

MINUTES

EXECUTIVE COMMITTEE MEETING

Executive Committee Meeting
Tuesday, November 4, 2025
5:00 p.m. PT

Present:

Bruce Baumgartner, President, Chairman
Joan Fulp, 1st Vice President
Kerry McCoy, 2nd Vice President
Don Reynolds, Treasurer
Nate Engel, Secretary
Veronica Carlson
Rob Cate
Pat Culp
Adeline Gray
Craig LaMont
Joey McKenna
Pat Ream
Mallory Velte
James Ravannack, Past President
Rich Bender, Executive Director
Megan Ball, Manager of Executive Affairs
Greg Dana, Director of Finance
Cody Bickley, Director of National Teams High Performance
Richard Immel, Senior Manager of Communications

Absent:

Zac Dominguez

1. WELCOME

President Bruce Baumgartner welcomed the committee and called the meeting to order at 5:05 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 OCTOBER 8, 2025

Nate Engel made a motion to approve the October 2025 minutes; Pat Ream seconded. Motion approved.

3. PRESIDENT'S REPORT/UWW UPDATE

President Baumgartner welcomed all to the meeting. He recently returned from the U23 World Championships and commented on the performances of all the teams this year especially by the young team members. He is finalizing his ravel schedule for next year and focusing on including

an age group and grassroots events. He heads to New York City at the end of the week for the Bill Farrell Memorial and a memorial event for Al Bevilacqua.

The next Board meeting will be November 24th, and President Baumgartner is assessing options for the in-person Executive Committee meeting next spring. If anyone has any preferences, please let him know.

He overviewed the onboarding process for the new board members and reminded everyone to complete the Conflict of Interest Disclosure Form if they have not already. The next Executive Committee meeting will be December 1.

President Baumgartner shared the next UWW Bureau meeting will take place November 25. The agenda has not been finalized, but he anticipates reviewing the proposed Olympic qualification system, the women's weight classes, some minor rule changes, belts for U23 World Champions, and adjusting the Hall of Fame years from even to odd. He also expects the location for the U20 World Championships to be changed. A big concern for the Bureau currently is visas and the shrinking list of countries that allow all other countries to receive visas.

Committee members asked follow up questions on USA Wrestling's responsibility to guarantee visas for future hosted events. Cody Bickley provided details on the company USA Wrestling has worked with to support visa needs.

4. EXECUTIVE DIRECTOR REPORT/USOPC REPORT

Rich Bender began his update by congratulating the committee on the U23 Men's Freestyle World Team Title in Novi Sad, Serbia. The U23 World Championships capped off the year with a total of 46 medals. Rich congratulated Rob Cate on his induction to the Nevada Wrestling Hall of Fame and shared the announcement of the 2026 National Wrestling Hall of Fame inductee class.

Membership is off to a smoking start. Currently over 15,000 more members than this time last year. Revenue is just over \$5.3 million. Rich referenced 2018, when the final revenue was \$5.2 million to show the explosive growth by the organization.

Rich will head to New York City in December for a USOPC Board Meeting. The USOPC has officially hired a new COO and General Counsel. Rich looks forward to meeting them and learning more about them. A lot of USOPC attention is on Milan Cortina. Rich will attend his first Winter Games in February as a USOPC Board member.

Rich will head out to Bill Farrell this weekend and then will attend National Duals in Tulsa the following weekend. He shared a group of USA wrestlers will be heading to Moscow for a PWL event. Rich was asked about USA Wrestling's involvement in the Abu Dhabi event, and he shared the organization is cooperating with the different leagues to support the opportunity for

wrestlers to get paid. In addition, further conversations have been had with RAF to align schedules.

5. APPROVAL OF THE 2025-2026 SENIOR WORLD TEAM SELECTION PROCEDURES

Cody Bickley overviewed the hire of the Strength and Performance Specialist with the acceptance of Alex LaRochelle who will start December 1. Cody shared he was with the head coaches in LA touring Team USA's high-performance center for LA28 and is feeling good about what is happening out in LA.

Cody overviewed the process of getting the procedures through the sport committees. There are only minor changes in the events that qualify for the World Team Trials Challenge Tournament in May, but overall, the majority of the process remains the same. He has been working with Kacie Wallace, the Ombudsman at the USOPC, to ensure all the verbiage is buttoned up and good.

Cody asked for any questions regarding the process and noted one date change needed in the final posted version.

Motion to approve all the procedures as presented: Mallory Velte

Second: Nate Engel

Note to adjust the dates in the final version for the WFS procedures.

Motion passes unanimously.

6. FINANCE COMMITTEE REPORT

Treasurer Don Reynolds provided the Finance Committee Report. The committee met a few weeks ago and reviewed and approved the August 25 financials which officially wrapped up FY25. They also took a look at the first month of the new fiscal year. Looking at the end of FY25, we wrapped with a \$4.5 million positive variance versus the budget on the revenue side. On the expense side, we ended up \$400,000 under budget. Combined, that got us to a net surplus of revenues over expenses of \$4.9 million for the year.

Don congratulated all on the most successful financial year in USA Wrestling history. Don overviewed the change in the financial reporting package and how it has streamlined the process. The committee will still review detailed departmental reports quarterly.

There were no questions for Don.

7. ATHLETE ADVISORY COMMITTEE REPORT

Mallory Velte congratulated Adeline Gray on being elected to the Executive Committee by the AAC for an interim role. The AAC continues to work on repopulating committees with interested athletes. They are excited about the Operation Gold expansion Cody and Katie have been working on as well as the NIL program to be able to pay college athletes bonuses they haven't been able to accept before.

Mallory applauded Katie's involvement and her help communicating and serving as a liaison to athletes at National Team and age group camps.

There was discussion about athlete repopulation and the process in place to notify staff liaisons/committee chairs and ensure proper communication channels.

8. TEAM USA AC UPDATE

Veronica Carlson shared the commission hasn't met since the last Executive Committee call. The USOPC is offering support for those experiencing difficulties with visas. Megan Ball added the USOPC contacts have been very helpful with some issues with Bill Farrell.

9. JOWC/GRASSROOTS UPATE

Pat Ream provided the JOWC Update. They met October 30th and further discussed a grant program to support an Executive Director position for states in need. A committee to review the grant applications was formed and will be chaired by Craig LaMont with other state chairs and one state executive director joining. Tony Black and Greg Dana will serve as staff representatives. The committee will work on an application process which will be sent out to the states.

The only other topic of significance was a change to the UWW uniform rules, so the JOWC adjusted the rules to match the UWW language going forward.

Pat clarified that no state with a representative on the committee will be able to apply for the grant.

10. LONG RANGE PLAN UPDATE

Greg Dana gave a brief long range plane update. The committee met last month and reviewed the summit reports to identify the key priorities from the plan to focus on through 2028. Now that the priorities are identified, the committee will meet 3-4 times annually to review progress on the priorities and allow the committee to have oversight of the plan.

Committee members asked if specific actions came out of any of the summits, and Greg affirmed those are already in the process of being implemented and more in the weeds. Whereas, these priorities are more overarching themes that connect to the pillars.

11. BUILDING UPDATE

Greg Dana gave a brief update on the building progress. All permits are green lit, and is now just pedal to the metal. Tentatively hoping for a move in the first two weeks of December depending on furniture installations and all other updates going smoothly.

12. NEW BUSINESS

President Baumgartner asked for any new business. No new business.

President Baumgartner thanked everyone for making the call and their participation. He asked for a motion to adjourn.

Motion to Adjourn: Mallory Velte
Meeting adjourned at 6:11 pm MT