



**Board of Directors | Regular Meeting | December 16, 2025
Meeting Minutes**

Location: Held Remotely

Present: Mike Choi (Chair), Tayler Harris (Vice Chair), Meredith Alwine, Andy Coggins, Elizabeth Grossman, Adam Kleinfeld (joined 6:29pm ET), Sara Soto, Joe Triolo, Sean Waxman (departed 6:21pm ET).

Absent: Mario Dispenza, Morgan McCullough, John McGovern

Guests: Dan Schmidt (Fractional CFO service provider)

Staff Present: Matt Sicchio (CEO), JP Nicoletta (COO), Mike Gattone (Sr. Dir. Sport Performance), Christina Drown (Manager Membership Services), Will Edmonds (Director Communications), Pedro Meloni (Director Events & Sponsorships), Anna Swisher (Director Coach Development & Sports Science)

1. **Call to Order.** MC called the meeting to order at 5:05 pm ET and determined that a quorum exists.
2. **Declarations of Conflicts of Interest.**
 - a. Meredith Alwine: AAC member
 - b. Mike Choi: IWF Cat 1 technical official, instructor, club director
 - c. Andy Coggins: Club director, masters athlete, interviewed for NTP contractor role, instructor
 - d. Elizabeth Grossman: No conflicts
 - e. Tayler Harris: Club director, spouse of a USAW employee, senior and masters athlete, AAC member.
 - f. Adam Kleinfeld: No conflicts
 - g. Sara Soto: IWF Cat 1 technical official, masters athlete
 - h. Joe Triolo: IWF Cat 1 technical official, Pan American Federation Technical Committee member
 - i. Sean Waxman: Instructor, club owner
3. **2026 Proposed BOD Meeting Dates.** MC motion to approve 2026 BOD meeting dates and locations noted below. Seconded by AC. Motion Carried.
 - a. February 10 – Virtual
 - b. April 8 – Salt Lake City, UT
 - c. June 9 – Virtual
 - d. August 18 – Virtual
 - e. December 15 - Virtual
4. **CEO Report.** MS delivered a headline year-end summary of 2025 USAW results under the four pillars of USAW's strategic plan, which includes a headquarters team that is excelling, strong and stable financials, a strong year for USAW athletes on the international platform, coaching development content being well received, members rating our national events very highly, and compelling

storytelling around our elite athletes and our broad grassroots community. He also previewed operational priorities for 2026, which include continuing to operate the core of USAW's work at a high level, testing new event formats, growing our storytelling further, preparing for Olympic Games qualification (which starts in Q4 of 2026), and continuing to support a world-class headquarters team with the resources to serve our members.

5. **Operations Reports.** USAW staff provided operational updates aligned with the four pillars of USAW's strategic plan as follows:
 - a. High Performance Excellence: (Mike Gattone)
 - b. Participation & Sport Development: Membership (Christina Drown)
 - c. Participation & Sport Development: Coach Development (Anna Swisher)
 - d. Participation & Sport Development: Events (Pedro Meloni)
 - e. Revenue Generation and Diversification: Sponsorships (Pedro Meloni)
 - f. Revenue Generation and Diversification: Communications (Will Edmonds)
 - g. Organizational Effectiveness: (JP Nicoletta)
6. **2026 Budget.** Dan Schmidt, EBCFO provided financial updates on 2025 YTD USAW financial activity and presented the 2026 draft budget for approval. MC motion to approve the 2026 budget as presented. Seconded by AK. TH recused from the vote. Motion carried.
7. **Approval of Minutes.**
 - a. MC motion to approve 7/24/25 meeting minutes. Seconded by AC. Motion carried
 - b. MC motion to approve 9/18/25 meeting minutes. Seconded by TH. Motion carried.
 - c. MC motion to approve 11/19/25 meeting minutes. Seconded by AC. Motion carried.
 - d. MC motion to approve 11/26/25 meeting minutes. Seconded by AC. Motion carried.
8. **Adjournment.** The meeting was adjourned at 8:39 pm ET.