planning for the National Collegiate Women's Championship next year is in progress. We have been working with the U.S. State Department on doing two exchanges. We have been working on supporting the design of a hijab so that women of the Muslim Faith can participate. There is an upcoming gala in Washington D.C. where honorees will be recognized.

New Business

Director of State Services Black gave a state services update. There are over 344,000 members with increases in every state. Forty states set records in membership. There has been a lot of synergy and collaboration. The grassroots leadership has been strengthened. There has been a big investment into technology.

There was a discussion on the eligibility of international wrestlers, transfers, and competing in United States tournaments. There have been no recent competition rule changes on this topic.

There was a discussion on inflation and the increase in membership and costs and the impact on the budgets.

There was no further new business.

The President thanked Jim Considine for his decades of service to USA Wrestling. The President thanked the Board of Directors for their work and participation, those who were appointed, and elected. The President believes that the officials, athletes, staff, and volunteers are all excellent but the organization must continue to strive to do better and provide more opportunities.

First Vice President McCoy made a motion to adjourn. The motion was adopted.

The meeting adjourned at 2:01 pm.



Gregory Carlson
Professional Registered Parliamentarian
Secretary's Designee