



**Board of Directors | Regular Meeting | April 2, 2025
Meeting Minutes**

Location: Atlanta, GA

Present: Mike Choi (Chair), Tayler Harris (Vice Chair), Meredith Alwine, Andy Coggins, Mario Dispenza (joined remotely), Elizabeth Grossman (joined 4:10pm ET), Adam Kleinfeld (joined remotely), John McGovern, Sara Soto, Joe Triolo, Sean Waxman (joined remotely).

Absent: Morgan McCullough

Guests: Suzanne Crespo (Outside Counsel), Dan Schmidt (Fractional CFO service provider)

Staff Present: Matt Sicchio (CEO), JP Nicoletta (COO), Will Edmonds (Dir. Communications), Michael Gattone (Sr. Dir. Sport Performance), Anna Swisher (Dir. Coach Dev & Sport Science)

1. **Call to Order.** MC called the meeting to order at 2:09 pm ET and determined that a quorum exists.
2. **Declarations of Conflicts of Interest.**
 - a. Meredith Alwine: none on agenda
 - b. Mike Choi: none on agenda
 - c. Andy Coggins: none on agenda
 - d. Mario Dispenza: none on agenda
 - e. Elizabeth Grossman: none on agenda
 - f. Adam Kleinfeld: none on agenda
 - g. Tayler Harris: none on agenda, spouse of HP Contractor
 - h. John McGovern: none on agenda
 - i. Sara Soto: none on agenda
 - j. Joe Triolo: none on agenda
 - k. Sean Waxman: none on agenda
3. **Approval of Minutes.** MC motion to approve 2/24/25 meeting minutes. Seconded by SS. Motion carried.
4. **Chair Report.** MC provided brief opening comments. Thanked BOD members for their responsiveness to open matters. Mentioned call to action for BOD committee liaisons to engage with their assigned committees was premature for full rollout. Goal for now is initial “issue spotting” with committee members – what topics/issues do they want to tackle when we get them fully back up and running.
5. **CEO Report.** MS reviewed the four pillars of USAW’s strategic plan, noted that today’s meeting agenda was designed to align with those pillars, and delivered a headline summary of Q1 USAW activities. A brief period of questions and discussion followed.

6. **Organizational Effectiveness: Ethics and Grievance Policies and Procedures.** MS welcomed Suzanne Crespo (outside counsel) who joined the meeting remotely. A summary of proposed policy updates to amend and streamline USAW's existing Ethics and Grievance Policies and procedures was presented. Proposed solutions include the addition of a dedicated staff member, adopting best practices employed by other NGBs, consolidating policies to clarify and simplify the scope of the Ethics Committee. In addition, proposed utilization of shared services solutions with the USOPC to complete investigations (currently an Ethics Committee responsibility) and hearings (currently a Judicial Committee responsibility). Following discussion, motion made to approve the updates provided in draft to the BOD in advance of the meeting.

Motion by MC, "I move to approve the following slate of proposed policies, to go into effect at the CEO's and COO's discretion at the timing of the start date of USAW's new Compliance Manager: Complaint Resolution and Hearing Procedures, Code of Conduct, Conflict of Interest Policy, Athlete Participation Safety Policy, Athlete and Participation Safety Response and Resolution Policy." Seconded by JM. Motion carried.

7. **Organizational Effectiveness: Finance Report.** MS reviewed USAW's business model in advance of Dan Schmidt, EBCFO providing high-level summaries of his firm's engagement with USAW, ongoing projects and financial updates from 2024 and Q1 2025.
8. **Operations Reports.** USAW HQ team members provided operational updates as follows:
 - a. **Participation & Sport Development: Membership, Coach Development & Events.** JN presented a summary of year-to-date activities in Membership Services and Events. AS presented on Coach Development including updates on legacy Level 1 and Level 2 courses, new course offerings, grant and other programs.
 - b. **High Performance Excellence: National Team Program, International Events.** MG joined the meeting remotely and updated about NTP activities and upcoming camps. Provided summary results from the Jr. Pan American Championships. Emphasized focus on performance driven data as the foundation for High Performance goals.
 - c. **Revenue Generation & Diversification: Sponsorship, Philanthropy, Communications.** WE shared update on major events and stories covered by USAW communications. Noted trends on social media following the Olympics have stayed elevated. Ongoing improvements to USAW's website SEO is a focus going forward. Grassroots member storytelling has been well received and will continue to be developed during the year. Impactful storytelling has led to increased social media traction across platforms.
9. **Adjournment.** The meeting was adjourned at 6:10 pm ET.