



Officers of the Corporation

William Terrell
State Chairman
Rick Puerto
Vice Chair
Nancy Zuena
Treasurer
Dianna Barkman
Secretary

Council Chairs

Ron Fazio
Officials
Omar Feliciano
International Style
Alex Almeyda
Coaches
Omar Feliciano
U23/Sr/Cultural

Council Chairs

Rick Puerto
Kids Scholastic
Tony Arroyo
Women’s Council
Committee Chairs
John Welch
Legislative
Chris Curtis
Membership

Committee Chairs

Craig Manno
National Trips
Dave Mauro
Scheduling Events
Chris Treston
Publicity
GM At Large
Joanna Roman

At Large

Gabe Roman
TJ Conroy
Dr. James Ware

SGB minutes

Date: October 25, 2022

Time: 7 pm

Location: Zoom

USAWNJ SGB Members - Called by State Chairman, William Terrell

Purpose of the meeting – financial report, appointment of Finance Committee, Xcel addendum, dual team selection process, approval of Office 365 & QuickBooks, policy/by-laws changes, council & publicity reports, travel agent

1. Call to Order 7:08 pm
2. Roll Call -USAWNJ Members

William Terrell, Nancy Zuena, Rick Puerto, John Welch, Chris Curtis, Dave Mauro, Omar Feliciano, Dianna Barkman, Joanna & Gabe Roman, Tony Arroyo, Alex Almeyda, Craig Manno, Chris Treston, TJ Conroy
Joined at 7:31 – Ron Fazio, James Ware

SGB Attendees Not Present - none Guests – none

3. Approval of Previous Minutes – as per sent via usawnj.org email on 9/30/22

4. Agenda Items

A. Treasurer’s report

September report was sent out-questions were regarding payments to Melinda Watkins (who is she? -PA official-check was from Northeast Regions) and Compedge LLC (company that ran the Ultimate Club Duals) Nancy will add more descriptions on the deposits and expenditures in the future so it is easier to understand to whom they are credited.

Nancy stated that John Welch had a question about the Ameritrade account. Rick reviewed for the group that it is a money market account. The amount fluctuates with the current market value in stocks. It is an investment account and has been built up over time and Rick suggested that it be used as a capital expenditure for the organization.

- 1) Accountant report-none
- 2) Budget

Nancy has received the budgets from Omar, Rick, and Alex. Rick will be doing the budget for the Northeast Regions. John Welch suggested to do a quick budget to have something on record. Rick will work off of last year’s budget to put something “quick and dirty” together as a starting point. Omar stated that he needs to update his. Rick’s Scholastic budget is up to date as presented.

Nancy questioned-“does everyone have a copy of everyone else budget to date?” The council/committee budgets have not been shared with the board and Bill would prefer to have them all compiled in a single budget and then sent out to the board for review. Nancy stated that once the Finance Committee, being proposed at this meeting, is approved that they can begin to compile the full budget for the year. Nancy hope is that it can be presented at the next meeting.

Tony spoke to the status of the Women’s Council budget. He stated that he had several questions regarding the ability to form the budget. They included:



Officers of the Corporation

William Terrell
State Chairman
Rick Puerto
Vice Chair
Nancy Zuena
Treasurer
Dianna Barkman
Secretary

Council Chairs

Ron Fazio
Officials
Omar Feliciano
International Style
Alex Almeyda
Coaches
Omar Feliciano
U23/Sr/Cultural

Council Chairs

Rick Puerto
Kids Scholastic
Tony Arroyo
Women's Council
Committee Chairs
John Welch
Legislative
Chris Curtis
Membership

Committee Chairs

Craig Manno
National Trips
Dave Mauro
Scheduling Events
Chris Treston
Publicity
GM At Large
Joanna Roman

At Large

Gabe Roman
TJ Conroy
Dr. James Ware

1. What authority does the Women's Council have?
2. What is the purpose of the Women's Council?
3. What is the council able to do? What can it not do?
4. Does the Women's Council have the right to select their own events?
5. What events is the council able to attend: which are they not able to attend?
6. Where does the council get funding for the events?
7. Does the council have the authority to form its own women's teams and choose its own coaches?
8. Who chooses the girls' Mason Dixon team now that it is a freestyle event?
9. Is the council's purpose simply to tell girls to come out and wrestle for USAWNJ?
10. Why was the approval for the Cornell Duals reversed by only two SGB members and not discussed as an entire board?

This led to a lengthy discussion. The history of the Women's Council and the precedent that was set by many of the current board members was that the council was given the authority to select events, teams, and coaches. Tony asked the question, "when has anybody other than the women's council formed a women's duals team for freestyle events?" He answered his own question with, "the answer is it's never been done in the organization since Mike Harris became the women's chair." In researching if that was true, he had several conversations with board members. He asked Omar how many women's teams he had coached? Omar said, "not many" and the response he gave was, "I wasn't asked." Rick did point out that Omar did coach one women's team. When asked who would ask Omar to coach the team, Omar said that the women's council would. Tony believes that Omar said Lori Ayres would have asked him to coach those teams. Tony also believes that based on the history of the way the USAWNJ organization has embraced the women's council, the way that the organization as a whole has granted the team building and selection process to the women's council and the way they granted the coaches selection powers to the women's council he asked that we have a formalized answer on who has that authority. The history and the precedent has always been the Women's Council. He feels that with all of these new councils forming there are some new people coming into different positions saying they want that control and have the right to build the teams. Tony also wanted to discuss what events the girls' teams can attend. The_SGB voted in August 2022 to approve John Dean's budget of about \$22,726 to go to four events, however, about 2-3 weeks ago Tony was told by State Chair, Bill Terrell and Vice Chair, Rick Puerto that the women's duals team could not attend the Cornell event that was originally approved. Their reason was that the Cornell event was not USAW sanctioned even though NJ teams had attended that tournament in the past. Mike Harris, the former women's chair, also opined in e-mail to Bill and Rick stating that there were previous discussions about insurance coverage and the group felt safe enough regarding the coverage to attend the event. Previous State Chair, Jeff Dickman felt it was in the best interest of women's wrestling because of the lack of opportunities for girls within USA wrestling and that we need to step out of the USA umbrella. At a recent Women's Council Competition Committee meeting current State Chair, Bill Terrell, sat in on the meeting where he said that "as long as you let the parents know it's not covered by USAW insurance I think we're OK." The next morning Tony received a text message from Rick saying that the women's duals team couldn't attend the tournament and that Tony would be receiving an email from Bill. The following day Tony received an e-mail stating that the only events the team could attend needed to be USAW sanctioned. Tony then cited minutes from August of 2019 where the same tournament was discussed regarding sanctioned vs unsanctioned events. The Cornell Duals were unanimously approved by many of the current sitting board members due to the lack of sanctioned events offered to the women. It set a precedent of



Officers of the Corporation
William Terrell
 State Chairman
Rick Puerto
 Vice Chair
Nancy Zuena
 Treasurer
Dianna Barkman
 Secretary

Council Chairs
Ron Fazio
 Officials
Omar Feliciano
 International Style
Alex Almeyda
 Coaches
Omar Feliciano
 U23/Sr/Cultural

Council Chairs
Rick Puerto
 Kids Scholastic
Tony Arroyo
 Women's Council
Committee Chairs
John Welch
 Legislative
Chris Curtis
 Membership

Committee Chairs
Craig Manno
 National Trips
Dave Mauro
 Scheduling Events
Chris Treston
 Publicity
GM At Large
Joanna Roman

At Large
Gabe Roman
TJ Conroy
Dr. James Ware

allowing a women's duals teams to compete in the event. Tony argued that this was the case now. When the 2022-2023 women's duals competitions were discussed in August of this year, the Cornell Duals were again approved by the board.

