



## USA Rugby Catch-Up Meeting Minutes

**Meeting Date:** June 5, 2025 (Approved July 18, 2025)

**Time:** 2:00 PM – 3:30PM MT

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### 1. Administrative Matters

**Welcome:** Tom Cusack opened the meeting at 2:02 pm Mountain Time.

**Roll Call:** Present:

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

**Board Members Absent:** Victoria Folayan (Excused)

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

**Others Present:** Steve Tew, World Rugby; Yanni Kakouris on behalf of Corey Macdonald, General Counsel

**Conflict of Interest Statement & Declaration:** Kelly Burton asked for statements of conflict with items on the agenda. No conflicts reported.

**Minutes Ratification (Previous Meeting):** It was moved and seconded to approve the Minutes from the Board meeting on April 24, 2024. The Minutes were approved unanimously.

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### 2. Leadership Updates

- **Chair Update:** Tom Cusack
  - World Rugby – Tom reported on meetings held with World Rugby representatives during and immediately after the LA Sevens event in early May. After a brief discussion of the event itself, Tom reported on the meeting that Tom, Denis, and Bill met with World Rugby during the event and the Monday following.
  - Tom reiterated World Rugby’s commitment to World Cup in the United States
  - Tom reported that World Rugby investment remains unsecured. Tom suggested that in the meantime, the Board Members contemplate ways to bolster and solidify systems and controls to ensure compliance with any funding directives.
  - Rugby executed a media rights deal with CBS/Paramount+. The USA v. New Zealand Women’s match was broadcast on Paramount+. USA Women v. Fiji will be on main CBS Network in July.



- From a high performance perspective, there have been interesting discussions with World Rugby about USA program and player development, but nothing is set for the near future.
  - Tom reported on the NCAA v. House settlement, and there was a brief discussion about challenges and opportunities for USA Rugby against that landscape.
  - Sevens – with the new series structure, the men will be in second tier. Bill commented that USA Rugby is in the loop on all levels of discussion around the series with World Rugby and with USOPC. Bill asked that any questions or concerns from Board members or constituents be directed to him for consistency and clarity.
- **CEO Update:** Bill Goren
    - Bill reported on the upcoming activities in Washington, DC, in conjunction with the 50<sup>th</sup> Anniversary Celebration taking place July 17 – July 20. Mayflower Hotel. Activities currently known to Bill include:
      - July 17 – 50<sup>th</sup> Anniversary Gala (6:30 pm)
      - July 18 – Board Meeting (9:00 am) / Councils Meeting (1:00 pm)
      - July 18 – Evening Hall of Fame Dinner
      - July 19 – Match Day

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#### **4. Governance (12:15 – 12:30)**

- Tom updated the Board on the search for the open At-Large Board Seat.
  - USA Rugby received a large pool of applicants and is still accepting applications for the seat. Board Members are encouraged to invite qualified candidates to apply.
  - The Nominating Committee is sending out a competency questionnaire to roughly 25 people, which is the next step in the process. The Committee hopes to start interviews in the next few weeks.

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#### **5. Philanthropy**

- Lynton reported on the Gala.
  - A solid number of tables have been sold
  - The Gala committee is working on the program and a few surprises

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#### **6. Financial/Risk**

- Todd reported that he hopes to have final dues proposal ready for vote at the July Board Meeting.
  - Year-to-Date Financials – Todd gave the financial report and noted some variances in terms of cash flows and expenses and timing differences. Todd also reported on financial forecast. Todd and Denis will re-forecast for the July meeting.
  - Todd reported on issue with the Councils trying to collect the A/R associated with clubs owing fees to USA Rugby for various reasons.
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### 7. Legal Update

- Board Members and management participated in a privileged discussion with Yannī Kakouris on behalf of Corey Macdonald, Counsel, regarding litigation.

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### 8. High-Performance Update

- Bill reported on behalf of Tamara Sheppard.
  - Simon Amor moved on from the Men’s Sevens Coach and Zack Test was named head coach.
  - Tarmara started review process of Sevens programs and is currently focused on Women’s World Cup and Men’s World Cup qualifying.
  - Anthem season is almost over. The group discussed ideas on ideas about the continued growth and success of that program.

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**Closing:** Tom Cusack closed the meeting at 4:11 pm Mountain Time.

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**Respectfully submitted,**

Kelly Burton on half of Bill Goren