



Officers of the Corporation

William Terrell-State Chair, **Rick Puerto**-Vice Chair, **Nancy Zuena**-Treasurer, **Dianna Barkman**-Secretary, Council Chairs: **Ron Fazio**-Officials, open-International Style, open-Coaches, **Omar Feliciano**-U23 / Sr/Cultural Exchange, **Rick Puerto**-Kids Scholastic, **John Dean**-Female Council Committee Chairs: **John Welch**-Legislative Chair, **Chris Curtis**-Membership, open-National Trips, **Dave Mauro**-Scheduling, **Chris Treston**-Publicity
At Large Positions: **Harry Turner, Joanna Roman, Mike Harris, Craig Manno**

USAWNJ SGB Minutes

Date: September 19, 2022 Time: 6:30 pm

Location: Union High School, Union, NJ

USAWNJ SGB Members - Called by State Chairman, William Terrell

Purpose of the meeting – financial report, U14 entry fees, clothing contract, policy/by-laws changes, elections

1. Closed executive session of SGB –
 - a. Called to order 6:40 ended 7:16
 - b. SGB meeting was paused to hold the General Membership meeting
2. Call to Order to complete SGB session – 8 pm
3. Roll Call-

Attendees – SGB members - William Terrell, Nancy Zuena, Rick Puerto, John Welch, Dave Mauro, Dianna Barkman, Omar Feliciano, Craig Manno, Tony Arroyo, Chris Treston, Joanna Roman, Mike Harris, Harry Turner, Ron Fazio, Chris Curtis

Guests – John Dean, nominees for the positions being voted upon, nominators, and general membership participants. No attendance sheets were circulated. Nominees, nominators, and the SGB all had their current licenses verified, however, no USAW cards of the general membership were checked. Jeff Dickman joined the meeting at 8:44 pm.
4. Approval of Previous Minutes – 7/10/22, 8/2/22, & 9/12/22 as sent via email
5. Agenda Items
 - a. Financial Committee Report-Nancy Zuena gave the financial report during the General Membership meeting earlier in the evening. She had emailed copies of quarterly and annual reports for this year to the board. She had copies available for those who wished them. (See below minutes) Nancy asked for questions from the floor and was asked about the closing balance of the budget. Rick Puerto, Financial Committee Chair, stated that the budget had a balance of a \$30,000 deficit. He explained that expenses for the Fargo tournament were to blame. He cited the exponential cost of airline fees for coaches and other expenditures as a large chunk of the problem. He felt that other reasons for the deficit were that the “old regime” spent too much, not tightening our fiscal ties, and the TD Ameritrade investment account suffering a loss. The Ameritrade account was down \$10,833.21 from a year ago. Balance in the Ameritrade account is currently \$82,143.21. Nancy again offered to answer any questions individually.
 - b. U14 Schoolboy Team VAC Duals entry fee
Bill Terrell gave a background of the U14 team. This past season the U14 team won double National Championships in Freestyle and Greco. Bill asked the audience to join him in congratulating Omar Feliciano on the accomplishment. Because of the teams placing they have been asked to compete in the USAW sanctioned Scholastic National Tournament held in Virginia in December. No NJ U14 team has competed in it in the past and it would provide more exposure for USAWNJ. The cost to



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enter the tournament is \$1100. Rick Puerto, Scholastic Chair, made a motion to include this tournament expense in his Kids Scholastic budget.

