

**USA Wrestling**  
**Virtual Board of Directors Meeting**  
**Minutes**  
**April 9, 2025**

**Board Members Present:**

Bruce Baumgartner, President  
Joan Fulp, 1<sup>st</sup> Vice President  
Kerry McCoy, 2<sup>nd</sup> Vice President  
Nate Engel, Secretary  
Don Reynolds, Treasurer  
James Ravannack, Past President  
Jay Antonelli  
Lori Ayres  
Veronica Carlson  
Rob Cate  
Jason Christenson  
Pat Culp  
Zac Dominguez  
Adeline Gray  
Nick Gwiazdowski  
Sam Julian  
Jamill Kelly  
Macey Kilty  
Scott Kluever  
Craig LaMont  
Heather Lawrence  
Brett Monaghan  
Michael Moyer  
Sally Roberts  
Jonny Ruggiano  
Katherine Shai  
Iris Smith  
Lee Roy Smith  
Robby Smith  
John Stefanowicz  
Van Stokes  
Angie Taylor  
Rick Tucci  
Mallory Velte

**Board Members Absent:**

Anthony Holman  
Elliot Hopkins  
Xavier Johnson  
Michael Macchiavello  
Joseph McKenna

Sara McMann  
Tocara Montgomery  
Hardell Moore  
Thomas Pompei  
Patrick Ream  
Danny Struck

**Others Present:**

Rich Bender  
Megan Ball  
Cody Bickley  
Greg Dana  
Pete Isais  
Meredith Wilson  
Richard Immel

The second virtual meeting of the Board of Directors of USA Wrestling for fiscal year 2024 was held on April 9, 2025 via zoom, President Bruce Baumgartner being in the chair. A quorum was present. The meeting was called to order at 5:03 pm MT. President Baumgartner welcomed everyone.

**Conflict of Interest Disclosure and Oath of Confidentiality**

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

**Approval of Minutes**

Secretary Nate Engel moved for the approval of the minutes of the December 3, 2024, Board of Directors meeting. Director Rick Tucci seconded. The minutes were adopted as submitted.

**President's Welcome/UWW Update**

The President began his welcome by congratulating the many staff, board members, and national team members who have welcomed new children to their families and to the wrestling family. He was elected to the UWW Bureau in October, and started his report with the UWW update.

UWW will host their first convention along side Senior World Championships in September in Zagreb, Croatia. Of the fourteen commissions, USA Wrestling has representatives on twelve with the next most represented country only having eight. President Baumgartner's first assignment as a Bureau member will be to serve as the technical delegate at the U17 Pan Am Championships in Brazil in June.

His additional upcoming travel includes the in-person Executive Committee meeting at the US Open, attending the Senior Pan Am Championships in Monterey, Mexico, Fargo for Junior Nationals, and Colorado Springs in August for the next Board meeting.

President Baumgartner completed his report with congratulations to Rich and staff for breaking the membership record, thanks to the AAC for their hard work, and the state leaders for their leadership and volunteerism that keeps the organization strong.

### **Executive Director Report / USOPC Update**

Rich Bender gave the Executive Director Report. He thanked Bruce for his kind words and shared the membership number is currently 348,832 which is a record high. Currently, the membership is up 8% from last year.

Rich will be running for a position on the UWW Americas Executive Committee. He thanked Rick Tucci for his leadership and many years of tenure on the same board. Rick is terming out, and the goal is for Rich to step into the vacated role.

Rich shared the IOC has elected a new president in Kirsty Coventry. She is a former Olympic swimmer from Zimbabwe who attended Auburn University and the first female IOC President. UWW President Nenad Lalovic is positive about her election and is in a good position with her as are the USOPC members serving on the IOC boards.

The USOPC Board will meet next week, and Rich will host the group at his home for a dinner prior to meetings. He echoed President Baumgartner's thanks to the state leaders for all their hard work for building the infrastructure that exists today.

