



USA Rugby Board Meeting Minutes

Date: Thursday, January 22, 2026

Time: 2:00 am – 3:30 pm Mountain Time

Location: Virtual: Google Meet

1. Administrative Matters

The Meeting was opened at 2:03 pm

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

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

Board Members Absent: None.

Others Present, USA Rugby Staff: Bill Goren, CEO; Todd Sowl, CFO; Tamara Sheppard, High Performance Director; Kelly Burton, Director of Compliance; Scott Lawrence, Men's XV's Head Coach (arrived at 3:20 pm and left at 3:55).

Others Present: Steve Tew, World Rugby.

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

Minutes Ratification:

Bill Stevens moved to approve the **December 11, 2025**, minutes. Koma seconded. **Motion approved unanimously.**

2. Leadership Updates

- **Chair Update:** Tom Cusack
 - World Rugby Update
 - Tom Cusack gave a brief update that discussions with World Rugby are ongoing.
- **CEO Update:** Bill Goren
 - Staffing Update
 - The Director of Business Operations position is on track for January 30, 2026.
 - The Board of Directors for Anthem met this week and discussed the upcoming season.



- Bill announced two calendar items:
 - HSBC Sevens – New York/New Jersey in March
 - Women’s Pac 4 Series – Sacramento on April 11
 - Bill also mentioned the South Africa v. New Zealand match that was announced earlier today and will be in Baltimore on September 12.
 - The board discussed the calendar and potential activations at events.
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3. 2026 Budget

- Bill presented updates to the 2026 Budget and the “Together We Soar” community funding plan.
 - Todd presented the updated 2026 Budget.
 - The board discussed a variety of topics related to the budget.
 - **Rick moved to approve the budget as presented. Paul seconded. The motion passed unanimously.**
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4. Governance

- Bill Goren reintroduced the Athlete Safety Policy. Bill reported that USOPC indicated it would approve this policy as written. The board discussed the reality that National Governing Bodies are required to approve a policy. **Denis moved to approve the policy. Rick seconded. The motion passed: 8 Yes. 4 Abstain.**
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5. High-Performance Update

- Men’s XV’s:
 - Scott Lawrence shared the “Build to 2027 Plan” and discussed the long-term goals of the program. Scott also shared opportunities and risks in the current rugby environment. Scott answered questions from the board members.
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6. Closing Tom Cusack closed the meeting at 3:58 pm Mountain Time.

7. Executive Session No Executive Session was held.

Respectfully submitted,

Kelly Burton on behalf of Bill Goren