



## USA Rugby Board Meeting Minutes

**Date:** Friday, July 18<sup>th</sup>, 2025

**Time:** 9:00 am – 1:00 pm Eastern Time

**Location:** Duane Morris LLP, 902 New York Avenue NW, Washington, DC (in person)

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### 1. Administrative Matters

#### The Meeting was opened at 9:12

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

**Board Members Present:** Tom Cusack, Chair; Steve Argeris; Jamie Burke; Victoria Folleyan (via Google Meet); Koma Gandy-Fischbein; Rick Humm; Denis Shanagher; Bill Stevens; Brett Thompson

**Board Members Absent:** Paul Keeler, excused

**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:** Corey Macdonald, Counsel; Bob Latham, World Rugby; Steve Tew, World Rugby; Alan Gilpin, 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 (June 5, 2025, Board Catch Up):** Bill Stevens moved to approve the June 5, 2025 minutes, Komo Seconded. The minutes were approved unanimously.

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### 3. Leadership Updates

- **Chair Update:** Tom Cusack
  - The landscape of the US professional game
    - Tom updated the group on discussions about the future professional game, its relationship to the United States high performance development, and concerns and opportunities under the possible scenarios.
- **CEO Update:** Bill Goren
  - Bill followed up Tom's discussion by focusing on what USA Rugby's may look like under different possible scenarios.
  - Council Meeting Preview: Bill reminded the group that the USA Rugby Councils were holding a meeting following the Board Meeting, and everyone was welcome to stay.



- USA Rugby Vision Plan: Bill shared the draft Vision Plan based in rugby values and rugby culture. The group had a vibrant and robust discussion. The Vision Plan was approved.

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#### 4. Governance

- Board Seat Update – There are a handful of applicants who will be invited to interview for the open board seat in the next few weeks.

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#### 5. Philanthropy

- Philanthropy Update
  - Based on initial reports, the Gala on July 17, 2025, raised approximately \$1,800,000.
    - This includes approximately \$1,600,000 in four-year pledges for the “On the Team” paddle-raise fundraiser.
    - Roughly \$400,000 of the On the Team funding is related to 2025.
    - Numbers will be finalized at a later date.
  - Next steps: The event generated a significant amount of goodwill and buzz and USA Rugby seeks to carry that momentum into the future.

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#### 6. Financial/Risk

- Financial Update
- Dues Increase – After discussion, Denis moved to increase dues for the 2025-2026 Season as follows:

<b><u>Community/Role</u></b>	<b><u>USA Rugby Dues</u></b>	<b><u>Note</u></b>
Senior Club Council	\$38*	*Exclusive of Insurance Cost
College Council	\$38*	*Exclusive of Insurance Cost
Youth and High School Council	\$30*	*Exclusive of Insurance Cost
Rookie Rugby	\$ 5*	*Exclusive of Insurance Cost
Coach	\$75	
Referee	\$75	
Administrator	\$45	
Temporary	\$15	

Steve seconded. The motion passed unanimously.



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## 7. Legal Update

- Board Members and management participated in a privileged discussion with Corey Macdonald, Counsel, regarding litigation.

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## 8. High-Performance Update

- Tamara reviewed the Men's 15 scenarios to qualify for World Cup
- Tamara shared Women's 15 push to World Cup
- Tamara updated the Board on the Men's and Women's 7s debrief process and preparations for the next series.
- Tamara shared updates from the Pathways Program in both men's and women's pathways.

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## 9. World Rugby

- Alan Gilpin, Chief Executive Officer, World Rugby, shared a presentation with the group regarding the State of World Rugby, thoughts on the U.S. Strategy as it relates to World Rugby's other constituencies, and investment priorities; then fielded questions from the Board members.

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**Closing:** Tom Cusack closed the meeting at 1:03 pm Eastern time.

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**Respectfully submitted,**

Kelly Burton on behalf of Bill Goren