

USA Wrestling
Board of Directors
Meeting Minutes

August 8, 2025 - August 9, 2025

Friday, August 8, 2025

The meeting of the USA Wrestling Board of Directors was called to order at 7:00pm at the Hotel Polaris in Colorado Springs with President Bruce Baumgartner in the Chair.

The following members were present:

Bruce Baumgartner, President
Joan Fulp, 1st Vice-President
Kerry McCoy, 2nd Vice-President, Representative for Coaches Council - Coaches Pool
Nate Engel, Secretary, Athlete - Greco-Roman
Don Reynolds, Treasurer, Vice Chairperson of the Youth Development Council
James Ravannack, Past President
Lori Ayres, At-Large
Veronica Carlson, Team USA Athlete Commission
Robert Cate, Chairperson of the Folkstyle Committee
Jason Christenson, At-Large
Pat Culp, At-Large
Zac Dominguez, Chairperson of Greco-Roman Sport Committee
Nate Engel, Secretary, Athlete - Greco-Roman
Adeline Gray, Athlete - Women's Freestyle
Nick Gwiazdowski, Athlete - Men's Freestyle
Elliot Hopkins, Representative - National Federation of State High School Associations
Sam Julian, At-Large
Jamill Kelly, Chairperson of the Men's Freestyle Sport Committee
Scott Kluever, Chairperson of the Junior Council
Craig LaMont, Chairperson of the Youth Development Council
Heather Lawrence, At-Large
Michael Macchiavello, Athlete - Men's Freestyle
Joseph McKenna, Athlete - Men's Freestyle
Michael Moyer, Representative - National Wrestling Coaches Association
Thomas Pompei, Representative - National Association of Intercollegiate Athletics
Patrick Ream, Chairperson of the State Chairperson's National Council
Sally Roberts, Athlete At-Large
Jonny Ruggiano, Representative for Senior Clubs/Regional Training Center Council
Katherine Shai, Athlete At-Large
Robert Smith, Athlete At-Large
Iris Smith, Chairperson of the Women's Freestyle Sport Committee

Lee Roy Smith, Representative - National Wrestling Hall of Fame
Van Stokes, At-Large
Danny Struck, Representative from the Coaches Council – Grassroots Pool
Angie Taylor, Independent Board Member
Rick Tucci, Chairperson from the United States Wrestling Officials Association
Mallory Velte, Athlete - Women's Freestyle
Erin Golston, Athlete - Proxy

Secretary Nate Engel read the Conflict of Interest Statement. No member declared that they had a conflict of interest.

Members introduced themselves.

Representative from the Armed Forces Sports Council, Jay Antonelli moved to approve the minutes from the April 9, 2025 meeting as distributed to members via email and the motion was adopted.

President Baumgartner gave welcoming remarks and thanked the volunteers. USA Wrestling is moving in the right direction but must always work to be better. He thanked all the staff, athletes, officials, and the athlete's advisory committee. The President complimented the leader's retreat and announced that the organization is growing. He said the meeting schedule would be released in the middle of September and reminded everyone to renew their membership. Megan Ball will send an email making sure that membership fees will be compensated.

President Baumgartner gave the United World Wrestling (UWW) report. On August 12, there will be a virtual board meeting to discuss the Olympic qualifying procedures for 2028. The Senior Championships in Croatia are hosting the Summit/Convention/Congress where they will bring their commission (committees) and USA Wrestling has the largest committees.

Executive Director Rich Bender gave the Executive Director report. He thanked the members for their efforts and congratulated them on the impact that members have had on the sport. USA Wrestling is coming off the best year of the organization. He thanked the Executive Committee. He also thanked the state leaders. The number of members of USA Wrestling has hit 371,523 and this is no accident and shows incredible growth since 2018. He thanked Gary Abbott for his service. Expectations are at an all-time high which can be a challenge. There is the opportunity to host three international competitions over the next few years. We will continue to make an investment in technology and focusing on building the infrastructure to manage continued growth.