A discussion of insurance coverage followed. USAW medical coverage extends to all USAW carded members. USAW membership is covered by a secondary insurance policy (80%/20%) that covers both sanctioned and "non-sanctioned events that meet the required conditions of formally scheduled, supervised, and conducted by a recognized sports organization, association, civic group, or school and its rules must be in force." (The USA Wrestling medical insurance coverage policy – see below) Several suggestions were made to have additional coverage. Tony suggested that USAWNJ create a "club team" and add the non-sanctioned event as an "additional insured" onto the insurance policy that would cover any unsanctioned events that were approved by the board. The cost is minimal and would be passed onto the parents. Tony also offered a solution proposed by "Gimp", Gary Brownell, that the USAW coaches sign up as NHSCA members and they would have insurance coverage through that organization as well. The cost for the coach is reasonable. John Welch suggested that, rather than having USAWNJ paying outright for the tournament participation, a grant be given to support the team not competing under the USAWNJ team banner.

The discussion continued regarding liability insurance. USAW liability coverage extends to athletes, coaches, and officials holding USAW membership card, additional insured named entities, state associations, directors and volunteers of sanctioned events, and USAW chartered clubs. (The USA Wrestling liability coverage policy -see below) John Welch gave an example of having his roof repaired and requiring his roofer to supply a certificate of insurance with him listed as an additional insured. He stated that the liability insurance through USAW protects the tournament directors.

The focus then moved onto the incentive program and the approval given in August of the four women's team duals which included the Cornell Duals. The incentive was approved in August through collaboration with the board and reviewed at this meeting. (\$100 per girl/per dual attended = possible \$400 with an additional bonus of \$100 if the girl attended all 4 duals. This would be credited to defraying the cost of attending Fargo.) TJ asked for clarification of the incentive program and who had actually received it. A roster of the girls who competed in the UCD and Columbus Day duals is being compiled and the girls will be credited with participation. She also felt that many parents were unclear as to what the program was and how to receive it. Information for the incentive program was listed on the New Jersey Girls Wrestling FaceBook group social media page on August 2nd spelling out the program. Rick questioned whether the Facebook page where it was posted was a "rogue" page. On August 2nd the page was still in control of the Women's Council Chair, John Dean, who was consequently removed from administrator of the page on about September 8th or 9th. As a result, the FaceBook page, Official USAWNJ Women's Wrestling Group, was created in order to post information regarding the women's program. The incentive program will again be posted on our USAWNJ website and other social media outlets.

The conversation circled back to the problem of the four duals that were approved with the incentive program and the denial from participation and funding as USAWNJ teams. A search of other team dual events for women was done but no possible alternatives were found. A compromise was eventually reached in which the 2 duals teams that were formed under the USAWNJ banner would be listed as club teams and received no funding. However, the incentive program for participation in the Cornell Duals will be honored as it was approved in August.

A discussion regarding the role of the Women's Council and the activities they have the authority to oversee continued. This involved which council/committee has the authority to build teams, choose coaches,



Officers of the Corporation

William Terrell
State Chairman
Rick Puerto
Vice Chair
Nancy Zuena
Treasurer
Dianna Barkman
Secretary

Council Chairs

Ron Fazio
Officials
Omar Feliciano
International Style
Alex Almeyda
Coaches
Omar Feliciano
U23/Sr/Cultural

Council Chairs

Rick Puerto
Kids Scholastic
Tony Arroyo
Women's Council
Committee Chairs
John Welch
Legislative
Chris Curtis
Membership

Committee Chairs

Craig Manno
National Trips
Dave Mauro
Scheduling Events
Chris Treston
Publicity
GM At Large
Joanna Roman

At Large

Gabe Roman
TJ Conroy
Dr. James Ware

and events. Rick repeatedly stated that the Women's Councils purpose was to grow women's wrestling. Tony's rebuttal was that was only one part of the Women's Council's purpose statement. Item 1 on the purpose statement approved in 2019 states, "To grow female membership within USAW-NJ through the development of practice, competition, leadership, officiating and volunteer opportunities." (purpose statement- see below)

Tony's argument was the way the council would go about carrying out the growth by focusing on "the development of practice, competition, leadership, officiating and volunteer opportunities." This opened a discussion on who would be building the girls' team for the Mason Dixon Tournament now that it is a freestyle event. Rick's feeling was that it should be Omar's International Style council. Tony questioned the purpose of the Women's Council if its own women's teams are built by the Scholastic or International Council and its own coaches are picked by the Coaches Council. Dianna questioned the point of even having a women's council if there is very limited ability to have input on the activities surrounding the women. Tony went on to give historical background as to how the women's program in USAWNJ came about starting with Mike Harris and then to Lori Ayres. The feeling was that the "Female Council" (as it was then referred to) was an entity unto itself within the USAWNJ board because none of the other councils/committees at the time wanted to take on the task of women's wrestling. The councils at that time were basically "one-man bands" as Rick put it and were either a council with nothing to do but vote or they were one person doing everything because so few people were interested in joining USAWNJ. The Women's Council chose their teams and coaches up until now. Since women's wrestling has grown exponentially throughout the nation and it seems that now the other councils/committees want to have a hand in it also. Tony's point was that a precedent was set and should continue; Rick feels that just because it was done that way in the past doesn't mean it was the correct way to do it. Rick contended that it was stalemated as a "gender vs style" issue. He feels that the organization needs to come to an agreement on how it should be seen. Rick stated that the bylaws are written with gray areas and can be interpreted in several different ways. The SGB needs to agree on who will be building the team for the girls. Omar spoke to the fact that since it is freestyle the team selection should go through the International Council. He questioned whether when it comes to states would the Women's Council hold their own Freestyle State Tournament. Omar's opinion is that anything that has to do with freestyle and Greco should come through his council. Once again it comes down to a "style vs gender" stalemate argument. John Welch suggested that Tony and Omar sit down together to work out how the team would be chosen and by whom. Tony felt that Omar was not forthcoming in his previous actions. Tony asked for assurances from Omar that Omar would not "go behind his back by sending emails and trying to have him removed as the Women's Council chair" and to speak to him personally on any issues Omar might have. Omar rebutted this statement by saying, "I have not tried to have you removed. If I wanted you removed, Tony, I would have you removed." After a lengthy and at times heated discussion, the matter of choosing a team for the Mason Dixon Tournament was tabled until the November 14th meeting. This would give Omar and Tony a chance to sit down to discuss how the team would be built and come to some conclusion.

Nancy brought up the question of what types of meetings were being held. She cited that when Bill first came on board as State Chair that she was not allowed to have a meeting with several people. It was established that it was the opinion of John Dean when he was on the board. John Dean felt that holding small independent meetings was not being transparent if the meeting did not include the entire board. Rick stressed that it was "water under the bridge" since John Dean is no longer on the SGB board. Small meetings that are held with no decision making for the entire board and/or seeking advice are appropriate. Craig felt that the new committees are struggling with what their tasks are and how to deal with the overlap of responsibilities.



Officers of the Corporation

William Terrell
State Chairman
Rick Puerto
Vice Chair
Nancy Zuena
Treasurer
Dianna Barkman
Secretary

Council Chairs

Ron Fazio
Officials
Omar Feliciano
International Style
Alex Almeyda
Coaches
Omar Feliciano
U23/Sr/Cultural

Council Chairs

Rick Puerto
Kids Scholastic
Tony Arroyo
Women's Council
Committee Chairs
John Welch
Legislative
Chris Curtis
Membership

Committee Chairs

Craig Manno
National Trips
Dave Mauro
Scheduling Events
Chris Treston
Publicity
GM At Large
Joanna Roman

At Large

Gabe Roman
TJ Conroy
Dr. James Ware

Joanna felt that a definition of what the committees' authority and responsibilities needs to be established. Craig agreed that guidelines need to be established and voted upon and to have everyone "stay in their lane." Craig also added that the SGB should run meetings like town council meetings with time limits on speakers. He suggested five minutes. Tony felt that speed should not be the focus and that the emphasis should be on getting the decision correct. John Welch was asked his opinion on how to approach this time issue. He believes we should have more frequent meetings. Craig and Nancy voiced an opinion for shorter, more productive meetings. Nancy felt that in-person meetings are more productive. Rick restated that Omar and Tony should have a personal discussion and come back. Joanna also agreed with the suggestion. Bill suggested that the SGB meet on November 14th to finish this discussion. Motion was made and passed.