Discussion-John Welch suggested that the committees put together a budget. Rick stated that it would be in his Kids Folkstyle budget. A suggestion was made from the floor to include the National Tournament every year since it is considered the hardest competition in the nation. Rick asked if we could wait and see what kind of the participation TEAMNJ has before the SGB commits to making it a yearly event. Omar replied saying that as of today the team is complete and ready to go. This brought up a question from the floor regarding the financial considerations this would incur. The speaker brought up that the financial report expressed a concern over the increased cost of airline ticket prices, etc. Another person asked if there was a running spreadsheet of expenses. She was confused as to whether the monthly expenses were reconciled and what the issues were with the budget. Nancy fielded the concern by saying that Jeff Dickman, former State Chair, was very controlling and did not know how to allocate monies. The chairpersons of the various councils and committees were given little input. Nancy stated that now with the current change in State Chair the finances and taxes are getting taken care of and we are trying to move forward. Nancy did continue to state that she was the treasurer who did not have control over the accounts and now she is trying to unravel 3 years of a "mess." Nancy apologized for the amount of time it has been taking to straighten things out with the bank. It has been taking longer than she anticipated to get the bank statements and match them to whom & what the checks were written for. The speaker also made the point that it is the board's responsibility to see that the finances are taken care of and should not be controlled by one person. Nancy agreed but stated that unfortunately that was not done in the past. Julia Incarvite felt that even though she supported the boys' programs, she felt that the girls were not given the same financial support. She referenced her experience with girls at Fargo. She felt the girls should have been given their own Fargo camp. She wanted to know if the girls would be allocated monies on the same level as the boys and if she could trust that it would be done. Nancy gave John Dean credit for setting up QuickBooks as an instrument to track monies more easily & efficiently with reports of monies in and monies out. Nancy stated that Tony Arroyo and the Women's Council will be creating a budget for the council to be approved by the board. Once it is approved, the monies will be available. Nancy was again asked for assurances that the same thing won't happen again with the finances. Nancy stated that the board put into place a two-person admin check and balance. Jessica Morot suggested that a spreadsheet be kept and updated that lists all the money movement from each council and committee on individual tabs. It would give everyone the ability to see what was being spent and be more transparent. Rick asked Jessica where it should be housed. Jessica felt it should be shared with everyone. Rick felt that it would be a part of the treasurer's report in the future for people to see. The SGB is looking to update the website also. Nancy brought the discussion to an end stating that we could speak to this topic again but that a motion was on the floor and needed to be voted upon. She offered that a Finance committee was being formed and encouraged people to join. After the motion to send the U14 team was passed, Omar Feliciano answered a question that was brought up by Mike Harris regarding coaches for the team. He stated that he would be at the event anyway and could coach if asked but that would be the decision of the Coaches Council. He just wanted to secure a team being sent to the tournament.

Remarks – An attendee of the meeting asked if he had to have his membership card updated to attend the meeting. It was at this point that Ron Fazio took the floor regarding non-USAW card members attending the meeting. He questioned whether they should be asked to leave since they could not vote. Ron could not hear the business being conducted because of a debate about the



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very subject occurring behind him. He asked for a ruling on whether the person (Jeff Dickman) would be allowed to stay or asked to leave so the SGB could carry on with the business at hand for the kids. Jeff then stood up and gave his reason for coming to the meeting. He felt that items were going to be brought up with which he was directly involved. He wanted to make sure that the accurate information was given. He told the group that he would not speak and then stated that he would leave if he were asked to do so.

John Welch then remarked to the group that USAWNJ is a non-profit organization and anyone at all can walk into the meeting; but that a card was needed to participate. Nancy raised the question as to whether everyone in the room had a card. Kevin Grier's question, "What is the purpose of being a member?" was answered with, "to be on the board or committee." Kevin felt that those speaking were hedging their words because of Jeff Dickman's presence. He was concerned that certain things that needed to be said would not be. Kevin asked that if Jeff is not allowed to participate, has nothing to contribute, and had been alluded to as being the main part of the problem, then he has no place in the meeting. Chris Treston voiced his opinion saying that everyone needs to say what needs to be said. John Dean then pointed out that the notice on the website stated that all members with cards are welcome distinguishing it from an open public meeting. John D. felt that having Jeff there made it awkward to discuss the finances when Jeff is the problem. Chris Treston stated that we have just begun to discuss finances and that nothing is being swept under the rug. The discussion has just hasn't moved forward yet. John Dean then asked for a recount of the General Membership At Large voting since no cards were checked to validate current status. John Welch stated that this was the SGB meeting and that the General Membership meeting where the voting took place was closed. Tony Arroyo voiced his opinion on allowing Jeff Dickman to stay in the meeting should the SGB have questions to ask him directly so he can speak on his own behalf.

Nancy asked John Welch to explain to those attending a USAWNJ meeting for the first time how the meetings are conducted. He told the audience that the At Large representative was their voting voice within the SGB and if they have a question or concern to send it to the board to be discussed and voted on if warranted. Chris Treston made the statement that because this was an unusual circumstance the SGB should allow questions to be answered. John Dean stated that there may be people in the audience who have questions with legitimate concerns. Tony Arroyo spoke to the fact that earlier in the meeting he asked if he could ask questions and was told, "Yes." He felt that the answers to his questions could have an impact on the voting later in the session. During this current debate he was told that there would be no questions. He wanted to ask basic questions to clarify his positions on the candidates to make an informed choice when casting his vote. The meeting then moved onto the next item on the agenda.

c. Xcel Contract

The four year Xcel Apparel Contract ended on September 15th, 2022 and the vendor asked to extend the contract one year due to the loss of income during the covid year when we did not hold the state championships.. Bill Terrell called for a motion to add an addendum to extend the contract for one year.

