

**MINUTES**  
**EXECUTIVE COMMITTEE CONFERENCE CALL**

December 8, 2020  
5:00 p.m. Mountain Time

**Present:**

Bruce Baumgartner, President, Chairman  
Mark Reiland, 1<sup>st</sup> Vice President  
Kerry McCoy, Secretary  
Van Stokes, Treasurer  
Veronica Carlson  
Mike Juby  
Craig LaMont  
John Stefanowicz  
Joan Fulp  
Mike Macchiavello  
Rob Cate  
Rich Bender, Executive Director, ex-officio  
Les Gutches, Associate Executive Director for Programs and Strategy  
Gary Abbott, Director of Communications  
Laura Peeters, General Counsel  
Meredith Wilson, IT Director  
Tony Black, State Services Director  
Ryan Johnson, Director of Marketing and Sales  
Cody Bickley, National Teams High Performance Manager  
Haley Scherr, Executive Assistant

**Absent:**

Steven Thorpe  
James Ravannack, Immediate Past President  
Stan Dziedzic, UWW Vice President

**1. WELCOME**

Bruce Baumgartner welcomed the Executive Committee members. He indicated that he would not have a President's Update for this meeting. He asked that the agenda be changed, to start with the Safe Sport Update

**2. SAFE SPORT UPDATE**

Laura Peeters updated the committee on the number of current Safe Sport reports to USA Wrestling, the topics involved, and reported there had been no sanctions. She noted that over the weekend, an athlete had been publically accused in the media of sexual misconduct. She added

that the U.S. Center for Safe Sport had provided some staff training, which is a great resource as available.

Peeters noted that a draft USA Wrestling MAAP (Minor Abuse Athlete Prevention Policies) was in initial review, and is due in late January. She noted that the next State Safe Sport Coordinator meeting was set for Jan. 21.

### **3. APPROVAL OF THE NOVEMBER 10, 2020 MINUTES**

Motion to approve the November 10, 2020 minutes made by Mark Reiland. Second by Rob Cate Approved.

### **4. EXECUTIVE DIRECTOR'S UPDATE**

Rich Bender reported that the IOC had announced the program for the 2024 Olympic Games in Paris. While some were concerned that wrestling might be affected, the decision was to keep wrestling at the exact same level as the 2021 Tokyo Games, with six Greco-Roman, six men's freestyle and six women's freestyle weights and the same number of athletes. There was discussion that Beach Wrestling for women might be added, but it was not.

He reported that the USOPC meetings had been held the previous week. A major topic was what the USOPC must do for NGBs and for athletes. He also noted that the U.S. Olympic Training Center had been closed down again.

### **5. FINANCE REPORT/BUDGET UPDATE**

Van Stokes noted that the last Finance Committee call was a day before the last Executive Committee call, so there is no new update. The Finance Committee will review the September and October financial information on its next call. At this point, the annual audit has not been completed.

Les Gutches provided finance information including information on the projected budget variance worksheet developed by staff. He noted that staff is pleased with how the winter months have gone so far, in comparison to the new projections concerning membership income. He also noted that, while staff level has been maintained that there has been some reductions in salary and benefits absorbed by the entire national staff. Rich Bender shared additional detail about the changes in staff compensation, noting that \$3/4 million savings were generated through changes absorbed by staff. Rich Bender noted that this will all be revisited in February. The hope is that no additional changes will be necessary after that review. Les Gutches also noted that staff has not pursued the option of a line of credit for the near future.

Tony Black reported the passing of Georgia state chairperson Robert Horton. He provided specifics on membership levels and income for November and so far in December. He noted that if trends continue, membership revenue will exceed the revised budget worksheet after December. Kerry McCoy asked about athlete support, and Rich Bender indicated that there were no changes in direct financial support through stipends to the athletes, and no plans to change moving forward. The committee discussed details regarding how many national team athletes would be supported in the existing budget and in the future. It was noted that if COVID-19 had not happened and the Olympics had not been pushed back a year, there would be 18 weight classes funded with stipends in the 2020-21 fiscal year, but instead, all 30 World Championship weight classes are still being funded (meaning 36 more athletes are receiving report this fiscal year in comparison to what has been customary).

Rich Bender reported that USA Wrestling Director of Marketing and Sales Ryan Johnson had accepted the Executive Director position for USA Team Handball, starting January 1. He noted that staff is working on an interdepartmental plan to cover responsibilities in this area for the short term, with Johnson's current Marketing staff colleague Morgan Rabine involved extensively.

## **6. AAC UPDATE**

Veronica Carlson noted that the AAC has been working on operating guidelines. She, John Stefanowicz and Laura Peeters were working on plans to increase athlete representation based upon changes in the Olympic family in the most recent federal legislation. She also noted that the AAC had met to have input and update on the 2021 World Team Trials process. She noted that an AAC Town Hall would be held in January or February, in order to increase communications within the athlete community.

## **7. SELECTION PROCEDURES**

Cody Bickley explained the process that led to the six Selection Procedures which have gone through the Sport Committees and are now presented to the Executive Committee. For this meeting there are three procedures for men's freestyle and three procedures for Greco-Roman. The Women's Sport Committee will meet soon, with an expectation that their three procedures will be sent via email to the Executive Committee in just a few days. The events being covered are the 2021 Rome Ranking Series event, the 2021 Pan American Championships and the 2021 Senior World Championships. Bickley explained some nuances in the documents. The committee decided that it would vote on all six procedures together.

Motion to approve the three Greco-Roman Selection procedures and the three Men's Freestyle Selection procedures from Mark Reiland, Second by John Stefanowicz. Approved.

## **8. DIVERSITY AND INCLUSION UPDATE**

Kerry McCoy noted that the ad-hoc Diversity and Inclusion Committee was closing in on a mission statement and guiding principles. The group has decided the name of the committee should be the Diversity, Equity and Inclusion Committee. The next call will focus on setting specific projects and goals for them. Laura Peeters, a staff liaison to the committee, praised Kerry McCoy for his leadership on this committee.

#### **9. POSSIBLE BY-LAW WORKING GROUP**

Bruce Baumgartner noted that work on this would be postponed until January. He would like Executive Committee input and an extensive checklist from the USOPC. He asked members to send in any items that this committee should look at. He noted the group would be between 6-7 members, chaired by Van Stokes, but not all of those involved have been finalized. Kerry McCoy noted that the topics of term limits concerning those elected or appointed needs to be better clarified.

#### **10. NEW BUSINESS**

Ryan Johnson thanked the Executive Committee and the sport of wrestling for all it had done for him, and noted that as a former wrestler and long-time employee that he would always be part of the wrestling family and help the sport as he can in the future.

Bruce Baumgartner called the meeting into Executive Session for the Executive Director Evaluation topic.

Meeting adjourned at 6:35 p.m.