B. Appointment of Budget/Finance committee

Bill named Joanna Roman, Chris Treston, Nancy Zuena, Jessica Morot, and himself to the ad hoc Finance Committee. Bill mentioned that he had spoken to Jeff Marsh regarding participation on the committee. Jeff has worked with Beat the Streets National and is familiar with working with 501(c)3 organizations. Jeff Marsh would not commit to being on the committee but volunteered to act as a resource. Nancy was not comfortable with Jeff not being a full-time member. Nancy questioned whether Chris Treston would accept the chair position. Nancy spoke on Jessica Morot's qualifications should Chris choose not to chair. John Welch suggested that the committee choose their own chair. Motion was made to formed without Jeff Marsh.

C. Xcel contract addendum

The board felt that the addendum should be shared with the SGB before any discussion regarding its contents could be held. The addendum had already been approved at the September meeting. Bill will send the contract addendum to the board for review. (see below)

D. Dual Team selection process – See Tony Arroyo's email dated Friday, October 21

During the first hour of the meeting a question was brought up as to whether the incentive program was a disincentive for those girls who could not participate on the team. Tony explained that a selection process was in place for creating the teams. Selection process: (as per Tony's email)

Step 1 (7 weeks out): The Competition Committee announces the formation of a team or teams for a particular event through our social media accounts, email, and the Band app. Our Parent Liaison, Shantale Pipkins, is responsible for that outreach. In the future, the committee will work with the Publicity Chair, Chris Treston, to better utilize the reverse email feature and the USAWNJ social media accounts.

Step 2 (5 weeks out): The Competition Committee selects the best team(s) for the event and announces them through our Parent Liaison. Among the many factors the CC considers are: past accomplishments, records, head-to-head results, and past team participation.

Step 3 (4 weeks out): All wrestlers that were not selected for the team(s), or weren't selected for the top team, may challenge for a spot on the team. Wrestle-offs will be conducted at a neutral site with a certified official when possible. Only wrestlers that expressed interest prior to team selection may challenge and they may only challenge in their interested weight.

Step 4 (1-3 weeks out): Weekly training sessions are scheduled throughout the state to improve wrestler skills and build team unity and familiarity with the coaching staff.

Step 5: Compete: The Competition Committee is comprised of the Women's Council Chair, Women's Council Vice Chair, SGB Travel Chair, Dave Cordoba, and the Women's Council Parent Liaison. Apart from the parent liaison, whom most will agree is qualified in her position, the committee members have no less than 27 years of experience competing and coaching in the sport of wrestling. Three members have female wrestlers in their household and the other two coach over 50 girls combined in their clubs.



Officers of the Corporation

William Terrell
State Chairman
Rick Puerto
Vice Chair
Nancy Zuena
Treasurer
Dianna Barkman
Secretary

Council Chairs

Ron Fazio
Officials
Omar Feliciano
International Style
Alex Almeyda
Coaches
Omar Feliciano
U23/Sr/Cultural

Council Chairs

Rick Puerto
Kids Scholastic
Tony Arroyo
Women's Council
Committee Chairs
John Welch
Legislative
Chris Curtis
Membership

Committee Chairs

Craig Manno
National Trips
Dave Mauro
Scheduling Events
Chris Treston
Publicity
GM At Large
Joanna Roman

At Large

Gabe Roman
TJ Conroy
Dr. James Ware

Please note, the Competition Committee's selection of the team is not the final decision on whether a wrestler makes the team. That is not finalized until the conclusion of wrestle-offs.

One of the issues in building the teams has been the inability to fill all weight classes resulting in forfeits during competitions. His point was that at what point do we create numerous teams and still be fiscally responsible if we are expecting USAWNJ to fund the teams for the tournaments. He stated that the opportunity is there for girls to compete through the selection process that the competition committee has put in place.

During this section of the meeting Tony asked if the Women's teams would be allowed to enter unsanctioned events with the approval of the board if a level of comfort is met for insurance coverage. Rick asked what events Tony was referring to – National, state, club? Tony replied it was a mixture of all of them. Gabe Roman felt that USAWNJ would need to be selective because of the number of women's events being scheduled now may not be USAW sanctioned. Tony agreed and we should be fiscally responsible and find events that are drivable and not across the country. Tony stated that if our goal is to grow and develop women's wrestling then the board needs to be open to endorsing the girls' teams to compete in non USAW-sanctioned events. Nancy asked if we could table this discussion and have Tony present insurance and a dollar figure of what insurance would cost to cover an unsanctioned event. Chris Curtis pulled up the USAW insurance policy. The wrestlers will be covered under a secondary policy. However, coaches will not. If they are involved in a car accident on the way to or from the event. He stated that if USAWNJ endorses sending a team and if something should happen it could come back to our organization as a lawsuit. Therefore, he would not support funding a team or providing incentives to unsanctioned events whether it be boys or girls. Chris also posed the question as to whether we would pay the expenses (entry fees, travel, meals) for the teams. Tony's answer was no. Tony restated once more that the Cornell Duals were approved in August by the board.

E Approval of: Office 365, QuickBooks (online banking), Zoom services

Nancy took the floor and gave a report on the items

Office 365-Mike Harris was the primary administrator but has since left the organization. The SGB needs to assign a new administrator. The SGB can't approve Office until there is an administrator in place. Nancy also wanted a line item to show who is listed as administrator(s) Nancy had reached out to Mike to find out who else had access to our email accounts. At this point we don't know who does. Omar said he had spoken to Mike and was told that John had access to read any archived emails. Tony asked if it was true that John could read the emails. When the system was first put in place, John Welch asked the same question regarding access to individual's emails. It was explained to John Welch that they could not be read unless he shared his password. Chris Treston clarified that emails within your personal email box cannot be read. However, any archived emails can be. It is not clear as to the parameter of the setting placed on the system for when those personal emails are moved to archives. So, personal emails can't be read today, but can be in the future when they are archived. Chris went on to state that in a way it benefits the organization should there be an issue down the road and access was needed. TJ spoke about a Forensic Data Collector that can be purchased and is on a server level. Nancy asked Bill to get access to log into Office 365 and find out who is the admin on the account and change the account. She also asked Bill to see who has checked into the account in the last month or so. Chris Treston's opinion was that we have been using the system and that the "benefits far outweigh the risks." He also made the point that, "if there is anything on there that any of us are afraid of leaking out, we probably shouldn't be putting it in an email anyway."

QuickBooks-



Officers of the

Corporation
William Terrell
 State Chairman
Rick Puerto
 Vice Chair
Nancy Zuena
 Treasurer
Dianna Barkman
 Secretary

Council Chairs

Ron Fazio
 Officials
Omar Feliciano
 International Style
Alex Almeyda
 Coaches
Omar Feliciano
 U23/Sr/Cultural

Council Chairs

Rick Puerto
 Kids Scholastic
Tony Arroyo
 Women's Council
Committee Chairs
John Welch
 Legislative
Chris Curtis
 Membership

Committee Chairs

Craig Manno
 National Trips
Dave Mauro
 Scheduling Events
Chris Treston
 Publicity
GM At Large
Joanna Roman