Discussion-Nancy asked if we had any other vendors. Mike Harris asked if we are legally bound by the contract or can we negate it. Rick believes we are not bound to it. The contract originally was not brought to the SGB for approval; however, it was signed. Rick explained that various vendors were discussed at a meeting at Rider University when vendors were being sought for USAWNJ. Xcel makes "the bulk of its money from the state championships. They are asking that it be extended because the tournament was cancelled and they would like the opportunity to make up the lost revenue this coming year."-Rick Puerto. Kevin Grier stated that covid is considered an act of God and that we



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should not be obligated to the company for the loss of income. Rick continued to say that because the apparel company did not receive revenue USAWNJ did not receive their percentage of revenue either. Tony Arroyo asked for clarification regarding the covid year. Tony's point was that Xcel did, however, sell merchandise at the qualifiers that were held before USAWNJ was forced to cease tournaments. Tony Arroyo asked if the motion could be amended to state that the extension was only for the state championship and open the apparel bid to other vendors for the rest of the seasons. Rick Puerto made the point that the vendor was not present at the meeting and that he would have to be willing to accept that amendment to the motion. Mike Harris asked if it would just be easier to go along with the contract for now and open it to bids in the future going forward. Ron Fazio asked if other vendors ran on different years and what time period was the Xcel vendor looking for? Is it this calendar year or the USAW fiscal year? Rick stated that Xcel was looking to continue the contract through Fargo. Ron felt it was unrealistic to ask vendors to commit to dividing up the time period and clarified that Xcel is asking to extend the contract for another full year. Mike Harris again agreed it would be easier going forward and with the elections and new committees being formed they would have a year to plan. Tony voiced his concerns regarding the extension and this particular vendor. He asked if all the groups would need to use this one vendor and cited the issue with singlets at Fargo this year when another vendor was called in to provide additional singlets for ones that were missing. Rick stated that Fargo was not the vendors fault and that not enough singlets were originally ordered. Tony asked if there was an opportunity for each committee (International, Scholastic, Women's) to secure their own vendor. Ron Fazio felt that if the SGB was making the effort to be consistent within the organization (financially, providing opportunities, etc.) then USAWNJ would want to outfit everyone the same as well. He stated that the SGB would run into dangerous situations if it were to "pick and choose" how they want to be different based on gender group. Ron stated, "We can't go wrong if we are given the same opportunity to the entire board." Mike agreed with Ron on this point. Tony asked for clarification on the contract language and if it was unilateral across all wrestling styles. Reading from the contract the answer was "yes." Ron suggested that the board table Tony Arroyo's question regarding multiple vendors until the end of the contract extension should it be passed. Tony brought up his concerns about the online store set up with Gold Medal Gear for the girls. Gold Medal provided the gear for the girls' duals teams. The Women's Council has a verbal agreement with this vendor who is selling online and donating part of the profits back to women's wrestling. Tony went on to say that Xcel was contracted to set up an online store which it did not. His point was that in the four years with Xcel they did not provide a contracted service. The situation now is that the Women's council had a verbal agreement with a vendor who is following through and providing the services but if the SGB extends the Xcel contract, the SGB is sending a bad message to Gold Medal Gear. Tony asked the board to send the wording back to the vendor to allow only the state championships. The date of the Gold Medal Gear online store going live was questioned. It was posted on September 12th. That was 3 days prior to the end of the Xcel contract but as of this meeting the Women's Council is not in breach of contract because Xcel's has expired. Tony went on to point out that with the extension of the Xcel contract the vendor is getting a greater benefit than he originally lost during the covid year. Bill Terrell clarified that in the past when USAWNJ needed additional items there have been other vendors used. Harry Turner asked that this item be tabled until the bylaw changes are voted upon later in the meeting since it deals with this particular issue. Tony's question to the group was a timeline as to when the vendor needs to know the outcome and if it is tabled what the impact on the vendor is and USAWNJ. Rick Puerto stated that if it is tabled for a month there is still enough leeway to acquire gear for the scholastic season and the SGB doesn't have to vote on it this evening. Joanna Roman felt that the motion was before the board now and should be voted upon. Another board member asked to call the question. Motion was read and voted upon. After the motion was



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passed Tony ask that the board consult with our attorney, Rob Morello, on how this impacts the current verbal agreement with Gold Medal Gear and if we need to make necessary adjustments.