He overviewed the new staff members including Cassidy Casper as Staff Accountant, Sarah Touchton as Membership Services Coordinator, additional part-time USA Bracketing staff, and Sarah Hildebrandt as National Women's Freestyle Assistant & Resident Coach.

Since the last meeting, USA Wrestling has officially changed apparel and shoe sponsor to RUDIS. Together, the organizations set a goal for a launch date of USA Wrestling apparel on April 1 and set records within the first few hours of launching setting things off to a great start.

Rich turned his time over to Greg Dana, Director of Finance, for an update on the accounting system and building progress.

Greg overviewed the accounting software change the department has been working on for the last six months. Once fully implemented, the software will allow for better and faster information to be shared with the Finance Committee. He thanked the Finance Committee for their support and shared excitement that the process would be finished soon.

Greg overviewed the need for a new headquarters and the process so far including meetings with Colorado Springs city government officials and other key stakeholders in the city. We are committed to be in a new space prior to the end of the year to be ready for hosting World Championships in 2026 and 2027.

Greg turned the call back over to Rich. Rich briefed the board on updates for the wrestling venue for LA28 and the discussions had with UWW. It is expected the venue will stay at the convention center, but work is being done to possibly move to a larger venue. In the same vein, USA

Wrestling has bid to host the U23 World Championships in 2026 and Senior World Championships in 2027, both in Las Vegas, NV. Based on conversations with UWW, it is expected those bids will be accepted.

One other UWW update to note is that the President of the Jordanian Wrestling Federation, Mr. Mohammad Al Awamleh has been elected President of the Asian Council. He is a great friend of USA Wrestling and a big partner in helping with a project to develop uniforms that meet religious requirements for women who cannot currently wrestle due to their religious convictions.

Rich is currently in Europe attending a UWW Technical Commission meeting. The most significant conversation revolved around a request to change the weigh-in process, adjusting women's weight classes, and a new Olympic qualification system. After much conversation, the weigh-in process will remain as is. There will be additional communication and work with the Medical Commission before the women's weights are officially changed. The qualification system will be developed further before implemented.

### **Finance Committee Report**

Treasurer Reynolds provided the Finance Committee Report. Don gave kudos to the finance department for their monumental effort to convert over to the new accounting system. At the last Finance Committee meeting, the committee reviewed and approved the December internal statements. Through December the organization has extremely strong balance sheet, cash and cash like investments sitting right around \$15 million with nothing out of the ordinary through December on the liability side.

At the end of December, membership revenue was \$1.3 million ahead of budget. At that time, events also kicked in an additional almost \$200,000 positive variance to budget, or up 23%. Membership continues to be off the charts and our events continue to sell out. Down at the bottom line, our net surplus of revenues over expenses at the end of December was 4.8 million compared to a budget of 3.5 million. We've got a positive variance on our surplus of 1.29 million through the end of December. Don reminded the Board that we built that surplus up at the first half of the year when all the membership revenue was coming in, and it expected that will be burned that down at the end of the year when all the national teams begin traveling.

The upcoming schedule will continue to be very full for the Finance Committee. In addition to reviewing the monthly financial statements, at the end of the April meeting, they will have a representative from investment trust walk through that portfolio for long term investments, and then the other chunk of our portfolio, the USOPC Endowment Fund, will also have a representative at the May meeting walk the committee through that entire investment account. Staff will begin working on putting the detailed fiscal year 2026 budget together in May.

There were no questions for Treasurer Reynolds.

### **JOWC/Grassroots Update**

Director Pat Culp provided the JOWC update as Director Pat Ream had travel delays. The JOWC leadership has been meeting with new state chairs and working through streaming issues

with some states. They have sent out a survey regarding streaming issues to all state chairs. Director Pat Ream was able to join later in the meeting and added that the JOWC would be meeting soon to set the agendas for the upcoming regional meetings. He is looking forward to record numbers in Fargo. There were no questions for Pat.