At Large

Gabe Roman
TJ Conroy
Dr. James Ware

Nancy logged in the day prior to this meeting to check the account and add the necessary information. She found out that John Dean was still listed as the primary and the only person who can control the account. An agreement was made with John to relinquish his control of all accounts when he left the board and he received reimbursement for expenses incurred. Payment was made but John is still on the accounts. Nancy has not utilized QuickBooks and will not until John is removed. She made the point that John was no longer on the board and should not have access to the QuickBooks. Rick asked that someone reach out to John to relinquish the admin rights since Rick's two previous requests resulted in no action. Nancy said that it was reported to her that Rose Milan was added as an administrator on the account. Nancy was under the mistaken impression that Rose Milan was voted to be put on the QuickBook account by the Women's Council. This was not the case. Rose was voted in only as the treasurer of the Women's Council. No QuickBook access was discussed at the Women's Council meeting. Currently listed on the account are John Dean-primary administrator. Other administrators are Rick Puerto, Nancy Zuena, Rose Milan. Tony was invited but he has not and will not accept the invitation to be added. Tony stated that he felt that there would not be a problem with John turning over access. Tony was under the impression that Rose would only act as an overseer on the account and would not have anything to do with the input. Nancy stated that there should be one or two primary administrators. Rick summed it up by saying that we cannot move forward in reporting the finances with John Dean being in control of the books. Rick has said there should be two primaries on the account. Rick suggested that Rose log in to see if she indeed is the primary administrator and to make sure that John Dean is no longer listed. Rose must accept the invitation for primary admin before she can do that. Tony will reach out to Rose to get that done. John Dean sent a text to Tony stating that once Rose accepts the invitation, she can delete him from the admin list. Chris Treston pointed out that if there is no information in the QuickBook account we can abandon it and open another one. We can also stop payment on the original. Gabe made a motion to make Nancy the primary on the account. Rick made an amendment to the motion to have two primary admins with Rose Milan being the second if she accepts it. He felt it was a great esthetic for the organization to have somebody at the state police level who handles their finances to be part of our organization. John Welch suggested that the Finance Committee decide who else might be added to the account and bring it to the board for approval.

F. Legislative report – See John Welch's email dated Friday, October 21

1. Council & Committee by-laws

John felt that the bylaws of the committee and councils are not handled the same way as the USAWNJ bylaws, but they do deserve respect as documents that give guidance on how to operate. He doesn't think they should be very specific but can provide policies and procedures such as a code of conduct for athletes, coaches, etc. The council/committee by-laws are easy to change and only require them to be sent to the legislative committee for review. They do not require the ten-day period for the review of the entire USAWNJ membership body.

2. Nancy feels she has been harassed and abused by one particular person on the board and she feels she has not been protected by a code of conduct. She asked if those on the board signed a code of conduct. John suggested that she get a group of people to begin writing a code of conduct regarding interactions with other board members. We do have a basic code that we have signed (see below) Bill stated that our bylaws have a statement that we can remove a member but there is not a specific code of conduct. John Welch stated policy documents we signed as a code. He read from the documents. John felt that what was needed was to define what is negative speech against leaders and what the appropriate consequences should be. Nancy wanted to know who on the board has not signed the policy forms. Those people who have not returned completed



Officers of the Corporation

William Terrell
State Chairman
Rick Puerto
Vice Chair
Nancy Zuena
Treasurer
Dianna Barkman
Secretary

Council Chairs

Ron Fazio
Officials
Omar Feliciano
International Style
Alex Almeyda
Coaches
Omar Feliciano
U23/Sr/Cultural

Council Chairs

Rick Puerto
Kids Scholastic
Tony Arroyo
Women's Council
Committee Chairs
John Welch
Legislative
Chris Curtis
Membership

Committee Chairs

Craig Manno
National Trips
Dave Mauro
Scheduling Events
Chris Treston
Publicity
GM At Large
Joanna Roman

At Large

Gabe Roman
TJ Conroy
Dr. James Ware

policies are Gabe and Joanna Roman, Tony Arroyo, Craig Manno, and TJ Conroy. Nancy asked what the consequences are if they are not signed. She asked, "Does that mean that they don't have to keep confidentiality?" There was no definite answer to her inquiry but John Welch felt confident that all outstanding policy forms would be signed. Nancy then requested to have an SGB executive session at 6:30 pm prior to the meeting on November 14th to discuss personal matters. Bill agreed with her request.

G. Publicity/Media report

Chris Treston reported that as of now it is an informal committee and will hold its first meeting on November 1st. Chris hopes it will be a "Roll up your sleeves working situation." Chris has invited the Scholastic, International, and Women's chairs to join him for the meeting and anyone else is welcome to attend. He felt that people will probably be cycling in and out throughout the year depending on the wrestling style season. The initial meeting will be to layout the schedule and then plan for more specific meetings covering all the bases for each of the constituencies. Chris asks that everyone check their contact information on the USAWNJ website. There have been several updates to the website. Councils and Committees are being updated as well. Chris sees his job as an agency for the organization to serve its needs and to make suggestions as to best practices. Examples are design, how to use FaceBook, Instagram, etc. His goal is to serve the programs that the organization is putting on.

H. Council reports

John sent out an outline that we may be able to use to send out reports via email that we can read prior to meetings. This would reduce the amount of time it would take to discuss the reports.

Scheduling Committee chair, Dave Mauro, took the floor. The committee's first meeting was on the 13th. They discussed what USAWNJ requires of the host schools to supply for the International Style. Host schools supply a certificate of insurance through USAW, 4-6 mats, wi-fi, tables chairs, scales, custodians, medics, and table workers. They receive 100% of the door and concession monies. They have also received a percentage of the entrance fees based on a formula that was created by Jeff Dickman. (Jeff was the only one who handled the money, and it is unknown as to what the percentage was for each event.) USAWNJ supplies the head table workers, officials, computers and time clocks. USAWNJ pays for the computer company, officials, concession fees for food eaten by the head table and officials. The committee feels USAWNJ should be giving a firm dollar amount to entice more schools to host events. They feel that a percentage is hit or miss since the number of entrants can vary greatly. Dave asked the board for their thoughts on offering a set dollar amount. A question was asked by Nancy as to which tournaments the committee was referring to. Dave replied-International, developmental, Freestyle and Greco States. Nancy thought that there should be a different percentage/formula for developmental vs state tournaments. Dave clarified that they all received the same and that all the events would be classified as tournaments. The only difference would be that at the developmental tournaments clinics are held before each style to go over the rules and moves. Rick suggested that what Dave is looking for is a benchmark amount of dollars or a set dollar amount per wrestler whichever is greater. Dave plans to go to host sites to find venues and would like to know what he can offer them. Nancy asked if it was known what dollar amounts the developmental tournaments got in the past and the answer is no. Bill referred to his past experiences. This was basically the same dividing up the entrance fee based on numbers. Rick reiterated that we are looking for a bottom line to offer the schools to host a tournament. Dave is looking for an incentive to make the school want to host the event and still be able to pay our officials. He stated that we only have five active mat officials in the state. He stated that we need to revitalize the cadet program that was in place before the pandemic. He



Officers of the

Corporation

William Terrell
State Chairman
Rick Puerto
Vice Chair
Nancy Zuena
Treasurer
Dianna Barkman
Secretary

Council Chairs

Ron Fazio
Officials
Omar Feliciano
International Style
Alex Almeyda
Coaches
Omar Feliciano
U23/Sr/Cultural

Council Chairs

Rick Puerto
Kids Scholastic
Tony Arroyo
Women's Council
Committee Chairs
John Welch
Legislative
Chris Curtis
Membership

Committee Chairs

Craig Manno
National Trips
Dave Mauro
Scheduling Events
Chris Treston
Publicity
GM At Large
Joanna Roman

At Large

Gabe Roman
TJ Conroy
Dr. James Ware

wants to give an incentive to the wrestlers to officiate matches whether it be monies back toward team trips or Fargo. Omar suggested having them enter the developmental tournaments for free. The scheduling committee was even considering having Coaches volunteer some time on the mat as long as they aren't coaching. If they are consistent in working tournaments for us, Dave thought that perhaps the USAWNJ could pay their charter for the following year. Dave would like something standardized that he can offer to all the venues he approaches. He stated that it is not like Scholastic. The Scholastic host schools pay for the officials and the computers, but they are getting hundreds of kids. Dave and Dianna have worked freestyle and Greco events where tournaments could be done by lunch or well passed dinner.

