

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

Executive Committee Meeting  
Tuesday, February 11, 2025  
5:00 p.m. MT

**Present:**

Bruce Baumgartner, President, Chairman  
Joan Fulp, 1<sup>st</sup> Vice President  
Kerry McCoy, 2<sup>nd</sup> Vice President  
Don Reynolds, Treasurer  
Nate Engel, Secretary  
Veronica Carlson  
Rob Cate  
Zac Dominguez  
Craig LaMont  
Mike Macchiavello  
Pat Ream  
Mallory Velte  
Rich Bender, Executive Director  
Megan Ball, Manager of Executive Affairs  
Cody Bickley, Director of National Teams High Performance  
Gary Abbott, Director of Communications & Special Projects  
Greg Dana, Director of Finance  
Aphten Sterling, Director of Business Development

**Absent:**

James Ravannack, Past President  
Johnny Stefanowicz

**1. WELCOME**

President Bruce Baumgartner welcomed the committee and called the meeting to order at 5:02 pm MT. He asked Nate Engel to read the Declaration of Conflict of Interest and Oath of Confidentiality. No conflicts were present.

**2. APPROVAL OF THE MINUTES FOR JANUARY 14, 2025**

President Baumgartner clarified dates in the headers of the previous minutes were incorrect. Those have been corrected. Veronica Carlson made a motion to approve the January 14<sup>th</sup> minutes as corrected; Don Reynolds seconded. Motion approved.

**3. PRESIDENT'S REPORT**

President Baumgartner shared he attended the Greco-Roman Summits last month. He came away feeling like it was very positive overall. He seeks to form a focus group regarding the NCAA to keep USAW leadership informed on the various legislation and rules that could affect the organization and operations.

Additionally, President Baumgartner will create a task force to review the Bylaws and review house-keeping items to prepare for the August meeting.

He attended his first virtual UWW Bureau meeting last week. It was very enlightening, and he was glad to share the USA has the most commission members out of all of the countries including the committee's own Rob Cate on the Traditional Styles Commission and Rich on the Technical Commission. President Baumgartner serves as the chair of the Hall of Fame commission.

The next Board of Directors meeting will be Wednesday, April 9. There will be an in-person Executive Committee meeting at the US Open. The time/location is to be determined.

#### **4. EXECUTIVE DIRECTOR UPDATE**

Rich Bender reiterated the GR summit success. The communications team has released a YouTube series on the Elite Athlete Program (EAP), and he encouraged all to watch if they can.

Rich and Pete Isais have finalized the 2028 Olympic Team Trials to be held at Dickies Arena once again. This year's Final X location has been narrowed in New Jersey.

Team USA had a very positive ranking event in Croatia last week, bringing home quite a few medals. On the home front, membership is up over 280k members, and ahead of last year by 23k.

We're receiving positive feedback from those using USA Bracketing and averaging 40-50 events per weekend.

On the USOPC side of things, there have been some shakeups in the Government Relations department. LA28 is working hard on getting staffed up and working with NGBs on identifying training sites.

Rich turned the call over to Greg Dana. Greg let the committee know that progress is being made on a new building. He has been in talks with a broker and staff are working on a civil impact report.

#### **5. FINANCE COMMITTEE REPORT**

Don Reynolds shared the Finance committee had a meeting last month to approve the October and November financial statements. Currently there are positive budget variances, due to raw membership growth and card price increases. The events budget is also ahead for the year. Through November, there was a positive budget, and the organization is 16% ahead of budget through January.

Staff also added a part-time Staff Accountant, Cassidy Casper.

## **6. VOLUNTEER COACHES ASSIGNMENTS APPROVAL**

Bruce turned the call over to Cody to review the coaches assignments and selections. Cody reviewed the process, the materials, and the selections. The committee was asked for ideas on how to best support or recognize the large number of coaches in the pool not selected and how to better spread awareness. It was suggested the communications team prepare a story during to share how to apply, the process, and what selection means.

Mallory Velte motioned to accept the coaching assignments as presented. Rob Cate seconded. The motion was approved unanimously.

## **7. ATHLETE ADVISORY COMMITTEE**

Mallory Velte shared that her and Veronica Carlson attended the Team USA AC meeting in January. Veronica is now officially the Team USA AC representative. The AAC has worked on repopulating various committees and ensuring all are properly filled.

## **8. STATE LEADERS/GRASSROOTS UPDATE**

Pat Ream shared a sub-committee of the JOWC reviewed and vetted a challenge to a state organization. The sub-committee did not identify any reason why the current state organization should not be the controlling organization of the state. The issue has now been resolved. Pat added that he and other state leaders have received a lot of positive reviews of USA Bracketing.

## **9. TRANSGENDER PARTICIPATION POLICY UPDATE**

President Baumgartner discussed a distributed email communication from USOPC responding to the Executive Order.

Rich shared an update from the NGB Council Meeting – the USOPC shared that they referred the issue to Steve Smith. Steve stated it is a mandate that impacts federally funded institutions, but it is not a mandate to the IOC, USOPC, or NGBs currently.

There was further discussion on the current policy and what was needed for an updated policy, especially surrounding clarification on participation in age group levels.

The committee requested the policy be formally reviewed, passed through legal, and brought back to the committee.

After the proposal is sent back to the committee, a meeting can be organized, or a vote can be taken then.

Executive Committee Meeting  
Tuesday, February 11, 2025  
Page 4 of 4

## **10. NEW BUSINESS**

Motion to adjourn by Mallory Velte, seconded by Joan Fulp, meeting adjourned at 6:35 pm MT.