- d. Fundraising Policy (See policy as outlined in John Welch's email following the minutes)
Bill Terrell stated that the SGB would like to experiment with creating a Fundraising Council Chair for the 2022-2023 year. At the end of the year the board would decide if the position would continue. The chair would be chosen from the At Large or SGB positions. The committee would create by-laws, seek approval for them, and create fundraising programs for the organization. This position would create an additional At Large position on the SGB.
Bill made the motion to create the position and Mike Harris seconded it.
Discussion – Ron Fazio asked how the monies would be distributed. The consensus was that it would be for the entire group. Nancy questioned whether each group would be fundraising in addition to the fundraising committee (i.e. the Women's Council) and how that works. John Welch answered by saying that this is for the committee to decide. Tony clarified that the Women's Council has a fundraising committee on its agenda, but it hasn't been formed yet. If it is prohibited by the newly created fundraising committee it will be retracted. He felt that there could be both a general and individual group fundraising if the public knew where they were contributing their money. Discussion continued between Rick and Tony regarding major dollar contributors. Major contributors would need to be decided upon by the new committee. Rick warned that the SGB needs to be careful of blurring the lines as to who will benefit from major contributors. Bill Terrell ended the discussion by stating that, "we are not at that point yet and that a motion is on the floor to create the committee." Tony asked for clarification as to whether this was a council or committee being created. He also asked if there was a stipulation as to the number of members needed to be on the council. John Welch stated that they would need to follow the bylaws of at least 3 people.
- e. Club Policy (See policy as outlined in John Welch's email following the minutes)
Bill Terrell stated that the SGB would also like to experiment with creating a Club Development Council Chair for the 2022-2023 year. As with the Fundraising Council, at the end of the year the board would decide if the position would continue. The chair will be chosen from the At Large or SGB positions. They will create by-laws and seek approval for them. The committee is tasked to grow clubs, unite current NJ clubs, and provide opportunities through the clubs. This will create an additional At Large position on the SGB. Bill made the motion to create the position and it was seconded by Mike Harris.
Discussion- Tony asked if the SGB could approve the position and nominate a chair tonight. John Welch felt that because of the other elections on the agenda it would be better to submit any possible chair nominees to Bill Terrell. Ron Fazio asked for the number of clubs currently existing in NJ. 77 are sanctioned.
- f. By-laws changes
John Welch quickly went through the bylaw changes that were sent out on September 4th to the SGB. (see below) He stated that bylaws can be changed at any time as needed with a 10-day leeway. Items need to be sent to the legislative committee to be looked over to ensure that they are in the proper format and do not contradict any other bylaw. There are five parts that were presented at this meeting. 1. Cleaning up parts of the existing bylaws 2. Terms of office 3. National convention wording 4. Meetings- in person, phone call, on Zoom-types, quorum requirements, topics 5. Name changes. John Welch called for a motion to accept seconded by Mike Harris.
6. Election of officers, council/committee chairs, at large positions



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John Welch, Nomination Committee Chair, took over the election process. John had created ballot sheets explaining who was running for what office, and how to vote on the ballots.

SGB POSITIONS voted on and candidates:

2 Officers of the Corporation – VC & Treasurer

Vice Chair Even years: No incumbent: 2. Rick Puerto; John Dean

Treasurer Even years 2. Incumbent Nancy Zuena: Alena Dean

Officials Council– 1. Incumbent: Ron Fazio

Coaches Council 5. Thomas Callahan; Alex Almedya; Ross Gitomer; Enrico Dellagatta; Mike Harris

Kids Scholastic Council– 2. Incumbent Rick Puerto; Tony Arroyo

International Style Council- 3. Omar Feliciano; Kyle Kiss; Michael Crowley

U23/Sr/Cultural Exchange Council. 3. Incumbent Omar Feliciano; Damion Logan; Mike Harris

Women's Council 1. Incumbent Tony Arroyo

Legislative Committee. 1. Incumbent John Welch

National Trips Committee 1. Craig Manno

Publicity Committee. 1. Incumbent Chris Treston

Membership Committee: 2. Incumbent Chris Curtis; Jessica Morot

Scheduling Committee: 2. Incumbent Dave Mauro; Dave Ryerson

General Membership At Large: 4. incumbent Joanna Roman; Steven Jillard; Shantale Pipkins; Vanessa Loor

At large to SGB. Incumbents; Mike Harris, Julia Incarvite; Tim DeLouise; James Ware; T.J. Conroy; Gabriele Roman Leopold Tiankee Jr.; Tony Arroyo

Tony Arroyo asked permission to pose questions that he had held earlier in the meeting. They dealt with the current financial situation and how it got to this level. He felt knowing the answers would help him in voting for the office of treasurer. Tony Asked:

#1. When was the earliest time that the SGB became aware of the financial issues? Lack of filing tax documents, lack of processes in place to account for money, missing money, tax exempt status in jeopardy

Rick believed it was really brought to the board's attention in February 2022. Dianna Barkman, secretary, was asked to pull the minutes. In July of 2019 it was reported that there were concerns about finances and transparency. "Many members and guests expressed a need for transparency in the operation of the organization. This included not only financial concerns but also methods for choosing teams and coaches for major events. This topic will be explored in various committees."