Dave then moved on to the schedule of events that he and Omar had been working on. Two weeks after the Kids States start the developmental FS/Greco tournaments. The April schedule is problematic. The weekend of Easter (April 9th) was proposed as a date for TEAMNJ trials. This would be head-to-head against the War at the Shore. It's going to put a drain on officials and wrestlers. The kids don't drive so it's going to be where the parents decide to go. Rick felt it was not a good idea to go against the War at the Shore that brings in 2000 wrestlers: 1000 of them good wrestlers. Dave was looking to perhaps reschedule the TEAMNJ trials for the weekend following Easter. This is the same weekend as the Women's Nationals. Freestyle and Greco. Bill asked how many girls would be competitive/qualified. Tony's estimate was maybe 25 max. The question was asked who participates in the TEAMNJ trials. They are for boys only. This would not conflict with the Women's Nationals. Dave will try to schedule the trials for April 15th. He can then schedule a developmental tournament on the 22nd. Omar asked the date of the Vegas tournament. The date for the US Open in Las Vegas is the 25th through the 30th of April.

Freestyle and Greco States are being proposed to be held at Union HS either the week before or after Northeast Regions – May 6th & 7th or May 20th & 21st. Nancy asked how many days the states should be. She felt it should be 1 day. Omar and Dave felt that it could be done in one day. Last year at Sportika it was one day and Chris Curtis remarked that there were 9 mats at the venue there. Nancy disagreed and would check to see how many there were. Union HS can hold a maximum of 6 mats. The discussion of the venue for the Freestyle and Greco States was put off until the meeting on the 14th of November and Nancy will contact John Winkler as to number of entrants last year and compare numbers with a qualifier held at Union in previous years so planning could move forward.

Coaches Council

Alex reported that there was nothing new to report as far as coaches, but that Francesca Gusfa has qualified for the U15 National team to go to the UWW PanAms in Columbia to compete. Her mother reached out to Damion Logan to coach her. Mom is asking that USAWNJ help Damion by reimbursing him for his flight and hotel expenses. Nancy asked if there was an amount or budget. UWW will bill USAWNJ for the hotel and it will be placed on his profile. He would need to pay it when he renews his license. Damion would be responsible for his flight. Alex will contact Damion regarding flight info and cost and get back to the board in an email. The question is whether we want to cover the cost. Discussion will continue when we have an idea of the amount Mrs. Gusfa is asking USAWNJ to cover.

Scholastic Council

The first meeting is scheduled for November 7th. There will be nine qualifiers. West Orange will be in place of Union. Union is having issues with the rec team getting and developing coaches. The Scholastic program is focused on giving back to the wrestling clubs. Northern Burlington has been unreachable. Rick is working with Cure Arena for a possible extension of the contract for 3 or 5 years. He will be presenting



Officers of the Corporation
William Terrell
 State Chairman
Rick Puerto
 Vice Chair
Nancy Zuena
 Treasurer
Dianna Barkman
 Secretary

Council Chairs
Ron Fazio
 Officials
Omar Feliciano
 International Style
Alex Almeyda
 Coaches
Omar Feliciano
 U23/Sr/Cultural

Council Chairs
Rick Puerto
 Kids Scholastic
Tony Arroyo
 Women's Council
Committee Chairs
John Welch
 Legislative
Chris Curtis
 Membership

Committee Chairs
Craig Manno
 National Trips
Dave Mauro
 Scheduling Events
Chris Treston
 Publicity
GM At Large
Joanna Roman

At Large
Gabe Roman
TJ Conroy
Dr. James Ware

7. Accept the by-laws for the International, Officials, & Coaches Councils, Legislative & Scheduling Committees

Made by John Welch 2nd: Gabe Roman passed
 In favor: 16 opposed: 0 abstained: 0

8. Adjourn the meeting - passed unanimously

Made by Gabe Roman 2nd Rick Puerto
 In favor: 16 opposed: 0 abstained: 0

6. Old Business – none

7. New Business

Nancy asked if we are using a travel agent. Omar said that Renee Carbonaro is getting that started with our past agent, Debbie. Nancy wondered if we need to also put that out for bid because we need to approve an agent. Craig was going to get the credit card going but since Renee is working on travel Craig offered his assistance. We do not have a contract/agreement with anyone yet. John suggested reaching out to Gary “Gimp” Brownell or Pete DiBiasi to find out what they did previously. Nancy pointed out that the agents charge a fee for booking and that the USAWNJ should find out what each agent would charge. She did say that Debbie was easy to work with and returned calls quickly. Unfortunately, Alba was not as easy to work with and was not prompt in returning calls. She noted that the board would need to agree. The discussion on travel agents will be revisited on November 14th for a possible vote.

A discussion was held regarding whether the meeting would be livestreamed. John Welch felt that maybe it could be done if someone couldn't attend. Nancy stated that they couldn't vote but would be able to view it. John clarified that because USAWNJ is a non-profit organization not funded by the government that the meetings do not have to be open to everyone, but they must be open to our membership. The question was asked how could tonight's Zoom meeting be open to the membership if a link wasn't sent or published? The next meeting should be publicized so that the membership can attend if they choose. Dianna will have a sign in sheet and members will need to sign in with their valid USAW ID number. Members will be able to speak at the end of the meeting. Rick asked if Chris Treston should post it on the website. A week was determined to be enough time to post the meeting date. Dianna was granted extra days to get the minutes to the board due to the length of the meeting (4:44)

8. Adjournment 11:46 PM

Respectfully submitted,

Dianna Barkman USAW ID: 111295101
 USAWNJ Secretary



Officers of the Corporation
William Terrell
 State Chairman
Rick Puerto
 Vice Chair
Nancy Zuena
 Treasurer
Dianna Barkman
 Secretary

Council Chairs
Ron Fazio
 Officials
Omar Feliciano
 International Style
Alex Almeyda
 Coaches
Omar Feliciano
 U23/Sr/Cultural

Council Chairs
Rick Puerto
 Kids Scholastic
Tony Arroyo
 Women's Council
Committee Chairs
John Welch
 Legislative
Chris Curtis
 Membership

Committee Chairs
Craig Manno
 National Trips
Dave Mauro
 Scheduling Events
Chris Treston
 Publicity
GM At Large
Joanna Roman

At Large
Gabe Roman
TJ Conroy
Dr. James Ware

2022-23 Insurance Information

INSURANCE COVERAGE

An USA Wrestling, our top priorities are safety and security. That's why we make sure you're covered by General Liability, Accidental Medical Expense, and Accidental Death & Dismemberment Insurance. Please take a few minutes to familiarize yourself with the following highlights of our policies and coverage. As always, if you have any questions, please don't hesitate to contact USA Wrestling State Services at (719) 598-8181 or e-mail info@usawrestling.org.

TYPES OF COVERAGE

- Secondary Sports Accident (Provided by Chubb Insurance): for injuries sustained while wrestling, coaching, or officiating
- General Liability (Provided by Specialty Insurance Group): to protect all members and volunteers from liability claims

Please note that there is no liability coverage for wrestling activities held at a home or residential dwelling

SECONDARY SPORTS ACCIDENT INSURANCE:

- Coverage is secondary to primary medical insurance

LIMITS

For All Full and High Performance Athlete members of USA Wrestling, in addition to all members of the Senior National Team:

- \$100,000 maximum Accidental Medical Expense benefit limit with following sub-limits:
 - Accidental Dental – \$100,000
 - Physical Therapy – \$50,000
 - Orthopedic Appliance – \$100,000

For all Wrestling Leaders, Limited Folkstyle, and Open License members of USA Wrestling (other than members of the National Team). This also includes those athletes covered as part of USA Wrestling's camp insurance program.

- \$50,000 maximum Accidental Medical Expense benefit limit with following sub-limits:
 - Accidental Dental – \$50,000
 - Physical Therapy – \$50,000
 - Orthopedic Appliance – \$50,000

If you're not sure what level of membership you hold, please login to your account at www.usamembership.com or call our membership department at (719) 598-8181.

