



USA Rugby Catch-Up Meeting Minutes

Meeting Date: August 28, 2025

Time: 2:00 PM – 3:30 PM MT

1. Administrative Matters

Welcome: Tom Cusack opened the meeting at 2:04 pm Mountain Time.

Roll Call:

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

Board Members Absent: None

Others Present, USA Rugby Staff: Bill Goren, CEO; Todd Sowl, CFO; Tamara Sheppard, High Performance Director; Lynton Mare, Director of Business Operations; Kelly Burton, Director of Compliance

Others Present: 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 (Previous Meeting): Bill Stevens moved to approve the Minutes from the Quarterly Board meeting on July 19, 2025. Steve Argeris seconded. The Minutes were approved unanimously.

2. Leadership Updates

- **Chair Update:** Tom Cusack
 - World Rugby Investment Update – Tom reported that USA Rugby and World Rugby are still working on the details of World Rugby’s investment into USA Rugby.
- **CEO Update:** Bill Goren
 - Bill mentioned that the investment planning alignment will work to be USA Rugby plan with World Rugby support.

3. High-Performance Update

- Women XVs
 - Tamara noted that the Women’s Eagles were one match into their World Cup campaign and lost to England.
 - Tamara updated the group on the noting improvement in strength and fitness, that the bench came on and took the team forward.
 - Tamara reported that USA Rugby has engaged an independent consultant to review the structure, and that will be ready to begin right after the event.



- Men had a disappointing result in Canada
 - Next match is against Japan in Sacramento
 - Tamara shared some updated scenarios for Men's World Cup qualification
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4. Governance

- Bill Goren: Athlete Safety Policy Update
 - Bill reported that the USOPC has modified its Athlete Safety Policy to comply with Executive Order 14201. He further reported the following:
 - That the USOPC has monthly meetings with the Administration and must report on NGB compliance with the Policy change
 - That the USOPC looks at rugby as one collective NGB, not three different counsels
 - That the penalty for noncompliance can be decertification
 - That he hopes to have a policy draft to the Board for a vote at the October meeting
 - Bill fielded questions and concerns from Board members
 - Bill committed to keep the Board apprised of any changes in the USOPC policy.
 - Rick commented that he felt it was important to give voice to contacts in the community and asked Bill form an ad-hoc working group to contribute to the USA Rugby policy draft.
 - Tom Cusack: Gave an update on the Nominations Committee and the status of the at-large Board member search.
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5. Philanthropy

- Denis reiterated that the 50th Anniversary Gala on July 17 at 6:30 at Andrew Mellon Auditorium in Washington, DC was a fantastic event and served USA Rugby well to kick off future fundraising efforts.
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6. Financial/Risk

- Denis gave the financial report and noted variances that trended a little ahead of budget.
 - Denis and Todd noted some potential risks from financial funding and shared efforts to manage those risks.
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7. Legal Update:

- Denis updated the Board on the status of the legal matters based on public filings since the last meeting
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8. Closing: Tom Cusack closed the meeting at 2:23 pm Mountain Time.

9. Executive Session: No Executive Session was held.

Respectfully submitted,

Kelly Burton on behalf of Bill Goren