

MINUTES

EXECUTIVE COMMITTEE IN PERSON MEETING

Executive Committee Meeting
Monday, September 8, 2025
5:00 p.m. PT

Present:

Bruce Baumgartner, President, Chairman
Joan Fulp, 1st Vice President
Don Reynolds, Treasurer
Nate Engel, Secretary
Rob Cate
Zac Dominguez
Mallory Velte
Pat Ream
Pat Culp
Craig LaMont
Mike Macchiavello
James Ravannack, Past President
Rich Bender, Executive Director
Megan Ball, Manager of Executive Affairs
Greg Dana, Director of Finance
David Mathews, Director of Application Development
Gary Abbott, Director of Communications
Aphten Sterling, Director of Business Development
Pete Isais, Director of National Events
Steve Smith, USAW Outside Counsel

Absent:

Kerry McCoy, 2nd Vice President
Veronica Carlson
Johnny Stefanowicz

1. WELCOME

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

2. APPROVAL OF THE MINUTES FOR JULY 8, 2025

Mallory Velte made a motion to approve the July 2025 minutes; Joan Fulp seconded. Motion approved.

3. PRESIDENT'S REPORT/UWW UPDATE

President Baumgartner shared the agenda will be updated to address the Gender Policy when Steve Smith is able to join the call. The meeting schedule for this year has been sent out, and meeting invites will follow. He reminded the committee to complete their membership requirements, and that new board member onboarding will include online units and a meeting with Bruce and Rich. President Baumgartner has been working with Manager of Safe Sport, Kenya Dixon, to send a communication too board members to review the obligations of mandatory reporters.

He attended the U20 World Championships in Bulgaria, and will attend the Senior World Championships in Zagreb, Croatia next week and the U23 World Championship in Novi Sad, Serbia in October.

President Baumgartner has been assigned as one of the UWW Technical Delegates for LA28 with Rodica Yaski of Turkey. The first UWW World Conference will take place September 17th-19th with President Baumgartner as one of the presenters. On the UWW front, the United States' school and collegiate system is looked at as the gold standard whereas other countries struggle to pull kids into club systems. To address this, UWW has added a commission to see how to support other countries. Additionally, they are working on a pro wrestling league or other opportunities to help the premier athletes make some more money. The hottest topic is the qualifying process for 2028. The Bureau will meet in Zagreb to discuss these topics further.

4. EXECUTIVE DIRECTOR REPORT/USOPC REPORT

Rich Bender began his report by recognizing Gary Abbott's last Executive Committee call prior to his retirement at the end of the month. Rich applauded Gary for his service to the sport and organization. Gary will continue to work on a few projects for USA Wrestling. Rich thanked Gary for his commitment and investment as the best in the industry.

Since the last call, USA Wrestling won two World Team titles by the U17 and U20 Men's freestyle teams. The Women's Freestyle and Greco Roman teams both had great performances match the high expectations in place. Team USA had a great performance at the Junior Pan Am Games in Asuncion, Paraguay winning the medal count in wrestling by a wide margin. We feel prepared for the upcoming Senior World Championships and all systems are a go.

Membership is off to a great start. Rich thanked the state leaders on the call for their role in the membership success. USA Bracketing continues to prove to be a foundational program for the organization and we are continuing to ramp up staff to ensure good service.

Earlier in the month staff met with RUDIS in Columbus and had some very effective meetings to ensure alignment. There is a lot of synergy between the organizations and left the meetings feeling very encouraged.

In Croatia, the team will have a reception at the U.S. Ambassador's residence prior to wrestling starting Saturday. When Rich returns, he'll turn around to Salt Lake City for the USOPC Board meeting and Assembly.

Rich closed his report by congratulating Aphten and her team for building the Living the Dream Medal Fund stewards to 21 total stewards contributing to the fund annually.

5. FINANCE COMMITTEE REPORT

Don Reynolds provided the Finance Committee report. The committee reviewed and approved the financial statements through the end of July. Actual revenues were \$24.2 million versus \$20.2 million in the budget for a \$4 million positive variance. Actual expenses through the end of July were \$18.4 million versus \$19.1 million in the budget for a \$700,000 variance. Through the end of July a positive variance of \$4.7 million when you combine those and net them out in the surplus of revenues over expenses. The organization is in good shape and better than forecasted at the board meeting.

6. ATHLETE ADVISORY COMMITTEE REPORT/TEAM USA AC UPDATE

Mallory Velte shared the committee has been meeting and working on repopulating committees and getting a list of active vs inactive athletes on the committees. They are looking to attend camps for all three styles to be present and available for feedback. Additionally, they are working on getting more athletes out to the board meeting and planning a summit in conjunction with the state leaders.

7. JOWC/GRASSROOTS UPATE

Pat Ream shared their last meeting was at the State Leader's Summit and that was a good summit. Pat is meeting with some who may need to step down from committees and identifying replacements.

8. BUILDING UPDATE

Greg Dana presented an overview of the process of finding a new building since the approval of the release of the capital campaign funds including the four options available in Colorado Springs. This included meetings with the Colorado Springs Economic Development Corp as well as a lot of commercial builders in the area.

The presentation today is for a \$5.6 million project including the purchase of the volleyball building, renovations, and moving expenses. Greg showed the committee a comparison of the cost of the explored options and how the team landed on the option of purchasing the building in Colorado Springs. He overviewed the plan to share the building with USA Volleyball for at least the next four years and how the purchase agreement came to be.

He also overviewed the costs for the renovations and the decision process behind the renovations. Greg confirmed that \$2 million of the designated capital campaign funds will be remaining for future needs. He addressed the remaining need for storage space even with the new space and the potential options for the future of the current office space and storage space directly next to the new building.

Rich and Bruce provided supporting comments.

Motion to approve the proposed expenditures: Zac Dominguez
Second: Nate Engel
Motion Approved

9. GENDER POLICY UPDATE

President Baumgartner introduced Steve Smith, USA Wrestling outside counsel. Steve provided the background information on why the policy change was required, why it was longer than likely expected, and how his firm developed the template for many of the NGBs to use. Steve overviewed the benefit of the USOPC allowing the policy to state it was their requirement as well as the potential risk to the organization for having the policy.

Steve answered questions from the committee, confirmed the policy can and may be changed as needed in the future, and how staff will add the proper email as the contact for the policy.

Motion to approve the policy as provided: Zac Dominguez
Second: Nate Engel
Motion passes.

Bruce thanked Steve for his work on the policy and his time at the meeting.

10. NEW BUSINESS

President Baumgartner asked for any new business.

Motion to Adjourn: Nate Engel
Second: Mallory

Meeting adjourned at 6:20 pm MT