- Claims must be filed with primary medical carrier first (if applicable)
- There is a \$500 out-of-pocket deductible per injury
 - Payments made by insurance do not apply to your deductible
 - Out-of-pocket payments that apply to your primary insurance deductible count toward secondary sports accident deductible
- Concomitant rate is 80% / 20% on the first \$10,000 after the deductible. Thereafter, claims are paid at 100% up to the maximum benefit amount.
- Maximum out-of-pocket expense is \$2,500 per injury (\$500 deductible + \$2,000 concomitant)

www.usawrestling.org 6155 Lehman Drive, Colorado Springs, CO 80918 | (719) 598-8181 | TheMat.com

2022-23 Insurance Information

WHO IS COVERED?

- Athlete and Wrestling Leader members of USA Wrestling

WHEN DOES COVERAGE START?

- When you have completed and paid for your membership online; or
- When the state association or its director receives both membership information and fees

WHEN ARE MEMBERS COVERED FOR SECONDARY MEDICAL?

- At USA Wrestling chartered club practices
 - Practices must be organized and supervised by a Wrestling Leader member
 - All participating club members must be individual USA Wrestling members
- When participating in sanctioned USA Wrestling events and activities
- When traveling directly to, or from, USA Wrestling sanctioned events or chartered club practices
- While participating in non-sanctioned events
 - Events must be formally scheduled, supervised, and conducted by a recognized sports organization, association, civic group, or school and its rules must be in force

Secondary Sports Accident coverage while at non-sanctioned events extends to:

- Member athletes – while competing
- Member Wrestling Leaders – while coaching and/or officiating

WHAT MEDICAL EXPENSES ARE COVERED?

- Covered expenses are subject to usual and customary charges for the geographic area in which medical service is provided.

ARE THERE ANY DATES OR DEADLINES I NEED TO BE AWARE OF?

- The accident must occur while you are a member of USA Wrestling
- Accidental Medical Expense coverage applies if care and treatment expenses begin within 90 days of accident causing the injury
- Claims should be submitted immediately, and they must be filed within one year of the accident to be eligible for coverage
- Accidental Medical Expense coverage applies to expenses incurred within 730 days after the date of the accident

ARE THERE ANY EXCLUSIONS UNDER USA WRESTLING'S SPORTS ACCIDENT POLICY?

- Yes, the following activities, situations, and circumstances are excluded from coverage:
 - Owned Aircraft, Leased Aircraft, or Operated Aircraft
 - Aircraft Pilot or Crew
 - Disease or Illness
 - Incarceration
 - Intoxication Exclusion
 - Narcotic Exclusion
 - Service in the Armed Forces (while participating in military action)
 - Suicide or Intentional Injury
 - Trade Sanctions
 - War

2022-23 Insurance Information

HOW DO YOU FILE A CLAIM?

- Obtain a Notice of Injury form at <http://content.themat.com/NOI.pdf> or by calling (719) 598-8181
- Fill out the form completely and include membership number and mail or fax to:
 - USA Wrestling
 - ATTN: State Services
 - 6155 Lehman Drive
 - Colorado Springs, CO 80918
 - Fax: (719) 598-8440

USA WRESTLING GENERAL LIABILITY COVERAGE

WHAT DOES GENERAL LIABILITY PROVIDE COVERAGE FOR?

- Body and personal injury (3rd party)
- Property damage (3rd party)
- Participant legal liability

WHAT ARE THE COMMERCIAL GENERAL LIABILITY POLICY LIMITS?

- \$1,000,000 per occurrence/\$25,000,000 aggregate
- \$1,000,000 limit on damage to premises rented to you

WHO IS COVERED?

- Wrestlers holding USA Wrestling Athlete Membership
- Coaches and/or officials holding USA Wrestling Coaches Membership
- Additional Insured entities that are specifically named
- State Associations
- Directors of sanctioned events
- Volunteers at sanctioned events
- USA Wrestling Chartered Clubs

WHEN DOES GENERAL LIABILITY COVERAGE APPLY?

For individual members:

- When membership information and payment are submitted to USA Wrestling or your state association

For clubs and club volunteers:

- When the club submits application and payment to USA Wrestling or your state organization
- All members of the club must also be members of USA Wrestling for coverage to apply

For event directors and event volunteers:

- When the event sanction application is submitted with payment and approved by the state association. Coverage applies for the duration of the event, including set-up and tear-down. USA Wrestling membership must be a requirement for event participation for coverage to apply.

PARTICIPANT LIABILITY

- Provides coverage for claims against participants for acts that the insured is found legally liable.
- This does not cover athletes for claims brought against them by another athlete.
- Incident must occur at sanctioned event or chartered club in order for general liability coverage to apply

2022-23 Insurance Information

PROPERTY DAMAGE

- Provides liability coverage for loss or damage to the property of others.
- Coverage is subject to a \$500 deductible.
- Personal effects of individuals, including jewelry and cash are excluded.
- Policy does not include full replacement – depreciated value is the basis for claim payment.

Auto liability and collision coverage are not included in USA Wrestling's general liability policy. Please make sure all drivers are licensed and appropriately insured. We encourage you to visit with a local insurance agent to discuss coverage options, including a non-owned and hired auto policy for your club.

CERTIFICATES OF INSURANCE

With an approved event sanction or club charter, you will receive a Certificate of Insurance. This proves that your club has liability coverage and states limits. Many facility owners/operators will ask for this proof as a condition of using the facility. The owner/operator of a facility may also ask to be listed as a Certificate Holder on a Certificate of Insurance. This gives the owner/operator proof that you have insurance and states that they will be notified of any changes.

You can also submit an application for an Additional Insured. Additional insured entities are extended the same coverage as the event host or chartered club. Schools, school districts, and facility owners/operators often ask to be an Additional Insured. You can request an Additional Insured during the sanctioning process.

The key difference between a Certificate Holder and an Additional Insured is that the Additional Insured is extended liability coverage. A Certificate Holder is only provided proof that the event host or chartered club has liability insurance and the Certificate Holder will be notified of any changes in coverage.

CERTIFICATE OF INSURANCE & ADDITIONAL INSURED PROCESSING PROCEDURES

- Fill out an application for Sanction of Event or Club Charter, whichever is applicable. This is proof that the event host, the club, its directors, and volunteers are provided liability insurance coverage for covered claims and related litigation within the conditions and limits of the policy procured by USA Wrestling. As part of the event sanctioning/club chartering process, you will be asked to provide the name and address of the facility's owner/operator who should be listed as a Certificate Holder. The owner/operator of the facility in which the event is hosted will automatically be listed as a Certificate Holder as part of the sanctioning/club chartering process – there is no additional fee.
- If the owner/operator of the facility requests that they, as a Certificate Holder, be added as an Additional Insured to the policy, the event director must make this request by submitting the appropriate form. This can be done at www.usamembership.com or by contacting USA Wrestling State Services at (719) 598-8181.
- Applications for club charters, sanctioned events, and adding an Additional Insured should be forwarded to your state chairperson or membership director.
- Please note that all certificates will be e-mailed to the event director/club organizer. If you have questions, please contact USA Wrestling State Services at (719) 598-8181.

GENERAL LIABILITY FREQUENTLY ASKED QUESTIONS

Does our general liability include coverage for abuse/molestation claims?

- Yes, member clubs should be familiar with, and follow, USA Wrestling's SafeSport Policy on Abuse and Harassment.

Are coaches and officials required to have background checks?

- Yes, coaches and officials age 18 and older, must pass a background check before becoming a

2022-23 Insurance Information

member, and before each membership renewal. See the USA Wrestling Background Screening Policy for details.

In addition to passing the mandatory background screening, all coach and officials must also pass the SafeSport Course that is offered at no cost by the United States Olympic Committee. The course is available at www.safesport.org.

Does our general liability policy include coverage for personal or club property?

- No, our policy protects you and your club against claims arising from damage to others' property. If you need coverage for personal or club assets, we encourage you to contact a local insurance agent.

Does our general liability policy cover claims against directors and officers of my club?

- No, we recommend you contact your local insurance agent to secure directors and officers insurance for your club's board.

If I think a liability claim might occur, what should I do?

