



USA Rugby Catch-Up Meeting Minutes

Meeting Date: April 24, 2025

Time: 2:00 PM – 3:30 PM MT

1. Administrative Matters

Welcome: Tom Cusack opened the meeting at 2:05 pm Mountain Time.

Roll Call: Present:

Board Members Present: Tom Cusack, Chair; Jamie Burke; Victoria Folayan; Rick Humm; Paul Keeler; Denis Shanagher; Brett Thompson

Board Members Absent: Steve Argeris, excused; Koma Gandy-Fischbein, excused; Bill Stevens, 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: Steve Tew, World Rugby

Conflict of Interest Statement & Declaration:

Board Members were asked for any statements of conflicts with items on the agenda. No conflicts reported.

Minutes Ratification (Previous Meeting): Denis moved to approve the Minutes from the Quarterly Board meeting on March 20, 2025. Jamie seconded. The Minutes were approved unanimously.

2. Leadership Updates

- **Chair Update:** Tom Cusack
 - World Rugby – Tom reported that Brett Robinson reaffirmed World Rugby’s commitment to the World Cup in the United States.
- **CEO Update:** Bill Goren
 - Bill reported that he met with Brett Robinson and Alan Gilpin in Hong Kong and will meet with them again in LA.
 - Bill reported that World Rugby intends to invest in the US market in the following areas:
 - Women’s game



- High performance
 - Events
 - Growing the game
 - Bill updated the group on USA Rugby's commercial rights.
 - Bill reported on discussions regarding broadcast rights.
 - Bill reported that the CEO of U.S. Center for SafeSport was asked to step down and further reported that other National Governing Bodies have been experiencing the same frustrations as USA Rugby has been experiencing with SafeSport.
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3. Governance

- USOPC Transgender Athlete Policy Update
 - Bill reported that the USOPC is in the process of evaluating and potentially changing its policy on transgender athlete participation.
 - Bill fielded questions from board members and committed to keep the Board apprised of any changes in the USOPC policy.
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4. Philanthropy

- Bill announced the 50th Anniversary Gala on July 17 at 6:30 at Andrew Mellon Auditorium in Washington, DC.
 - Approximately 400 guests are expected.
 - Bill announced sponsorship packages and ticket prices.
 - The Gala will also serve as the World Cup Send-Off for the U.S. Women's XV's team.
 - Bill also discussed the "On the Team" fundraising forum.
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5. Financial/Risk

- 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.
 - Todd reported that the A&R Committee approved and recommended Waugh & Goodwin as USA Rugby's independent auditor for the 2024 financial statement and recommended board approval. Denis moved to approve. Paul seconded. The motion passed unanimously.
 - The March budget was discussed.
 - Todd presented an updated Membership Dues Analysis and led a discussion about the analysis.
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6. High-Performance Update

- Tamara presented a High Performance update in terms of player development.
- Tamara discussed upcoming matches in the U18, U19, U23 teams.
- Tamara explained the upcoming changes to the World Rugby Sevens Series and the potential impact on the USA Sevens Women's and Men's teams.



- Tamara noted that a number of USA Rugby matches will be played the weekend of May 2-4, 2025. Rick brought up the importance of syncing calendars.
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7. Closing: Tom Cusack closed the meeting at 2:45 pm Mountain Time. The Executive Committee retired to the Executive Session.

8. Executive Session

Tom Cusack opened the Executive session and left the session.

Jamie Burke, Victoria Folyan, Rick Humm, Paul Keeler, Denis Shanagher, and Brett Thompson remained.

Bill Goren invited the Board to think about candidates for the open Director position.

The committee discussed the end of Tom Cusack's term.

It was moved and seconded that Tom Cusack serve a second term as both At-Large Director and Chair. The motion carried.

Closing: Denis Shanagher closed the Executive Session at 3:55 pm Mountain Time.

Respectfully submitted,

Kelly Burton on behalf of Bill Goren