In August of 2019 a financial report was given by Nancy Zuena stating amounts in the accounts #8525 & #7215. Nancy and Jeff Dickman, State Chair at that time, stated that the person who held the TD account was deceased and they were trying to obtain a death certificate to change the name(s) on the account. excerpt from minutes:

Nancy provided a detailed report for July 2019 for accounts ending in #8525 and #7215. (see attached sheets) She asked that those who write checks from the #7215 account notify her in a timely fashion so she can keep the books up-to-date and transfer any monies into that checking account as needed to avoid overdraft charges. She asks that you either call () or take a picture of the check and text it to her. Checking account is held at a low amount to minimize loss in the case of misuse or identity theft. There is also a USAWNJ TD Bank IRA checking account in the amount of \$76,911.27. However, the person who is named on the account is deceased. Jeff and Nancy are currently trying to obtain a death certificate in order to transfer the money.

In addition to the general treasury report, Pete DiBiase provided a balance sheet for Trip Expenses 2019. (see attached) It was noted that the Fargo expenses will need to be adjusted when the change fees (ie. additional fee to change participants' names on flight info, no shows, replacements, etc.) are added in. Pete is awaiting the information for this from our travel agent. Pete had an itemized breakdown of expenses for the trips offered those who wanted to look at it.



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Remarks-Nancy stated that the IRS information and correspondence is still going to Rich Santoli and not being forwarded to her. The accountant (new accountant/same firm) is working to resolve the issues in filing. Nancy provided Bryan Heller with the original paperwork for the 501C status. The accountant has assured Nancy that there are no penalties that are owed and that we are "OK"
The Finance Committee, as passed at last month's meeting, is now being formed and is a welcome addition to the team.

Tony's concern was that when he researched the IRS website, the last filing of taxes was listed as 2016-2017. He was concerned that the SGB identified a problem in 2019 yet it is still unresolved as of September 2022.

#2. Who was put in charge of the committees and who would have been responsible for resolving that matter during that time period?

Rick was the Finance Chair but there was never a committee formed. It was not until July of 2020 that an itemized budget report was proposed. It had not been sent to Rick for review. Tony questioned Rick as to who was responsible for getting Rick what he needed to present to the public. Rick stated that there was no guidance for the committee, and nothing was given to him.

#3. Who was responsible for getting the information to the finance committee? Who oversees the money?

Nancy stated that she provided numbers that were given to Jeff Dickman and he prepared the budget that year. Chain of command would be Treasurer→State Chairman→Finance Chair.

#4. When did USAWNJ realize they had lost their tax-exempt status? When was it brought to the board's attention?

Tony stated that he did the research to answer this question. He cited the following excerpts from previous meeting minutes "Jeff gave an update on our non-profit status. He has been working with the financial advisor and our non-profit is not in jeopardy. We will be filing the 999s for the last three years and we will be free and clear." Minutes 2/3/22

"Questions were brought up regarding the 990 IRS statements for the past few years and our non-profit status. Jason questioned our non-profit status since the 990s have not been filed. Jeff stated that we have held our non-profit status. He was finally able to get an original death certificate so he could remove the prior holder of the Ameritrade account allowing things to progress. Jeff and Nancy stated that our status is in the attorney's hands and will be resolved in the next few weeks. Jeff and Nancy are currently co-signers for amounts written for over \$500. Nancy will forward information from the accountant to the SGB when she hears back from him."
Minutes 7/10/22

Tony asked this question because John Dean had planned to get a raffle license from the state of New Jersey. When he spoke to the attorney regarding it, the attorney advised that it would be a waste of time because the USAWNJ tax-exempt status was deficient. His online research showed that in January of 2021 the State of New Jersey and the IRS had revoked our tax-exempt status and it was posted in April of 2021. Tony then restated the timeline of events, questioned how long it would take to resolve the issue (estimate that it would be less than one year), and then asked if we could trust that those who were responsible for the finances over the entire timeline to get the job done. Rick Puerto wanted to clarify that when the financial statement was presented in he had concerns. The minutes from 1/6/22 state, "Rick pointed out that it is not a balanced budget and needs to be revisited, revised and recalculated. Some of the items were unclear as to how they were listed. He would like to see it in more of a format that lists income and expenditures." Consequently, Rick did not vote for the budget. Tony stated that however the voting went at this meeting he would be fully in support of their efforts but asked that the process of resolving the filing and tax-exempt issue be transparent.