- Report facts and circumstances to USA Wrestling as soon as practical.
- Do not make any statements relative to fault.
- Collect all relevant information, including witness statements, and forward to USA Wrestling.
- If you have been served with a lawsuit, submit the suit with any supporting documentation to USA Wrestling immediately.

For questions concerning this insurance coverage, please contact USA Wrestling at (719) 598-8181.

IMPORTANT NOTICE TO ALL READERS

This booklet has been prepared by USA Wrestling as a service to, and for use by, its members exclusively. Its purpose is to describe and explain, in a summary manner, certain insurance policies USA Wrestling maintains for its members. This booklet is intended for general informational purposes only, and is not a contract. Only the insurance policies referred to herein can state the actual terms, coverage, amounts, conditions, and exclusions. Should there be discrepancies between any statement(s) made in this summary and the provisions of the insurance policies, the provisions of the insurance policies will prevail.

Purpose of the Women's Council

The purpose(s) of the Women's Council are:

- To grow female membership within USAW-NJ through the development of practice, competition, leadership, officiating and volunteer opportunities.
- To provide a representative for the State Governing Body (SGB) and the Executive Committee that is knowledgeable about the needs of the female wrestlers in the state of New Jersey.
- To continually develop the Women's Council by-laws and policy to bring to the Legislative Committee and SGB for approval.
- To work collectively with the SGB and other councils and committees of the SGB.
- To outline and publicize on USAW-NJ's official website the criteria needed for female wrestlers in the state of New Jersey to qualify for positions on our USAW-NJ National Teams.
- To advertise and conduct developmental programs for freestyle wrestling specifically geared towards females in the state.
- To conduct folkstyle state championships for girls in elementary and middle school and freestyle championships for girls in elementary through high school.
- To send a representative from the Women's Council to all national and regional meetings related to the women's divisions of USA Wrestling.
- To manage a page on USAW-NJ's official website that serves as a resource for female athletes and their families.



Officers of the Corporation
William Terrell
 State Chairman
Rick Puerto
 Vice Chair
Nancy Zuena
 Treasurer
Dianna Barkman
 Secretary

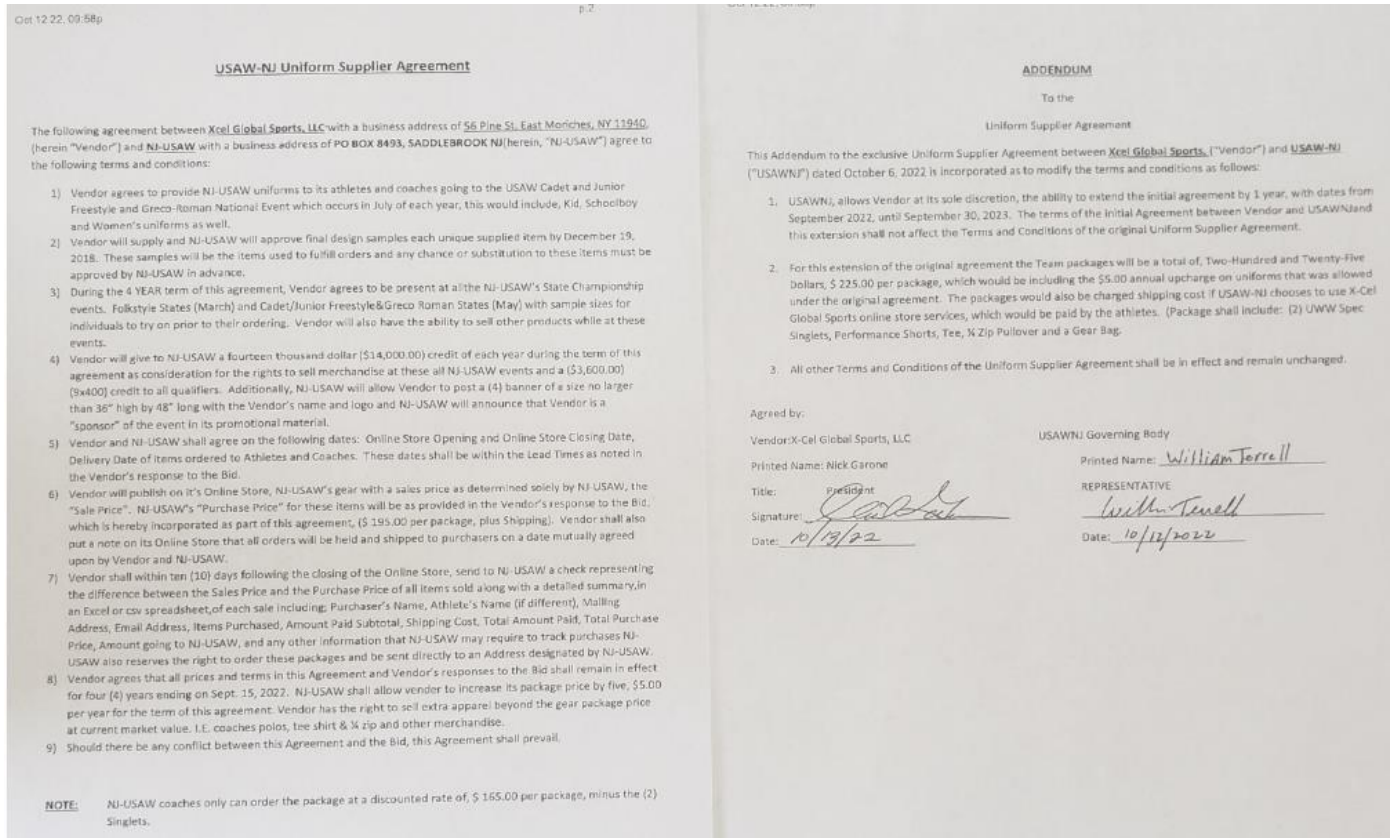
Council Chairs
Ron Fazio
 Officials
Omar Feliciano
 International Style
Alex Almeyda
 Coaches
Omar Feliciano
 U23/Sr/Cultural

Council Chairs
Rick Puerto
 Kids Scholastic
Tony Arroyo
 Women's Council
Committee Chairs
John Welch
 Legislative
Chris Curtis
 Membership

Committee Chairs
Craig Manno
 National Trips
Dave Mauro
 Scheduling Events
Chris Treston
 Publicity
GM At Large
Joanna Roman

At Large
Gabe Roman
TJ Conroy
Dr. James Ware

10. To annually appoint at least two members of the Women's Council that will have access to USAW--NJ official social media accounts and will post relevant content in compliance with the social media guidelines established by the USAW-NJ publication / communications committee.
11. To create an annual calendar that lists responsibilities to be completed each month with regard to travel arrangements, gear purchases, registration fees, etc, and divide tasks among council members.



Legislative Committee report for SGB Meeting 10/25/22

1. The By-laws of USAW/NJ that had approved changes on 9/19/22 were posted on the USAW/NJ web site last week. They are in a pdf file so that they cannot be easily modified.
2. The introduction and first 5 topics of the USAW/NJ Policy manual which was approved in 2019 were posted on the USAW/NJ web site last week. They are in a pdf file so that they cannot be easily modified.
3. The members of the SGB are required to sign 3 statements in accordance with our by-laws and SGB policy. They are: "Board Member commitment"; "USAW/NJ Conflict of Interest Policy"; and "Conflict of Interest Disclosure". These were mailed out to 8 new SGB members. I am waiting a return of these.
4. The Legislative Committee has been reviewing the by-laws of the USAW/NJ councils and committees to be sure that they agree with the State by-laws. The following have been reviewed and sent to the SGB for approval:

A. Legislative Committee	D. International Council
B. Officials Council	E. Schedule Committee
C. Scholastic Council	
5. The by-laws of the Coaches Council are being reviewed by the Legislative Committee as of this writing.
6. The Secretary of the Women's Council is in the process of reviewing the Women's council by-laws; soon to be followed by a review by the Legislative committee.
7. Shortly these council and committee by-laws will be posted on our website.



