



USA Rugby Board Meeting Minutes

Meeting Date: March 20, 2025 (Approved April 24, 2025)

Time: 12:00 PM – 4:30 PM MT

1. Administrative Matters

Welcome: Tom Cusack opened the meeting at 12:03 pm Mountain Time.

Roll Call: Tom Cusack:

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; Lynton Mare, Director of Business Operations; Tamara Sheppard, High Performance Director; Kelly Burton, Director of Compliance

Others Present: Corey Macdonald, General Counsel; Bob Latham, World Rugby; Steve Tew, World Rugby

Others Present for Reports Only: Josh Sutcliffe, College Council/CRAA; Al Lucas, Senior Club Council; David Pool, Youth and High School Council; Jamie McGregor, USA Rugby Senior Director of Training and Education; Sione Fukofuka, Head Coach, Women's XV's

Conflict of Interest Statement & Declaration: Declarations of Conflict were made and noted. Jamie and Koma offered to step out if certain issues with Women Elite Rugby (WER) were addressed. They were deemed likely to not be a conflict and would evaluate as necessary.

Minutes Ratification (January 20, 2025 Catch Up): Steve moved to approve the Minutes from the Board Catch Up on January 20, 2025. Rick seconded. The Minutes were approved unanimously.

2. Council Updates

- **Collegiate Council/CRAA:** Josh Sutcliffe presented the state of the College Council.
 - College Council has launched “With You,” its player advocacy initiative aimed at providing resources to the players in a number of categories.
 - CRAA Championship: CRAA entered into a three-year agreement with Kuntz Stadium, Indianapolis, Indiana for its Championships.
 - CRAA is having its inaugural East v. West match working hand in hand with USA Rugby High Performance as well as coach and referee development.
 - College Council is prioritizing cooperation between and among the councils and USA Rugby to navigate and alleviate calendar challenges in future schedules.



- **Senior Club Council:** Al Lucas reported the state of Senior Club Council is strong.
 - Al addressed and discussed Senior Club Rugby’s Three Pillars:
 - Grow the Game – Al reported on registrations and reported that Senior Club is working to provide more opportunities to keep college students in the game after graduation.
 - Commercial Viability – Working in markets to expand municipal relations and increase broadcast opportunities.
 - Improve Participant Satisfaction – Al addressed priorities.
 - **Youth and High School Council:** David Pool reported on the state of the Youth and High School Council.
 - David reported on Youth and High School’s partnership with High Performance and explained and discussed the Virtual Academy and discussed its applications, its availability, and its progress.
 - David shared Registration information and noted growth in the non-contact U-14 and girls’ games.
 - Youth and High School Council is partnering with Omega for its “Get into Rugby” campaign. David shared the top 5 performing posts.
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3. **Leadership Updates**

- **Chair Update:** Tom Cusack
 - World Rugby – Tom reported that Brett Robinson, World Rugby Chair, is reaffirming the World Rugby strategy going forward. Tom has no new report on World Rugby-based funding for growth of the game.
 - Committees – Tom is compiling the lists of committee members
 - Board – The Board is seeking one new At-Large Director position and a National Competitions Chair.
 - Tom reported that the USOPC is putting together an information packet on transgender participation, and a discussion ensued.
 - **CEO Update:** Bill Goren
 - Bill shared a draft Strategic Plan vision.
 - The goals of the Strategic Plan have not changed materially, but the proposed methods are somewhat different from the past.
 - The draft plan shared proposed priorities and a proposed short-term and long-term timeline.
 - Bill invited feedback from board members and will provide an update at the next meeting.
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4. Governance

- **Sanctioning:** Bill Goren
 - Bill reported that WER had been sanctioned by USA Rugby for one year. Since no discussion arose, Jamie and Koma remained in the meeting.
 - Bill reported that PR7s was sanctioned by USA Rugby.
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4. Operations

- **Sanctioning Project Update:** Jamie McGregor reported on the state of the sanctioning policies and processes within USA Rugby and contemplated improvements.
 - Jamie McGregor also reported on the Sanctioning project with the three Counsels and the progress in those discussions.
 - **Legal:** Board Members and management participated in a privileged discussion with Corey Macdonald, Counsel, regarding litigation.
 - **50th Anniversary:** Bill Goren reported on the tentative calendar of activities and philanthropic efforts planned for USA Rugby's 50th Anniversary celebration this summer.
 - **Community Calendar:** Bill Goren and Jamie McGregor reported that coordinating calendars is a priority.
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6. Financial/Risk

- **Financial Report:** Todd Sowl gave an update on the financial status of the organization including funds invested in StoneCastle, interest earned to date, cash back earned from Ramp/Divvy, PPP loan repayment, negotiated savings and agreements. Todd reported the February 2025 results and shared the forecast for the remainder of the year.
 - **Membership Dues Analysis:** Todd shared an analysis of membership revenue and expenses allocated to each council in anticipation of a future discussion about dues.
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7. High – Performance

- Tamara Sheppard updated the Board on the status of the Men's and Women's XV's Teams, the Men's and Women's Sevens Teams, and the Anthem High Performance Team.
 - Tamara and Sione Fukofuka shared the goals and principles of the Women's XV's summer campaign to the Women's World Cup 2025.
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Closing: Tom Cusack closed the meeting at 4:26 pm Mountain Time.

8. Executive Session No Executive Session was held.

Respectfully submitted,

Kelly Burton on behalf of Bill Goren