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At this point John Welch pointed out that while some of the statements may have hurt, they were true. The entire board was remiss in following up on the concerns and taking what was told to the board on faith. He encouraged everyone to come to in person meeting and to speak up. Tony followed this up with stating that everyone on the board has a fiduciary duty to act in the best interests of USAWNJ, but he felt that others on the board were acting in their own best interest or self-preservation. "It is our responsibility to vote with USAWNJ's best interest in mind." In the interest of time Tony did not pursue the topic of conflict of interest that he feels was taking place as well.

John Welch then continued with the voting process. John Welch made a motion to accept by acclamation those positions who were running unopposed. Ballots were then passed out for those positions with only two candidates running on the same sheet (see list of nominees below). Each nominee was to be given 30 to speak on his/her behalf. Following the motion John Dean was offered a chance to speak and deferred to Rick Puerto to speak first. It should be noted that 4-5 of the voting members turned in their ballots prior to any of the candidates speaking. When the question was raised as to the propriety of the action the reasoning was, "Everybody knew who they wanted to vote for I guess." It was suggested that they take their ballot sheets back. The suggestion was refused by those who had already turned in their votes. Without names on the ballot sheets identifying who the voters were, it was not possible. Vice Chair- Rick Puerto took his 30 seconds to speak giving his background as it pertained to joining USAWNJ. He was followed by John Dean. John voiced his extreme displeasure over the behavior that took place by turning in ballots prior to hearing all the nominees speak, many of whom were new. Treasurer- Nancy then spoke regarding her working to correct the tax filings, her wish to see it through, and offered to have her position as treasurer be revisited in six months if the board was unhappy with her progress. Alena Dean was next to speak. She cited her financial background training and that she had served as treasurer for another organization for seven years. Scholastic Council Chair- Rick Puerto felt that his work as chair in the past spoke for itself including the Mason Dixon teams. He loves working with the kids and would bring everything he could to the organization. Tony Arroyo spoke complimenting Rick on the work he has done on the state championships. Tony's vision is to work with a council under him. He does not want to be the sole decision maker but would like to have a council that encompasses the entire state so their voices can be heard. They would be making collective decisions of a brain trust rather than one sided decision. Membership Committee Chair - Chris Curtis gave his background as a referee and his long standing in the USAWNJ. Jessica Morot has a daughter and other family members that wrestle and many friends within the sport. She would like to grow our membership even more. Scheduling Committee Chair - Dave Mauro has been involved with USAW for 25 years and on the board for 10-12 years. He is an official for New Jersey and USAW. Dave Ryerson was not in attendance. Dianna Barkman read from the nomination form submitted by Matt Ciampa that said

Dave is a very honest, honorable and well respected man in and out of the wrestling community.

He has been a high school coach for over twenty years and a NJSIAA District and Region rep.

His connections with the NJSIAA and high school coaching will be invaluable when finding venues for our events.

Those who had not already turned in their ballots before the speeches turned them in to Chris Curtis and Ron Fazio to be counted. The voting continued. The three International Chair nominees spoke next. Omar Feliciano cited his 10+ years of being on the board and coaching the Schoolboy team. He has been involved with Fargo, has international experience taking teams over to train, and has a good handle on how things work. Kyle Kiss has wrestled and competed at Fargo and has been around the sport for a long time. He would love to be a part of the International Council. Mike Crowley was not in attendance. Dianna Barkman read from the nomination form submitted by Bill Terrell.



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2x National team coach, Duals team coach, Former usawnj wrestler, Fargo participant, scholastic coach

U23/Sr/Cultural Exchange Council Chair- Omar Feliciano has been in this position and it fits in well with his overseas travel. His goal is to combine this council with the International Council. He has a list of ideas to bring USAWNJ to the international scene. Omar spoke of his upcoming travel to Sweden and Romania. He loves working with the kids. Damion Logan was next to speak of his extensive wrestling background including competing on a Pan-American team. He has traveled and competed in numerous events overseas. He has experience as an assistant wrestling coach at UPENN and West Point. He also coached at Stevens Institute of Technology. He is a 2X NCAA Division 1 All American. He was an athletic director, and he is already doing international traveling. He would love to get back into USAWNJ. Mike Harris stated that he was a former Women's chair and built the program up from the grassroots. Mike has known Omar and Damion for a while. Mike felt that there wasn't much direction in the U23 position and that it needs better direction and better foresight. He felt his business acumen and ability to organize and get things done would be an asset to help to push things forward. His goal is to organize the position, get things squared away, and go forward from there. He hopes to make a difference in the position.

