



## USA Rugby Board Meeting Minutes

**Date:** Thursday, May 14, 2026

**Time:** 2:00 pm – 3:30 pm MT

**Location:** Virtual: Google Meet

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### 1. Administrative Matters

**The Meeting was opened at 2:04 pm MT**

- **Welcome:** Tom Cusack
- **Roll Call:** Tom Cusack

**Board Members Present:** Tom Cusack, Chair; Steve Argeris; Jamie Burke; Victoria Folayan; Rick Humm; Paul Keeler; Denis Shanagher; Bill Stevens; Brett Thompson.

**Board Members Absent:** Koma Gandy-Fischbein; Tom Kelley; Julie Uhrman. All excused.

**Others Present:** USA Rugby Staff: Bill Goren, CEO; Todd Sowl, CFO; Tamara Sheppard, High Performance Director; Corey MacDonald, General Counsel; Danielle Bessetti, Chief of Staff.

**Others Present:** Bob Latham, World Rugby; Steve Tew, World Rugby.

**Conflict of Interest Statement & Declaration:** Tom Cusack asked if anyone saw a conflict based on the agenda, and no conflicts were reported.

#### **Minutes Ratification:**

Bill Stevens moved to approve the **Minutes from April 2, 2026**, as corrected. Brett Thompson seconded. **Motion approved unanimously.**

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### 2. Leadership Updates

- **Chair Update:** Tom Cusack
  - Hosting/Commercial Agreement
    - Tom Cusack reviewed the current World Rugby hosting terms dated May 12, 2026. Key discussion points included:
      - The proposed hosting fee structure;
      - Commercial right and revenue-sharing provisions;
      - Governance and oversight considerations;
      - Sanctioning fee provisions for international matches hosted in the US; and
      - The proposed governance and strategy review process.



- Board members discussed several areas requiring additional clarification and potential further negotiation, including governance structure, commercial arrangements, and implementation considerations. Tom clarified the areas identified for further negotiation.
- **CEO Update:** Bill Goren
  - Staffing Update
    - Bill introduced Danielle Bassetti, new Chief of Staff.
  - In person Board Meeting
    - Bill confirmed that the next in-person Board Meeting is scheduled for October 30, 2026, in New Jersey, in conjunction with the Women's XV's and Men's XV's doubleheader. Additional scheduling details will be provided to the Board.
  - USA Rugby Summit
    - Bill provided an update on the USA Rugby Summit scheduled for August 15, 2026, in Fort Lauderdale, Florida. Programming for the weekend will include:
      - Men's XV's vs Argentina;
      - Hall of Fame;
      - Coaching and referee clinics; and
      - Dedicated meeting for the three Council leadership groups.

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### 3. Governance

- **USOPC Audit Update:** Bill Goren
    - Bill reported that the USOPC recertification audit is currently underway. No substantive updates were available at this time.
  - **SafeSport Audit Update:** Bill Goren
    - Bill reported that the SafeSport audit remains ongoing with no material updates at this time. It was noted that the Girls Nationals event in Salt Lake City, Utah, will serve as the audit event site.
  - **Board Assessment Survey:**
    - Bill thanked the Board for achieving 100% participation in the Board Assessment Survey. The Board was reminded that the survey is required twice per quad under USOPC requirements.
    - Survey responses will be added to DropBox and reviewed during the June Board Meeting.
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#### 4. Committees and Working Groups

- **NCAA Emerging Sports Update:**
  - Bill provided an update regarding the women's college 7s tournament. NCAA representatives attended the event and met with several stakeholders. Feedback from those discussions were positive.

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#### 5. Financial/Risk

- **Financial Updates:** Tom reported that USA Rugby remains under budget on both revenue and expenses, primarily due to World Rugby hosting funds not yet being received.

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#### 6. Legal

- **Legal Updates:** Corey provided an update on any legal matters and grievances.

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#### 7. High Performance Update

- **Women's XVs Pac4 Review**
  - Tamara shared feedback on recent performance updates ahead of South Africa. The team finished in the top three in Pac4 and moved up one ranking point to No. 7. Seven new Eagles were capped. Tamara shared positive progress in style of play, long-term roster development toward the 2029 cycle, and notable increased integration between the 7s and XVs programs.
- **HSBC SVNS**
  - The Women's 7s team slightly underperformed expectations in Hong Kong, finishing fifth, but remains positioned to compete for a top-eight position.
  - The Men's 7s team finished 12<sup>th</sup>. Tamara noted that candid internal discussions have taken place regarding performance expectations and future direction. A top-eight finish remains attainable.
- **Men's XVs**
  - Tamara reported that the Men's XVs performance squad will be announced later in the week. Additional updates included the completion of an alignment camp in



Charlotte involving approximately 30 players and ongoing collaboration with overseas leagues regarding player development and playing opportunities.

- **Anthem**
  - Tamara provided an update on the MLR season and the future of Anthem. No final decision has been made regarding the club's future. USA Rugby, World Rugby, and MLR continue discussions regarding support for players and staff beyond early June.
  - Bill shared that Anthem will not continue to be funded by either World Rugby or USA Rugby and that the club would need to be sold.
  - Bob shared that there is an Indianapolis-based ownership group potentially interested, though no additional groups have formally emerged at this time.
- **Canada**
  - Tamara shared progress around discussions with Rugby Canada and a potential pathways partnership. The discussions remain preliminary but positive. A more developed concept is expected to be presented at the next Board Meeting, with the objective of creating additional international match opportunities for age-grade and senior teams.
- **Pathways**
  - Tamara provided an overview of the summer schedule across all high-performance pathways and programs.
  - Rick requested a public-facing community release promoting the upcoming schedule.
- **Golden Eagles**
  - Tamara shared a positive meeting with the Golden Eagles and their commitment to support pathway initiatives for the current year including youth 7s, Rugby Town, TID camps, etc.

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**8. Closing** Tom Cusack closed the meeting at 3:30 pm MT.

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**9. Executive Session** No Executive Session was held.

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**Respectfully submitted,**

Danielle Basetti on behalf of Bill Goren