



USA Rugby Catch-Up Meeting Minutes

Meeting Date: January 30, 2025

Time: 2:00 PM – 4:00PM MT

1. Administrative Matters

Welcome: Tom Cusack opened the meeting at 2:03 pm Mountain Time.

Roll Call: Present:

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

Conflict of Interest Statement & Declaration:

Koma and Jamie will recuse themselves from the meeting during discussion of WER.

Sanctioning, under the Governance agenda item.

No other conflicts reported.

Minutes Ratification (Previous Meeting): Bill moved to approve the Minutes from the Board meeting on December 12, 2024. Steve seconded. The Minutes were approved unanimously.

2. Leadership Updates

- **Chair Update:** Tom Cusack
 - World Rugby – Tom reported that Bill and Denis had their a call with Brett Robinson, new World Rugby Chair. Bill and Denis shared that Mr. Robinson recognizes the value of the US and is committed to the World Cup. Brett is also committed to the USA Rugby Growth Plan. Both Bill and Denis expressed the belief that World Rugby is reworking finances and expressed concern that funding for those initiatives may continue to be delayed.
- **CEO Update:** Bill Goren
 - World Rugby Staffing Adjustment – Staffing changes have been made at World Rugby. The change is not cause for alarm, and the impact on the US is not profound.
 - Bill introduced Lynton Mare, USA Rugby Director of Business Operations and Kelly Burton, Director of Compliance.
 - Bill reported that he attended the United States Women’s Rugby Foundation – Elevate Event in Denver focused on identifying issues and how groups can work together. Jamie, who also attended, reported that she is optimistic that the working groups will make solutions-based progress.



- 50th Anniversary – Bill reported on the Philanthropic Efforts associated with the USA Rugby 50th Anniversary year.

3. **Governance**

- Certification
 - Bill reported that USA Rugby received its SafeSport Compliance Certificate
 - Bill reported that USA Rugby is complaint with USOPC and is awaiting its certificate.
 - Jamie and Koma left the meeting. The board discussed the sanctioning of Women’s Elite Rugby (WER). The Board members asked questions and commented. While discussions with WER are ongoing and confidential, Bill noted two priorities:
 - WER must maintain sanctioning standards on par with other sanctioned organizations and events, such as MLR and PR7s.
 - USA Rugby’s priority is the health and safety of the athletes.
- Bill will set up a Q&A Session with the Board that will include Komo and Jamie

4. **Operations**

- Sanctioning Project Update – Bill reported that Jamie McGregor is leading the effort.
- Sanctioning Update project with the three Counsels and reported on the progress in those discussions.

5. **Financial/Risk**

- Year-End Financials – Denis gave the financial report noted some small changes to the 2025 budget on the Financials (attached the agenda). Denis and Todd fielded questions about the 2024 year-end financial and the 2025 budget. The Board determined that the changes did not constitute an official revised budget, so no action was taken.

6. **High-Performance Update**

- Tamara updated the Board on the status of the Men’s and Women’s 15 Teams, the Men’s and Women’s Sevens Teams, and the Anthem High Performance Team. She highlighted upcoming matches and laid out the Men’s 15s World Cup qualification path.

Closing: Tom Cusack closed the meeting at 2:10 pm Mountain Time.

- ### 7. **Executive Session** The Execute Committee retired to the Executive Session.

Respectfully submitted,

Kelly Burton on behalf of Bill Goren