Coaches Council Chair - Thomas Callahan spoke first. He spoke of his experience in Fargo. It was difficult to hear him so I will add his comments from the nomination form for reference. "2X National team coach, Head coach Rancocas Valley HS (9 yrs.) TCNJ Wrestling Alumni. Alex Almeyda has been in education for 31 years and a head coach for 29 years. He is still coaching in the NJSIAA and loves giving back to the kids. Ross Gitomer was not in attendance. Dianna Barkman read from the nomination form submitted by Renee Carbonaro. She said that Ross is, "an outstanding coach, mentor, and leader." Enrico (Rick) Dellagatta was not in attendance. Dianna Barkman read from the nomination form submitted by John Dean.

Rick Dellagatta has been involved in wrestling for 51 years. As a competitor he accomplished some of the highest level of achievements in the sport. While attending University of Kentucky Rick was a 3 X Division 1 All American, Rick Dellagatta also won a USA Wrestling Freestyle National Title while representing the New York Athletic Club and The University of Kentucky. He was a 3 X team captain and helped lead the University of Kentucky Mat Cats under Fletcher and Joe Carr to national prominence.

Mike Harris stated that Jason Nase had stepped down and that he was glad to see so much representation from around New Jersey for this position. "It's a big and important job" and he hoped that he could be on the committee if not chosen to serve as chair. He charged whoever gets the position to bring people together and move the organization forward.

Next on the agenda was the vote for the five At Large positions. Mike Harris chose not to speak again, and Tony Arroyo pulled his name from the ballot. Julia Incarvite gave her credentials of being a Fargo coach, a teacher of 16 years, and the women's coach at Timber Creek High School where she built the women's program. She is trying to get more girls involved in wrestling and feels that the board needs more women on it who know wrestling. James Ware was next. He is heavily involved with wrestling and is on the executive board of Trenton Youth Wrestling which represents eight schools. He believes that New Jersey is a wrestling rich state and is looking to represent everyone in the state. TJ Conroy was not in attendance. Dianna Barkman read from the nomination form submitted by James Ware.

Please feel free to add any comments to support this nomination.
TWO DAUGHTERS ACTIVE IN WOMENS WRESTLING (HS & COLLEGE FRESHMAN)
I HAVE BEEN ACTIVE IN THEIR GROWTH AS ATHLETES AND AS A CPT & STRENGTH
AND CONDITIONING COACH FOR MY DAUGHTERS OTHER PROGRAMS ATHLETES
AND ESPECIALLY YOUNG WOMEN. FORMER VP SALES MILIT DEVELOP. BACKGROUND
SERVED AS DIRECTOR OF COMMUNICATIONS FOR LL BASEBALL PASSIONATE
ABOUT GROWING THE SPORT AND SUPPORTING & ENCOURAGING ALL
YOUNG GIRLS



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Tim DeLouise was not in attendance. Dianna Barkman read from the nomination form he submitted.

I am looking to assist in anyway possible. I am interested in being an area at large leader for the South Jersey area. I am also interested in any position available, specifically in reference to growing girls wrestling, whether it be a position on a committee, council member, or any other position available.

Gabe Roman introduced himself as a father of five and possibly more. He started the Perth Amboy team from scratch five years ago. He is hoping to continue to grow wrestling and has been on many of the Fargo and Schoolboy trips. Leo Tiankee gave his person history having four children, team member at Buctown MMA club in Belleville, and a team member at the Edge Wrestling Club among others. He has also been part of Beat the Streets NYC. He likes to travel with his kids and would like to represent the state. This concluded the voting and ballots were counted. Bill Terrell read the results.

State Governing Board 2022-2023

William Terrell State Chairman	Alex Almeyda Coaches	Craig Manno National Trips
Rick Puerto Vice Chair	Omar Feliciano U23/Sr/Cultural	Dave Mauro Scheduling Events
Nancy Zuena Treasurer	Rick Puerto Kids Scholastic	Chris Treston Publicity
Dianna Barkman Secretary	Tony Arroyo Female Council	General Membership At Large Joanna Roman
Council Chairs Ron Fazio Officials	Committee Chairs John Welch Legislative	At Large Mike Harris Julia Incarvite James Ware TJ Conroy Gabe Roman
Omar Feliciano International Style	Chris Curtis Membership	

7. Motions to:

Approve the previous minutes– 7/10/22, 8/2/22, & 9/12/22 as sent via email

Motion-Chris Treston 2nd: Mike Harris

In favor: 15 opposed: 0 abstained: 0

Include the cost of the U14 Scholastic National Tournament into the budget for the Kids Scholastic Season

Motion-Rick Puerto 2nd: Nancy Zuena

In favor: 15 opposed: 0 abstained: 0

Add an addendum to extend the Xcel contract for one year to make up for the revenue lost due to the covid year

Motion-Bill Terrell 2nd: Rick Puerto

In favor: 13 opposed: 1 abstained: 1

Create a position of a fundraising council chair for a term of one year

Motion-Bill Terrell 2nd: Mike Harris

In favor: 15 opposed: 0 abstained: 0



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Create a position of a club development council chair for a term of one year

