

Date of Board Meeting	August 8th, 2024 Catch-Up Meeting
Subject	06/26/2024 Board Meeting Minutes
Subject for	Review and approval
Presenter	Johnathan Atkeison
Brief Summary	Minutes from the 06/26/2024 quarterly meeting
Recommendation	Review and approve
Financial implications	None
Appendices for Noting	None

1. Meeting Details

- a. Wednesday, June 26th, 2024. Virtual
- b. Participants
 - i. **Board Members:** Tom Cusack (Independent, Director), Steve Argeris (Independent), Denis Shanagher (IA), Victoria Folyan (IA), Brett Thompson (International Athlete), Jamie Burke,(International Athlete), Bill Stevens (Youth and High School), Rick Humm (Senior Club)
 - ii. **USAR National Office:** Bill Goren, Johnathan Atkeison, Corey MacDonald, Todd Sowl, Tamara Sheppard, Josh Sutcliffe
 - iii. **Additional Attendees:** David Pool, Al Lucas, Giovanni Vagletti

2. Welcome/Roll Call

3. Conflict of Interest

- a. None noted

4. Minutes

- i. Minutes from May 2nd meeting will be circulated for electronic review and approval once they become available.

5. Chair Update

- a. Tom Cusack provided the Board with a brief opening statement, noting recent meetings with World Rugby regarding the staging of the Rugby World Cup, and pre-Rugby World Cup game development opportunities.

- b. Cusack also extended a “congratulations” from the Board to member Jamie Burke, who will take part in the 2025-2025 World Rugby Global Leadership program.
- c. Additionally, Cusack extended a “congratulations” to Board members Victoria Folayan and Denis Shanagher, who have been elected to the US Rugby Foundation Hall of Fame’s 2024 class.

6. CEO Update

- a. Bill Goren provided the Board with an update on activities from Q2 2024.
 - i. Mitch Kaplan has come on board as the Finance Manger, and the recruitment process for the Director of Business Operations and Director of Compliance positions are ongoing.
 - ii. Goren then highlighted the departure of Johnathan Atkeison from USA Rugby.
 - 1. On behalf of the Board of Directors, Tom Cusack thanked Atkeison for his service to the organization.
 - iii. Goren then provided an update on the commercial performance of the upcoming USA Summer Test series, on World Rugby funding, the Anthem RC project, USA Rugby philanthropy and the ongoing discussions with the Golden Eagles.
 - iv. Johnathan Atkeison then provided the Board with an update on membership metrics, noting that the organization overall is up 7.25% year-to-date.

7. Community Updates

- a. College
 - i. Josh Sutcliffe provided the Board with an update on the state of college rugby.
 - 1. Sutcliffe provided an overview of the competitions in CRAA, noting the scope and goal of each.
 - 2. Sutcliffe further noted that membership is down 21% overall, with 1,700 of those being female, primarily resultant of teams and conferences moving to NCR. However dues collection remains consistent year to date.
 - 3. Sutcliffe then highlighted opportunities and challenges in the college environment.
 - 4. The Board then engaged in an extended question and answer session with Sutcliffe.
- b. Senior club
 - i. Al Lucas then joined the Board to provide an update on the activities of the Senior Club Council.
 - 1. Lucas noted that the Club Council registered 32,000 unique memberships in 2018, the largest every registration total, and 2024 membership totals are approaching that number.

2. Lucas then noted that the SCC has hired a paid administrator and has retained a bookkeeper, accounting firm, legal firm and social media director, and has also secured a deal with The Rugby Network to broadcast all SCC activities, and the activities of the SCC sub-entities.
 - a. Lucas then noted that the SCC will be increasing dues to \$20 per player next season.
 3. Lucas then highlighted opportunities and challenges in the Senior Club environment.
 4. The Board then engaged in a question and answer session with Lucas.
- c. Youth and High School
- i. David Pool and Giovanni Vagletti joined the Board meeting to provide an overview of the activities of the Youth and High School Council.
 1. Pool provided the Board with a background on the organization of the Council, and spoke about its activities over the last two years.
 2. Pool then highlighted the programs that USAYHS has implemented in the 2023-2024 season, including overall business rebranding, commercial and developmental partnerships such as the Ignite Fund and Urban Rugby America, and national championship tournament event sanctioning.
 3. Giovanni Vagletti then outlined the current membership within the Youth and High School Council, noting that they now stand at over 50,000 current members.
 4. Pool then briefed the Board on the finances of USAYHS and the Council, and their growth plan focused on four pillars of: visibility; penetration; conversion; and coach/referee/player development.
 5. Pool and Vagletti then outlined both the opportunities and challenges facing the Youth and High School Council.
 6. The Board then engaged in an extended question and answer session with Pool and Vagletti.

8. Governance

- a. Bill Goren gave the Board a presentation on structural components of USA Rugby's internal governance, and updates on progress against governance revisions.
 - i. Goren notified the Board that USA Rugby has been recertified by the USOPC with conditions. The conditions will require continued progress against required bylaw revisions by December 16th.
 - ii. Tom Cusack has requested that all documentation related to sanctioning be provided to the Governance subcommittee for review.

9. Finance

- a. Denis Shanagher and Todd Sowl provided the Board with an update on finance.
 - i. Sowl provided the Board with a verbal report based on the written submissions regarding the projects currently being undertaken by the

Finance department, and the current financial position year to date of USA Rugby.

1. Rick Humm requested information regarding uptake on rugby sub-entitles using Stonecastle, and asked for more information regarding Ramp/Divvy and how they might be implemented in the community.
- ii. Shanagher provided the Board with a verbal report based on the written submission highlighting current risks in the USAR financial picture.

10. Legal Agreement status

- a. Bill Goren and Johnathan Atkeison provided the board with an update on various legal agreements, noting:
 - i. The agreement between USA Rugby and the United States Performance Center has been signed.
 - ii. The Anthem LLC agreement is anticipated to be finalized soon.
 - iii. The USA Rugby services agreement to Anthem will be finalized concurrently to the LLC agreement.

11. High Performance

- a. Tamara Sheppard provided the Board with an update on High Performance activities, and on a new tracking framework noting:
 - i. The Women's 7s program is tracking to plan in their Olympic preparation.
 - ii. The Men's 7s program has suffered multiple season-ending injuries leading into the Olympics. Their squad selection will be publicized July 1st.
 - iii. Women's 15s program is in the process of campaign building for the next season, leading into the 2025 Women's Rugby World Cup.
 - iv. In the Men's 15s vertical, the U-20s have qualified for the U-20 World Trophy, while the U-18s will be travelling to Argentina. The senior team will take on Romania and Scotland.
 1. Sheppard noted that there has been a significant amount of campaign planning over the last month, with upcoming project planning meetings focused on Anthem budgeting and operations.
- b. The Board then engaged in a question and answer session with Sheppard.

12. AOB/Executive Session/Close

- a. The Board moved into executive session at 3:26pm MTN

13. Close

- a. Tom Cusack made a motion to close the meeting at 4:30 pm MTN