### **Athlete Advisory Committee Report / Team USA AC Update**

Director Mallory Velte gave the AAC Report. The AAC has been steadily moving forward and working on updating their operating policies. Those should be completed soon in time to be applied to any USA Wrestling bylaw changes.

They have been reviewing the Athlete Agreement prior to the Greco team being set at the US Open to make sure all is ready and for the most part it is good to go. Mallory added that Katie Kriebel in her new role has been a great addition. She is helping bring to fruition a long time AAC goal of providing retiring athletes with a retirement letter that details all the resources they have access to and that they're appreciated by USA Wrestling and the AAC.

Director Veronica Carlson provided the Team USA AC update. They have primarily been focused on onboarding and internal elections. There were athletes impacted by the LA fires and there are grants available to those affected.

There were no questions for Mallory or Veronica.

### **Constituent Group Reports**

President Baumgartner called for reports from the constituent and other group representatives.

Director Jay Antonelli provided the Armed Forces Sports Council update. The Armed Forces Wrestling Championships cancelled due to some Executive Orders impacting funding. CISM World Championships will be this December. Unfortunately, since a team has competed this fiscal year, the United States will not be able to send a team to the Combat Games in Germany this June. In 2027, Charlotte, North Carolina will host CISM Games.

Director Brett Monaghan provided the National Junior College Athlete Association report. NJCAA just wrapped their championships in Council Bluffs, IA last month. Brett overviewed the winning teams and coaches. This is the 3<sup>rd</sup> year of their women's invitational, and they had an increase of 75 participants. He thanked Mike Moyer and NWCA and their assistance in seeking consistency in transfer rules for NJCAA students to NCAA schools. Currently there are different requirements for NJCAA athletes transferring to NCAA schools than those transferring from one NCAA school to another.

Director Mike Moyer provided the National Wrestling Coaches Association report. They are working hard to find a solution to save the Cleveland State wrestling program. They are still in the midst of getting that ironed out but feel like some headway has been made. The NWCA is also preparing for the ramifications of the NCAA vs House settlement which should be ruled on in the next two weeks.

Director Lee Roy Smith provided the National Wrestling Hall of Fame report. Lee Roy overviewed the upcoming Honors Weekend and the inductee class. John Harris is the new Chair of the NWHOF Board of Directors and Tom Keen is the new Vice-Chair. They look forward to celebrating the 50<sup>th</sup> anniversary of the NWHOF in 2026 and closing out a large endowment campaign as part of that celebration.

First Vice-President Joan Fulp provided a Women's Wrestling report. As of this meeting, 46 states have sanctioned girls wrestling and that is expected to grow to 48 states after April. New York is the first state to approve freestyle for the girl's state championship. Additionally, 11 states have separate classifications such as 1A/2A which shows significant growth and about 11 states have dual state championships. USA Wrestling is up 23% from last year and overall, we are seeing great growth for women's wrestling.

Director Sally Roberts provided a report for Wrestle Like A Girl. WLAG just finished their National Collegiate Women's Wrestling Championships. For the second year, teams did not have to pay to participate and each institution who did participate will receive a revenue share.

### **New Business**

President Baumgartner asked for any additional updates or new business.

Director Sam Julian provided an update for United States Wrestling Officials Association. They have worked on increasing education efforts with Susanna Sylstad presenting at the Silver Coaches College in Spokane, WA and adding webinars for additional educational opportunities. They are sending instructors out to states as well to provide state recognized OEPS. Rick Tucci added that their membership is at 30,107 and they are participating in every USA Wrestling event across the country.

Following the report, there was no additional new business or updates. President Baumgartner thanked all for attending and encouraged all to keep up the good work and collaboration. The next Board meeting will be August 8-9. If anyone has questions, thoughts, or ideas they are encouraged to reach out to President Baumgartner.

Motion to adjourn: Robby Smith

Seconded: Rick Tucci

The meeting adjourned at 6:22 pm MT