Executive Director Rich Bender gave the United States Olympic and Paralympic (USOPC) Report. There is a lot of focus on the games next year and the 2028 Olympic Games. It is also focused on new resource streams for the organization. There is a focus on continuing to raise

resources. SafeSport continues to be an area of concern for the USOPC. New leadership is on the horizon.

President Baumgartner explained the rationale for the proposed bylaw amendments and the process that the amendments went through before being proposed. Women's Freestyle Athlete Member Mallory Velte moved to adopt the proposed bylaw amendments. Van Stokes further explained the bylaw amendment process.

A test vote of the electronic voting software was conducted.

The proposed bylaw amendments were adopted, and are included in Appendix A.

Secretary Nate Engel ran the Finance Committee and Audit Committee elections.

For the election to the Finance Committee three positions were available. Graham Grider, Fred Franklin, Kristi Mann, Marco Priolo, Hollie Satona, Kelli Shuffler, Angie Taylor, Ted Young, and Chad Ravannack were nominated. Ted Young, Angie Taylor, and Chad Ravannack were elected.

For the election to the Audit Committee Board Members, two positions were available. Pat Culp and Sally Roberts were nominated. Pat Culp and Sally Roberts were elected.

For the election to the Audit Committee At Large, two positions were available. Joe Holmes, Marco Priolo, Kelli Shuffler, Elisa Lackey, and David Sutherland were nominated. Elisa Lackey and Kelli Shuffler were elected.

A vacancy election for the executive committee Temporary At Large was conducted. Pat Culp was nominated. Pat Culp was elected.

President Baumgartner gave the Gender Policy Update. He gave a brief history. In February, the gender policy was changed for several events because of the Executive Order. We have been monitoring it with the attorneys. All National Governing Bodies must update their gender policies, and after meetings with attorneys and consulting with the USOPC, the new policy is still being worked and will be ready in September.

Treasurer Don Reynolds gave the Finance Committee Report. He mentioned and thanked the members on the finance and administration team. Treasurer Reynolds outlined the finance committee activity and committee process. He gave a recent financial history. There was a rapid bounce back from Covid, double digit growth in Fiscal Year 2023/2024, and continued growth in FY 2025 with growth in nearly every state and sold-out events. Through June of 2025, Actual revenue was \$22,236,063 million for a positive budget variance of 16% and \$3.1 million. Actual expenditures were \$16,067,049 and approximately \$876 thousand below budget. Thus, the revenue over / under expenses surplus was \$6,169,014 for a positive variance of approximately \$4 million. Staff made a year-end forecast including an operating

reserve of about \$12 million, favorable variance of \$3 million revenues over expenses, net assets of over \$25 million, up \$5 million from last year, and an extremely strong financial position to begin the new fiscal year on September 1, 2025.

Treasurer Don Reynolds discussed the proposed budget which was distributed to members. He explained the budget process including new procedures and new financial systems. There was peer review, consultation with the department heads, and review by the Finance Committee. The Finance Committee unanimously recommends the adoption of the budget by the Board of Directors. For FY 2026, the budget expectations are revenues of \$24,907,491, expenditures of \$24,763,219 for revenues over / (under) expenditures of \$144,281. Highlights included positive variance, resources for the states, grass roots investments, investment in public relations, a full-time dedicated strength and conditioning position, and other athlete career support. The revenue breakdown and expenditure breakdowns were presented. The members asked questions and discussed the budget. Chairman of the State Chairperson's National Council Pat Ream moved to adopt the Fiscal Year 2026 budget as presented and the motion was adopted. Treasurer Reynolds outlined the next steps that are necessary.

Executive Director Rich Bender gave some additions to his report and thanked the members for their confidence in the budget. He thanked the department heads for preparing reports that were presented to the members and asked the members to review those reports.

Greg Dana gave an update on purchasing new office space or a new building. USA Wrestling is in negotiations to purchase the USA Volleyball building and to lease the first floor to USA Volleyball. There must be discussion on how to monetize the current building, and the executive committee will be kept up to date on developments. Members asked questions regarding the transition and building.

Cody Bickley gave the National Teams Update. There was an overall medal count of 45 medals. There were 3 world team titles. The teams continue to do well and the pipelines are doing well. He discussed other medals that have been won and the teams are off to a great start. All three styles are wrapping up the domestic camps in the US.

Manager of Safe Sport and Compliance Kenya Dixon gave the Safe Sport Process Review. The Safe Sport Process Review covers the misconduct categories including sexual, physical, and emotional misconduct. Kenya Dixon discussed the process for handling these reports. There was discussion about increasing the awareness of these categories at the state leadership level. The mandatory reporting rules and safety measures were discussed.

Mallory Velte gave the Athlete Advisory Committee Report. The Committee advocates for athletes to the Board in a two-way fashion. The current members of the committee were displayed. The Committee meets monthly or more often as needed to focus on topics including athlete compensation, health care, resources, trials procedures, event feedback and arbitration. A survey was conducted to share with sports committees. The new bylaw amendment results in

the committee now including at-large athletes. Future goals include increasing communication, a one-page newsletter, and implementing the recommendations of the survey.

Veronica Carlson gave the Team USA Athletes Commission (AC) Update. The Vice Chair is stepping down so there will be a pending election. Candidate recruitment is ongoing. The major focus areas include developing more resources for supporting athletes. USA AC is engaging with Congress to express concerns about provisions in the SCORE Act. Other focus areas include preparing for the Milano Cortina (MiCo) Olympic and Paralympic Games, including timeline planning, flag bearer elections, content coordination, and athlete communications.

Iris Smith gave the Women's Freestyle Sport Committee Report. Since April the committee has met several times. It is focused on the verbiage of procedures with the games approaching so that the athletes have a clear view on what is necessary to make the teams. The committee wants to address the issues so that athletes have the necessary information on the procedures.

Zac Dominguez gave the Greco-Roman Sport Committee Report. The committee outlined some new procedures on picking representatives. We have been doing well in the ranking camps. There were 80 plus members at the camp and it went well. Member Dominguez outlined the medals that have been won and is optimistic about medals at World's this year.

Rob Cate gave the Folkstyle Committee Report. The unique position of the committee is that our responsibility is to improve event operations and experiences for the athletes and to encourage growth in membership and transitions to other styles. Member Cate said mission accomplished as membership growth is through the roof. Events, membership, attendance, and quality of events are all up. A written report was provided to members.

President Baumgartner adjourned the meeting at 8:59pm to reconvene on August 9 at 8:30am at the Hotel Polaris.

Saturday, August 9, 2025

President Baumgartner called the meeting of the Board of Directors of USA Wrestling to order at 8:34am.

The following members were present:

Bruce Baumgartner, President
Joan Fulp, 1st Vice-President
Kerry McCoy, 2nd Vice-President, Representative for Coaches Council - Coaches Pool
Nate Engel, Secretary, Athlete - Greco-Roman
Don Reynolds, Treasurer, Vice Chairperson of the Youth Development Council
James Ravannack, Past President
Mark Bedics, Representative - National Collegiate Athletic Association
Veronica Carlson, Team USA Athlete Commission
Robert Cate, Chairperson of the Folkstyle Committee
Jason Christenson, At-Large
Pat Culp, At-Large
Zac Dominguez, Chairperson of Greco-Roman Sport Committee
Nate Engel, Secretary, Athlete - Greco-Roman
Adeline Gray, Athlete - Women's Freestyle
Nick Gwiazdowski, Athlete - Men's Freestyle
Elliot Hopkins, Representative - National Federation of State High School Associations
Sam Julian, At-Large
Jamill Kelly, Chairperson of the Men's Freestyle Sport Committee
Macey Kilty, Athlete - Women's Freestyle
Scott Kluever, Chairperson of the Junior Council
Craig LaMont, Chairperson of the Youth Development Council
Heather Lawrence, At-Large
Michael Macchiavello, Athlete - Men's Freestyle
Michael Moyer, Representative - National Wrestling Coaches Association
Thomas Pompei, Representative - National Association of Intercollegiate Athletics
Patrick Ream, Chairperson of the State Chairperson's National Council
Sally Roberts, Athlete At-Large
Jonny Ruggiano, Representative for Senior Clubs/Regional Training Center Council
Katherine Shai, Athlete At-Large
Robert Smith, Athlete At-Large
Iris Smith, Chairperson of the Women's Freestyle Sport Committee
Lee Roy Smith, Representative - National Wrestling Hall of Fame
John Stefanowicz, Athlete - Greco-Roman
Van Stokes, At-Large
Danny Struck, Representative from the Coaches Council – Grassroots Pool

Angie Taylor, Independent Board Member
Rick Tucci, Chairperson from the United States Wrestling Officials Association
Mallory Velte, Athlete - Women's Freestyle
Hannah Errthum, Athlete - Proxy

President Baumgartner announced that Pat Culp will serve another term as Chair of the Audit Committee. President Baumgartner reminded the members that the Conflict of interest and Oath of Confidentiality policy was still in effect.

At-Large Member Pat Culp gave the Audit Committee Report. There was a clean audit that was reviewed with the auditor. The audit committee adopted the report unanimously and recommended retaining the audit firm. Zam Dominguez moved to adopt the audit committee report and retain the audit firm. The motion was adopted.

Jamill Kelly gave the Men's Freestyle Sport Committee Report. We developed different policies and procedures for trials and tournaments and continued to work on policies that can be developed to help the national teams.

Pat Ream gave the Junior Olympic Wrestling Committee Report. There was record membership this year. A handout of the breakdown by state was distributed to members. There were 371,559 members and 2,717 events. Pat Culp was reelected Vice Chairperson of the National Council of State Chairpersons. The Council of State Chairpersons also recommended and adopted the following motion, which, after being moved by Member Jon Ruggiano and after debate was adopted by the USA Wrestling Board of Directors:

“At all USA Wrestling regional and national championships (excluding National Duals), one shall be deemed ineligible if he/she has represented another country (as recognized by the international federation) at continental and/or World Championships.

If an individual has represented another country but has since changed his/her sporting nationality to the US with the international federation, the individual shall be eligible for USA Wrestling regional and national championships.

Any athlete who represented another nation before 8/31/2025 shall be exempt.”

It was recommended that this policy be communicated to the membership.

Pat Ream gave an update on FARGO. There were 8,531 entries at FARGO. There are discussions about changing the FARGO schedule and logistics.

Sam Julian gave the United States Wrestling Officials Association Report. The social media presence has gone worldwide and there are ongoing educational efforts. If a state needs help or instructors to come in, this resource is available. There is a continued focus on working with grassroots, retention, training, and helping athletes. There was discussion on inviting foreign

officials to FARGO to gain experience. We need more officials. Member Julian answered questions and there was discussion on ways to increase training opportunities for officials.

Joan Fulp gave the Women's Wrestling Update Report. As of August 2025, Women's Wrestling is in 47 states with 79,403 members and strong growth every year of about 10,000 new members. There is ongoing work to address the LRP's Goal to Grow Women's Coaches. One goal is to create modals for states to use to create opportunities. There must be a purpose, use data, and align with the USA Wrestling's Long Range Plan. 646 surveys were collected, and 76% felt that the states have not developed opportunities to develop coaching. 92% of the respondents said that they would be interested in greater coaching opportunities. The survey also looked at barriers to women entering coaching. Barriers included lack of female coaches as role models, misconceptions that they must wrestle at a high level, lack of networking, ideas not always valued, lack of self-confidence to teach technique and lack of child care. Moving forward, the question to state leaders is what is successful, and who in the state are the females that would like to lead or participant in events. There was also discussion on the health effects for women in wrestling, including weight management, and how to create a healthier environment. A guide on weight management for female athletes has been released. The guide is easily accessible. Joan Fulp gave a special thanks to Elliott Hopkins for his work.

Gary Abbott gave the Communications and Special Projects Report. There has been growth on social media across all platforms with a focus on video and photo shoots. A written report was also provided to the members. The beach wrestling program is still growing. Looking ahead, the 2028 Los Angeles games are exciting, but we will have to work at it in the communications space. It is competitive to get attention and media coverage. Every sport will be expanding staff and putting together media plans. There should be an effort to make sure the media gives a focus to wrestling coverage. There is confidence in the budget, planning, people, and focus to take advantage of the Los Angeles 2028 opportunity. The President noted that this is Gary Abbott's last official Board Meeting.

At-Large Member Van Stokes Gave the Long Range Planning Committee Report. The Long Range Plan was jointly prepared by senior leadership, the Long Range Planning Committee, the Executive Committee, and was adopted by the Board. The Committee did not meet in the last year, but the plan was developed in 2021. The current 2022-2028 Long Range Plan is the outcome of that process. The Strategic Priorities include the Collaboration and Strategic Partnerships, Athlete Support and Involvement and Well Being, Women's Participation, Organization and Competitive Excellence, and Customer Experiences and Engagement. At-Large Member Stokes outlined the progress that was made for the strategic priorities in the past year. There were multiple summits, an increase in the stipend for athletes, strengthening partnerships, an increase in women's participants and the completion of the Women in Wrestling survey, increasing staff and budget, updating bylaws and policies, and winning 45 medals and multiple world team titles. Future steps will be to pull the committee together with senior leaders and establish 4-6 critical priorities before the Los Angeles 2028 games. There was discussion on improving the dissemination of summit reports and the improvement of meeting notices and announcements.

The meeting recessed at 10:16am for twenty minutes.

President Baumgartner called the meeting back to order at 10:46am.

A request was made to please let the AAC Board Members know if athletes are not attending committee meetings.

Representatives from the following constituent groups gave reports.

Cody Bickley and Ron Brant gave the United States Olympic and Paralympic Committee Team 5 Report. There is a lot of work on several sports sciences and several initiatives. Ron Brant gave a further update. The teams are meeting and looking at the budget and will work with an investment committee. It was a wise decision to hire a strength coach and it would be nice if there was a hybrid team approach. The Training center was mentioned and how it can best be used. There is a home field advantage team looking at how best to prepare for the 2028 Los Angeles Olympic Games.

John Stefanowicz gave the Armed Forces Sports Council Report. There are ongoing events and the preparations for the 2026 season are already underway. Athlete Greco-Roman Member Stefanowicz answered questions regarding the makeup of the committee and how athletes involved with or are affected by the Armed Forces can increase communication and awareness of the new country representation policy that was adopted.

Thomas Pompei gave the National Association of Intercollegiate Athletics Report. There are 70 teams on the men's side and 50 on the women's side and they are growing and the focus is on continued growth.

Elliot Hopkins gave the National Federation of State High School Associations Report. There have been many rule set changes for the sport in several policies, and there is growth in the membership numbers. Wrestling is now the 6th most popular sport for men and the 12th or 13th most popular sport on the women's side. During questioning, the point was made that it is important to find the right balance of how much wrestling should be done in a season to find a balance for athletes. The changes to the rule sets means that the sport is more flexible, inclusive, and allow for more scoring and excitement. There was discussion on the benefits of more flexible and inclusive uniforms for women.

Mike Moyer gave the National Wrestling Coaches Association Report. The focus is on the education space. Since 1999, over four hundred programs have been brought back that had been lost. We are developing more coaches and teachers and officials which leads to higher participation. There are many calls from schools reaching out to add wrestling programs. There was discussion about working with Congress regarding anti-trust bills and minimum funding floor for the Olympic sports. The ideas have been received well. The 16 sport minimum is in

the potential SCORE act but we are still working on the funding minimum. There are 150 scholarships for men and women's coaches to go through the Coaching CEO Academy.

Lee Roy Smith gave the National Wrestling Hall of Fame Report. We just concluded the 48th class of inductees to the Hall of Fame. This year will be the 50th anniversary year. Representative Smith gave some history of the Hall of Fame and explained some of his plans for the upcoming anniversary celebration. There are prioritized exhibits in the museums that are relevant and inclusive and many will be available for travel exhibits. One goal is to show the transforming power of the sport to help lead to growth. There is an ongoing endowment campaign which is at \$4.5 million out of a \$5 million goal. There are several aspects that make the Wrestling Hall of Fame unique.

Jonny Ruggiano gave the Federation of Clubs Report. There is an initiative to increase the communication between the clubs. The USA Wrestling summits were helpful to strengthen partnerships.

Sally Roberts gave the Wrestle Like a Girl Report. There will be a wrestling summit in Pennsylvania on September 13th. We are working with the State Department on several sport diplomacy envoys in the Middle East. There is work to increase safety and compliance efforts with Title IX.

Kerry McCoy gave the Historically Black Colleges and Universities Wrestling Initiative Report. An initiative started in 2020 to inspire and empower black wrestlers and allies. Another focus of the initiative is to restore and increase the opportunities at Historically Black Colleges. Morgan State was the first to be reinstated and they are entering their third year. Looking forward, there are some more targets for developing new programs. There is a scholarship program as well as the Bobby Douglas legacy award. There is a lot of progress being made.

There was no new business.

President Baumgartner gave some closing remarks and noted the positive efforts that are being made, that the growth is positive, and that the organization should continue to work to be better. He thanked all of the members for their service. He reminded members to wait for an email to receive a membership renewal and Safe Sport renewals.

Sami Julian moved to adjourn and the meeting adjourned at 11:51pm.

Gregory Carlson, PRP
Professional Registered Parliamentarian
Secretary's Designee

Appendix A
Adopted Bylaw Amendments

Related to: Article IV, Board of Directors, Section 4.3.11, Composition of the Board

Current By-Law Language:

4.3.11 All representatives to the Board of Directors from any constituent groups (e.g., councils, committees, etc.) must be designated prior to the Election Board Meeting of the Corporation, or whenever a change in representative(s) takes place, with the exception of Sport Committee representatives who are elected at the Election Board Meeting in the year of the Summer Olympic Games. Each representative's positions whose term ends in a given year will hold position until the end of the Election Board Meeting and the new representatives will start their position immediately after such meeting.

Proposed Changes: (additions underlined, deletions ~~strike through~~)

4.3.11 All representatives to the Board of Directors and committees from any constituent groups filled by virtue of requirements set forth in these bylaws (e.g., AAC, councils, committees, etc.) must be designated not later than twelve (12) hours prior to the Election Board Meeting of the Corporation, or whenever a change in representative(s) takes place, with the exception of Sport Committee representatives who are elected at the Election Board Meeting in the year of the Summer Olympic Games. Each representative's positions whose term ends in a given year will hold position until the end of the Election Board Meeting and the new representatives will start their position immediately after such meeting.

Intent:

The intent is to formally establish a timeline for constituent groups to designate their selected representatives to the board in a reasonable time prior to the start of the Election Board Meeting.

Financial Impact: None

14 May 25

Presenter & Affiliation: Van Stokes (past Secretary) and Bruce Baumgartner (President) on behalf of the Bylaw Working Group of current Board Members: Nate Engel (current Secretary), Mallory Velte (Chair AAC), Pat Ream (Chair JOWC) and Kerry McCoy (2nd Vice-President & past Secretary)

GOVERNANCE COMMITTEE REVIEW COMMENTS:

The Governance Committee recommends these changes to the Board of the Directors.

Related to: Article V, Executive Committee, Section 5.2. (b) Composition, Athletes

Current By-Law Language:

(b) Five (5) athletes from the AAC, to constitute 33.33% of the Executive Committee

Proposed Changes: (additions underlined, deletions ~~strike-through~~)

(b) Five (5) athletes from the AAC, to constitute a minimum of 33.33% of the Executive Committee; should an athlete representative from the AAC be elected to an officer position, that individual shall be considered as one of the five (5) athletes to constitute 33.33% of the Executive Committee.

Intent: The intent is to ensure that athlete representation on the Executive Committee complies with USOPC Audit standards and addresses an athlete elected to an officer position.

Financial Impact: None

14 May 25

Presenter & Affiliation: Van Stokes (past Secretary) and Bruce Baumgartner (President) on behalf of the Bylaw Working Group of current Board Members: Nate Engel (current Secretary), Mallory Velte (Chair AAC), Pat Ream (Chair JOWC) and Kerry McCoy (2nd Vice-President & past Secretary)

GOVERNANCE COMMITTEE REVIEW COMMENTS:

The Governance Committee recommends these changes to the Board of the Directors.

Related to: Article V, Executive Committee, Section 5.10, Resignation, Removal and Vacancies

Current By-Law Language:

- 5.10 **Resignation, Removal and Vacancies.** Executive Committee members are subject to the process set forth in Section 7.4 for resignation and removal, and vacancy.

Proposed Changes: (additions underlined, deletions ~~strike through~~)

- 5.10 **Resignation and Removal ~~and Vacancies~~.** Executive Committee members are subject to the process set forth in Section 7.4 7.5 for resignation and removal, ~~and vacancy~~.

- 5.11 **Vacancies.** Except for those positions filled by virtue of requirements set forth in these bylaws, any vacancy occurring in the Executive Committee shall be filled by a current member of the board through a special election by the board. The newly elected member shall be in the position for the remainder of the term. The special election, when possible, will take place during the Executive Committee At-Large election or at the next full Board meeting.

Intent: To establish a process to fill a vacancy on the Executive Committee

Financial Impact: None

19 May 25

Presenter & Affiliation: Van Stokes (past Secretary) and Bruce Baumgartner (President) on behalf of the Bylaw Working Group of current Board Members: Nate Engel (current Secretary), Mallory Velte (Chair AAC), Pat Ream (Chair JOWC) and Kerry McCoy (2nd Vice-President & past Secretary)

GOVERNANCE COMMITTEE REVIEW COMMENTS:

The Governance Committee recommends these changes to the Board of the Directors.

Related to: Article VII, Committees of the Board, Section 7.1.2 Committees Generally

Current By-Law Language:

7.1.2 All members of committees/councils from constituent groups must be designated prior to the Election Board Meeting of the Corporation.

Proposed Changes: (additions underlined, deletions ~~strike through~~)

7.1.2 All members of committees/councils from constituent groups filled by virtue of requirements set forth in these bylaws (e.g. AAC, councils, committees, etc.) must be designated not later than twelve (12) hours prior to the Election Board Meeting of the Corporation.

Intent: To place emphasis on the importance of designating constituent members of committees and councils not later than 12 hours prior to the Election Board Meeting. This will help minimize redundant nominations and provide information on constituent members selected to serve on committees and councils.

Financial Impact: None

Presenter & Affiliation: Van Stokes (past Secretary) and Bruce Baumgartner (President) on behalf of the Bylaw Working Group of current Board Members: Nate Engel (current Secretary), Mallory Velte (Chair AAC), Pat Ream (Chair JOWC) and Kerry McCoy (2nd Vice-President & past Secretary)

GOVERNANCE COMMITTEE REVIEW COMMENTS:

The Governance Committee recommends these changes to the Board of the Directors.

Related to: Article IV, Board of Directors, 4.3 Composition, 4.3.5 Athletes

Current By-Law Language: 4.3.5

4.3.5 Athletes shall constitute at least thirty-three and one-third per cent (33.33%) of the total voting membership of the Board. Further, up to fifty-percent (50%) may be 10 Year+ Athlete representatives and the remainder shall be "10 Year Athlete representatives", as 9 USAW Bylaws - Revised April 3, 2024 defined in Section 8.5.1. of the USOPC Bylaws, at least fifty-percent (50%) of athletes serving as board members must have competed in events or disciplines that are on a delegation event program at the time of their election. The athlete board members shall consist of:

- (a) Nine (9) Athlete representatives directly elected by the 10 year Athlete pool - Of the representatives, one (1) shall be elected to the Team USA AC as a member; and one (1) shall be elected as the Team USA AC alternate.
- (b) Six (6) Athletes to serve in At Large positions directly elected by the 10 year Athlete pool

Proposed Changes: (additions underlined, deletions ~~strike-through~~)

4.3.5 Athletes shall constitute a minimum of (33.33%) of the total voting membership of the Board. Further, at least 20% will be NGB 10 Year Athlete representatives; the remaining will be either NGB 10 Year or NGB 10 Year+ Athlete representatives as defined in Section 8.5 of the USOPC Bylaws. At least half of these athlete representatives will have obtained NGB 10 Year or NGB 10 Year+ Athlete representative eligibility through having been selected to compete at an event that, at the time of election/selection, is on a Delegation Event program as required by Section 8.5.3 of the USOPC Bylaws. The athlete board members shall consist of fifteen (15) Athlete Representatives, as defined in the AAC Bylaws and as follows:

- (a) Men's Greco Roman. Three (3) from Men's Greco-Roman wrestling;
- (b) Men's Freestyle Representatives. Three (3) from Men's Freestyle wrestling;
- (c) Women's Freestyle Representatives. Three (3) from Women's Freestyle wrestling.
- (d) Elected Team USA Athlete Commission Members. Athlete Commission members are individuals who are Members by virtue of their appointment/election to the Team USA Athletes' Commission (Team USA AC) to serve as the Representative or Alternate. They shall serve as Members of the AAC throughout the tenure of their appointment to the Team USA AC, have voice and vote, but are not subject to the term limits.
- (e) At-Large Members. The remainder of Representatives necessary to achieve fifteen (15) Members.

The term for athlete board members is four (4) years commencing on September 1 in the year of the election. Terms shall be staggered by two (2) year increments as determined by the AAC. An individual elected to the Team USA AC Representative or Alternate position may serve the full four (4) year term regardless of such individual's AAC term length.

Intent: The intent is to clarify the athletes' composition on the Board of Directors, and mirror the representation set forth in the Bylaws of the Athletes' Advisory Committee.

Financial Impact: None

14 May 25

Presenter & Affiliation: Van Stokes (past Secretary) and Bruce Baumgartner (President) on behalf of the Bylaw Working Group of current Board Members: Nate Engel (current Secretary), Mallory Velte (Chair AAC), Pat Ream (Chair JOWC) and Kerry McCoy (2nd Vice-President & past Secretary)

GOVERNANCE COMMITTEE REVIEW COMMENTS:

The Governance Committee recommends these changes to the Board of the Directors.

Related to: Full document to address acronym usage, grammar, formatting, and overall cohesive structure.

Current By-Law Language:

As referenced in the red-line version of the Bylaws, there were inconsistencies in how abbreviated terms were used (see SafeSport, WADA, USADA, USOPC, NGB, UWW, AAC, etc.). Additionally, there were inconsistencies in capitalization of various terms, hyphens, and references to USOPC Bylaws.

Additional changes related to outdated references to the magazine and newspaper and correcting website links.

Proposed Changes: (additions underlined, deletions ~~strike through~~)

Refer to the red-lined version to see complete changes including acronym references, spelling corrections, and formatting consistencies. All references were compared to the USOPC Bylaws to ensure the same formatting was matched. Additionally, a definitions appendix was added to assist in clarity.

Intent: The intent is to clarify terms within the document and ensure consistent formatting

Financial Impact: None

14 May 25

Presenter & Affiliation: Van Stokes (past Secretary) and Bruce Baumgartner (President) on behalf of the Bylaw Working Group of current Board Members: Nate Engel (current Secretary), Mallory Velte (Chair AAC), Pat Ream (Chair JOWC) and Kerry McCoy (2nd Vice-President & past Secretary)

GOVERNANCE COMMITTEE REVIEW COMMENTS:

The Governance Committee recommends these changes to the Board of the Directors.