Officers of the Corporation
William Terrell
 State Chairman
Rick Puerto
 Vice Chair
Nancy Zuena
 Treasurer
Dianna Barkman
 Secretary

Council Chairs
Ron Fazio
 Officials
Omar Feliciano
 International Style
Alex Almeyda
 Coaches
Omar Feliciano
 U23/Sr/Cultural

Council Chairs
Rick Puerto
 Kids Scholastic
Tony Arroyo
 Women's Council
Committee Chairs
John Welch
 Legislative
Chris Curtis
 Membership

Committee Chairs
Craig Manno
 National Trips
Dave Mauro
 Scheduling Events
Chris Treston
 Publicity
GM At Large
Joanna Roman

At Large
Gabe Roman
TJ Conroy
Dr. James Ware

- A draft of policy statements was sent out to all SGB members to consider updating and formalizing some items into USAW/NJ Policy. For example: Athlete and Coaches codes of conduct; Annual USAW/NJ calendar of: What? When? who? Where? How? Why? Coaches application; Medical release form; Chair's authority to approve unbudgeted expense Xi.C.; etc.; a collection of procedures and policy from past minutes of SGB meetings; security of funds and credit card use procedure; etc.

Report from board member John Welch

A Team leader's guide that USAW approved in part from 1998 to 2005 and fully in 2005 was handed out to the SGB thinking that, although it is an older document, it might have some ideas that should be incorporated in a similar policy/document.

2019-002 Policy Statement BOARD MEMBERSHIP COMMITMENT

USAW/NJ has a long history of creating opportunities for youth to participate and grow in the sport of amateur wrestling. The athletes have a history of some of the greatest successes in the sport of wrestling on a scholastic, NCAA, and Olympic level. USAW/NJ has had leaders who have been elected to and participated with the highest levels of USA Wrestling Board of Directors and on national committees. Active, concerned, and contributing members of the State Governing Body (SGB) are crucial to the organization's continued success and its' ability to achieve its goals. Accordingly, State Governing Body members are expected to:

- Understand the organization's mission and purpose; ie.: know the SGB's goals, annual calendar, by-laws, programs, strengths, needs and responsibilities of each board member.
- Regularly attend meetings to which you are a part: SGB, Executive Committee, Councils, other Board and ad hoc committees.
- Participate actively on at least one Board Committee and immediately notify the Chair if one's duties cannot be fulfilled.
- Prepare for and participate in SGB and council/committee meetings. This includes responding to all communications (emails, text messages, phone calls, etc.) within at least a forty-eight-hour time frame.
- Maintain confidentiality of all USAW/NJ sessions and communications.
- Avoid expressing in any public forum negative communication regarding the program, the leaders, and those we serve. This includes social media postings.
- Read and understand the organization's financial statements and help the SGB fulfill its' fiduciary responsibility.
- Be an enthusiastic advocate for the organization in all-relevant activities, helping to build and grow the brand.
- Always be on the lookout for and suggest nominees for the SGB and for its' councils and committees who can make significant contributions to the work of the mission of USAW/NJ.
- Strive to remain on message during meetings and bring sense of humor to meeting deliberations.

Board member name	Signature	Date
-------------------	-----------	------

2019-003 Policy Statement CONFLICT OF INTEREST

What is the purpose of the conflict-of-interest policy? Charitable organizations are frequently subject to intense public scrutiny, especially where they appear to have inappropriately benefited their officers, directors or trustees. The IRS also has an oversight role with respect to charitable organizations. An important part of this oversight is providing organizations with strategies that will help avoid the appearance or actuality of private benefit to individuals who are in a position of substantial authority. The recommended conflict of interest policy is a strategy we encourage organizations to adopt as a means to establish procedures that will offer protection against charges of impropriety involving officers, directors or trustees. A conflict of interest occurs where individuals' obligation to further the organization's charitable purposes is at odds with their own financial interests. For example, a conflict of interest would occur where an officer, director or trustee votes on a contract between the organization and a business that is owned by the officer, director or trustee. Conflicts of interest frequently arise when setting compensation or benefits for officers, directors or trustees.

A conflict-of-interest policy is intended to help ensure that when actual or potential conflicts of interest arise, the organization has a process in place under which the affected individual will advise the governing body about all the relevant facts



Officers of the Corporation
William Terrell
 State Chairman
Rick Puerto
 Vice Chair
Nancy Zuena
 Treasurer
Dianna Barkman
 Secretary

Council Chairs
Ron Fazio
 Officials
Omar Feliciano
 International Style
Alex Almeyda
 Coaches
Omar Feliciano
 U23/Sr/Cultural

Council Chairs
Rick Puerto
 Kids Scholastic
Tony Arroyo
 Women's Council
Committee Chairs
John Welch
 Legislative
Chris Curtis
 Membership

Committee Chairs
Craig Manno
 National Trips
Dave Mauro
 Scheduling Events
Chris Treston
 Publicity
GM At Large
Joanna Roman

At Large
Gabe Roman
TJ Conroy
Dr. James Ware

concerning the situation. A conflict-of-interest policy is also intended to establish procedures under which individuals who have a conflict of interest will be excused from voting on such matters. Apart from any appearance of impropriety, organizations will lose their tax-exempt status unless they operate in a manner consistent with their charitable purposes. Serving private interests more than insubstantially is inconsistent with accomplishing charitable purposes. For example, paying an individual who is in a position of substantial authority excessive compensation serves a private interest. Providing facilities, goods or services to an individual who is in a position of substantial authority also serves a private interest unless the benefits are part of a reasonable compensation arrangement, or they are available to the public on equal terms and conditions. 2019-003 Policy Statement CONFLICT OF INTEREST A conflict of interest is defined as an actual or perceived interest by a staff or Board member in an action that results in, or has the appearance of resulting in, personal, organizational, or professional gain. Officers and members are obligated to always act in the best interest of the organization. This obligation requires that any officer or member, in the performance of organization duties, seek only the furtherance of the organization mission. At all times, officers and board members are prohibited from using their job title or the organization's name or property, for private profit or benefit. A. The officers and members of the organization should neither solicit nor accept gratuities, favors, or anything of monetary value from contractors/vendors. This is not intended to preclude bona-fide organization fund raising-activities.

B. No officer, or member of the organization shall participate in the selection, award, or administration of a purchase or contract with a vendor where, to his knowledge, any of the following has a financial interest in that purchase or contract: 1. The officer or member; 2. Any member of their immediate family; 3. Their partner; 4. An organization in which any of the above is an officer, director or employee; 5. A person or organization with whom any of the above individuals is negotiating or has an arrangement concerning prospective employment.

C. Disclosure--Any possible conflict of interest shall be disclosed by the person or persons concerned.

D. Board Action--When a conflict of interest is relevant to a matter requiring action by the Board, the interested person(s) shall call it to the attention of the Board and said person(s) shall not vote on the matter. In addition, the person(s) shall not participate in the final decision or related deliberation regarding the matter under consideration. When there is a doubt as to whether a conflict exists, the matter shall be resolved by vote of the Board of Trustees, excluding the person(s) concerning whose situation the doubt has arisen.

E. Record of Conflict--The official minutes of the Board shall reflect that the conflict of interest was disclosed and the interested person(s) did not participate in the final discussion or vote and did not vote on the matter.

Name of Authorized Representative Title of Authorized Representative

Signature of Authorized Representative Date Conflict of Interest Disclosure; 2018-003B: attached

018-003B Disclosure Board responsibility and conflict of interest.

I _____ am a member of the State Governing Body (SGB) of USA Wrestling/New Jersey, a New Jersey Non-Profit Corporation.

I acknowledge that I have:

1. received a copy of the "Conflict of Interest Policy of the Corporation;"
2. I have read and understand the policy;
3. I agree to comply with the policy; and
4. I understand the Corporation is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

Print name

Signed

Date

Please describe below any relationships, positions or circumstances in which you are involved that you believe could contribute to a conflict of interest (as defined in the Policy) arising: