

**USA Wrestling
Virtual Board of Directors Meeting
Minutes
November 24, 2025**

Board Members Present:

Bruce Baumgartner, President
Joan Fulp, 1st Vice President
Kerry McCoy, 2nd Vice President
Nate Engel, Secretary
Don Reynolds, Treasurer
James Ravannack, Past President
Jay Antonelli
Lori Ayres
Mark Bedics
Veronica Carlson
Rob Cate
Jason Christenson
Pat Culp
Claire DiCugno
Zac Dominguez
Adeline Gray
Dymond Guilford
Nick Gwiazdowski
Elliot Hopkins
Sam Julian
Jamill Kelly
Macey Kilty
Scott Kluever
Craig LaMont
Michael Macchiavello
Joseph McKenna
Hardell Moore
Michael Moyer
Patrick Ream
Jonny Ruggiano
Iris Smith
Lee Roy Smith
Robby Smith
Van Stokes
Danny Struck
Angie Taylor
Rick Tucci
Mallory Velte

Board Members Absent:

Beau Bartlett

Erin Golston
Xavier Johnson
Heather Lawrence
Brett Monaghan
Thomas Pompei
John Stefanowicz

Others Present:

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

The first virtual meeting of the Board of Directors of USA Wrestling for fiscal year 2025 was held on November 24, 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

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

Approval of Minutes

Director Zac Dominguez moved for the approval of the minutes for the August 8-9, 2025, Board of Directors meeting. 1st First Vice-President Joan Fulp seconded. The minutes were adopted as submitted.

President's Welcome/UWW Update

President Baumgartner began his welcome by crediting the leadership of the board, the volunteers, committee members, athletes, and staff for the growth of the organization and sport over the last few years post pandemic. He thanked those present for taking the time to make the meeting and for being a part of USA Wrestling.

President Baumgartner overviewed his travel since the last board meeting and highlighted his attendance at the U20 and U23 World Championships as well as the Bill Farrell Memorial Tournament and shared his pride in those representing USA Wrestling. The 2026 Senior Team selection procedures have been approved, and the age group procedures are in process.

Onboarding for new board members has been completed, and all board member requirements are up to date. The Executive Committee will begin working on the Executive Director evaluation in December. President Baumgartner asked Director of Finance, Greg Dana, to review the USOPC compliance submissions and SafeSport Audit status.

President Baumgartner asked for any questions. Hearing none, he shared the tentative date for the board meeting to be April 14, 2026. He closed his President's report by sharing his upcoming travel and moved into his UWW report.

He attended UWW Bureau meetings at the Senior World Championships in Zagreb, as well as some sessions of the UWW Convention that took place overtop competition. He was a speaker as well as Terry Steiner, and staff including Megan Ball were in attendance when possible. A lot of discussion took place at the September Bureau meeting, but no significant votes took place. President Baumgartner overviewed the agenda for his next Bureau meeting and asked for any questions. Hearing none, he turned his report over to Executive Director, Rich Bender.

Executive Director Report / USOPC Update

Rich Bender gave the Executive Director Report. He began by thanking President Baumgartner and the Board for the commitment they make to the sport and sharing some highlights since the meeting in August. These included the Men's Freestyle U17, U20, and U23 Teams bringing home the team titles from their World Championships and 205,000 members registered to date.

USA Wrestling has been officially awarded the 2026 Senior Pan American Championships, the 2026 U23 World Championships, and the 2027 Senior World Championships. Rich asked Megan to provide an update on hiring and positions filled. Megan reviewed the hiring of Steve Mickelson for USA Bracketing Customer Service Team Lead, Alex LaRochelle for Strength & Performance Specialist, and Vayle-Rae Baker in a part-time role supporting National Teams and Business Development. She also covered the current roles open, and the progress made in those processes.

Rich thanked Megan and took time to thank Nate Engel for his help with the Women's program while Jessica Medina is on maternity leave, Joe Warren for stepping into a contracting role to support the Greco program, and to Gary Abbott for his agreement to work on a book chronicling the history of USA Wrestling.

Rich commented on the growth of the organization and the growth of the infrastructure with the launch of USA Bracketing. He also congratulated Director Robby Smith on being awarded a 2015 World Bronze Medal. Hearing no questions, he began his USOPC Report.

The big focus for the USOPC at this time is the House Settlement and preparing for the 2026 Winter Games. They are also focused on working with LA28 to fully staff the organization. Rich asked for any questions.

Scott Kluever commented on the importance of recognizing Robby Smith as a World Medalist who continues to give back to the future of USA Wrestling and sets an inspiring example at the grassroots level.

Finance Committee Report

Treasurer Reynolds provided the Finance Committee Report. Greg Dana is working on overseeing the renovations at the new building, while the department is knee deep in audits. The

Committee met last month and closed out fiscal year 2025. The year wrapped with a surplus of revenues over expenses resulting in the most successful financial year in USA Wrestling history.

Additionally, the Committee reviewed the September financials using the new financial reporting system. In their next meeting, they will review October's financials. All indicators point to another excellent year financially for the organization. President Baumgartner asked if there were any questions for Treasurer Reynolds.

Director Van Stokes gave kudos and commendations to Rich, Greg, and the entire staff for one of the best financial reports he's ever heard for the organization.

JOWC/Grassroots Update

Director Pat Ream provided the JOWC update and started with a shout out to fellow Director Hardell Moore for his calling at the National Duals.

The JOWC met less than a month ago and approved a review panel for the State Association Executive Director grant program. The JOWC also approved language changes to mimic UWW standards for singlet approvals as well as replacing Sam Julien with Tim Condit on the Ethics & Membership Committee.

All signs point to a great year at the grassroots level with many states exceeding last year's membership numbers.

Athlete Advisory Committee Report

Director Mallory Velte gave the AAC Report. The expanded committee is doing well following the bylaw amendment. Mallory shared appreciation for the response by staff to feedback regarding procedures and events.

The committee members have been collaborating a lot with Katie Kriebel to help athletes access resources, prepare for retirement, and finding opportunities. Additionally, by working with Mike Clayton, they were able to secure access to Bronze and Copper courses for National Team Athletes as well as Wrestling Leader memberships to encourage involvement in officiating and coaching spaces.

If any staff liaisons or committee chairs have a need to repopulate athletes on committees, they can contact Mallory or Megan.

Team USA AC Update

Director Veronica Carlson provided the Team USA AC update. This year has focused on acclimating to a new chair of the AC and shifting to a focus on collaboration with the USOPC. Veronica serves on the NGB AAC Success Working Group for the USOPC to bring out best AAC practices.

Long Range Plan Update

Director Van Stokes and Greg Dana provided the Long Range Plan Update. The committee met in October and had a productive meeting lasting a few hours. The purpose of the meeting was to

review the significant actions and set four to six critical priorities to focus on as we move towards LA28. Van turned the call to Greg Dana to review the details of the summits held over the last year and the strategic priorities identified.

Greg shared that 113 participants joined over five summits with 47 being current athletes. The summit reports were shared with the AAC, the Executive Committee, and the Sport Committees with the opportunity to comment. Greg presented the five priorities identified from the summit reports and approved by the Long Range Planning Committee.

Directors asked questions and discussed reporting progress on the priorities as well as next steps.

Director Van Stokes made a motion to approve the five strategic priorities as presented to the Board virtually and by email prior to the meeting. Director Sam Julian seconded. The motion was approved unanimously.

Building Update

Greg Dana provided an update on the building project. USA Wrestling will purchase a building in Colorado Springs owned by USA Volleyball since 2011. USA Volleyball will lease office space back from USA Wrestling and remain in the building as well. The purchase contract is expected to be signed in December and staff will move into the new space on January 5th.

Directors asked questions regarding renovations, the plan for the current building, and how the assets will be shown on the balance sheet.

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 next Armed Forces Championships are scheduled for March 14, 2026 back in Texas for the third time. There is not a World Military Championship that the US will join this year, but they look forward to the World Military Games in 2027.

Director Mark Bedics provided the National Collegiate Athletic Association report. The first Women's NCAA Championship will be held in Coralville, IA in early March followed by the Men's NCAA Championship in Cleveland, OH later in the month. The sites for 2029-2031 for all divisions for Men's and Women's Championships will be announced in early 2027.

Director Elliot Hopkins provided the National Federation of State High School Associations report. The season is just getting started and they are optimistic that they will see more young men and women join the sport.

Director Mike Moyer provided the National Wrestling Coaches Association report. They continue to add more men's and women's collegiate programs across the country, with 226 women's teams now. Additionally, they are spending a lot of time in D.C. working to help the NCAA gain antitrust protection while protecting Olympic sports and on adding protections to the SCORE Act.

Director Lee Roy Smith provided the National Wrestling Hall of Fame report. He announced his plans to retire and the upcoming announcement of the search for a new Executive Director. The hope is to have the new Executive Director hired early in 2026. The 50th Anniversary of the NWHOF and Lee Roy overviewed the celebratory plans and class of 2026 inductees.

Director Rick Tucci provided a report from USWOA. The head of the UWW Officials Commission attended the Bill Farrell Memorial and complimented our officials and the education program provided. He is sharing these methods with other countries and encouraging our model. Rick turned his report to Director Sam Julien. He stated the women's college season is in full swing and he is serving as the coordinator of officials with the NCAA. They continue to work with Stacey Davis and are excited to keep moving forward with current plans.

First Vice-President Joan Fulp provided a brief women's wrestling update. She shared her excitement at the start of the high school season and setting a goal of 100,000 participants by LA28.

New Business

President Baumgartner asked for any additional updates or new business.

Cody Bickley provided an update on the work done to expand Operation Gold in order to get NCAA athletes paid prize money from competitions they previously were unable to receive payments for. Katie Kriebel has been working with athletes and compliance offices to ensure all is ready to roll out.

Kerry McCoy emphasized the importance of up to date biographical information available on the national team athletes to support marketing individuals.

Lori Ayres shared a club national championship for women would take place a day prior to the Women's NAAs to give teams an opportunity to win a club team title and encourage the additional of more formal women's programs across the country.

There was no additional new business. President Baumgartner thanked the Directors for their time and wished all a great holiday season.

Motion to adjourn: Scott Kluever

Seconded: Rick Tucci

The meeting adjourned at 6:50 pm MT