Motion-Bill Terrell 2nd: Mike Harris

In favor: 15 opposed: 0 abstained: 0

Accept by law changes as sent on September 4th to the SGB

Motion-John Welch 2nd: Mike Harris

In favor: 15 opposed: 0 abstained: 0

Accept by acclamation those running for SGB positions unopposed

Ron Fazio, John Welch, Craig Manno, Chris Treston,

Tony Arroyo (Formal Women's Council votes their own chair)

Motion-John Welch 2nd: Bill Terrell

In favor: 15 opposed: 0 abstained: 0

Adjourn the meeting

Motion-Ron Fazio 2nd: Tony Arroyo

In favor: 15 opposed: 0 abstained: 0

8. Questions/Floor

After the results were read, Julia Incarvite asked if there was anyone new added to the board. The coaches chair and four at large positions were new people not currently serving in some capacity on the board. Another person from the general membership stated that she was surprised that the SGB was the only ones who could vote for office, and it seemed that they continually voted to keep the current members on the board. She stated that if the organization was seeking change, it didn't seem likely that it would happen with that voting scenario. John Welch stated that the general membership is going to help the SGB make changes by attending the meetings and speaking out. The question was raised if the general membership would be given an opportunity to vote on the chair positions. Another member brought up having term limits placed on the positions. Harry Turner spoke to the fact that he has been with USAWNJ for over 20 years and in that time the general membership never came to the meetings. He stated that the same 10-15 people have been running it because of it. Another member made the statement that the organization was seen as the "old boys club" and did not make people feel welcome. Shantale Pipkins spoke to the fact that she believed that the general public didn't know how to get involved with USWNJ and the sport of wrestling. She also felt that from an outsider's perception that it wasn't very inclusive. She cited that information about joining and events was lacking or coming too late. She felt that communication was an issue and as an organization the SGB is not doing its job. Tony Arroyo spoke to the group regarding Shantale's anticipated joining of the Women's Council as the parent liaison. He felt she was very passionate about getting information out to the parents and would be an asset to the council. He continued to say that we need people like her to be invited in and shouldn't be telling them to be quiet. John Welch again stated that he believed that this meeting had a better turn out because the SGB was able to email out the information to come to the meeting. The question was then raised that if you are asking people to come to the meetings to voice their concerns why are they not allowed to vote? If the board members are the same ones who are voting themselves



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in, then are they going to decide whether we have a right to vote? She suggested that the bylaws should be reviewed or changed because it seemed to that speaker that having only those on the board vote was counterproductive. John Welch gave a background on how that came about. Previously the votes were done by the entire general membership but there was an issue with candidates bring in people to vote for them; in essence, stuffing the ballot box. It caused problems for many years, and it was finally decided that those who are sitting on the board and doing the work would be considered the experts and vote. John Dean pointed out that USAWNJ purpose statement says, "To ensure that everyone who has an interest in wrestling in New Jersey has an opportunity to become a member of USAW/NJ where they can have a voice, a vote, and a vehicle through which to be heard. "

John argued that it was not the case at this meeting. This created a debate as to whether that statement was accurate. Jessica Morot interrupted to say that we are all here for the same goal and that is to work together to better USAWNJ wrestling. She asked that if you can't set aside your personal feelings toward some members on the board. We are here for the children and if you can't make that your focus then you should walk away from your position and let someone else who wants to do that, do it. You need to have respect for each other. We are on the same team, USA Wrestling for NJ. Mike Harris echoed that sentiment and told of how he did step down because he knew he wouldn't be able to give the position the time it required with the demands of his new family. It's not about holding a title, it's about the kids. It's about fundraising to have more money in the bank to put towards programs, expand the board, perhaps monetizing it with a small stipend for the time put in and hard work you do. Mike welcomed those coming to the meeting and reinforced the fact that the SGB needs leadership and to hear what the general membership has to say.

9. Adjournment – 10:18 pm

Respectfully submitted,
Dianna Barkman, secretary
USAW ID: 111295101

John Welch – Legislative Chair.

9/4/22 To USAW/NJ SGB

To be presented to the SGB of USAW/NJ. Must be at least 10 days prior to the meeting to be voted upon.
2 policies and a series of by-law changes.

Policy for A Fundraising Committee Chair:

For the Fiscal year 2022-2023. USAW/NJ will experiment with a position on its SGB. So as not to cause a change in our current by-laws, one of the current At-Large or SGB positions will be designated as Chairperson for fundraising. During the year the Committee chair will strive to: 1. Create a committee of concerned individuals (minimum of Chair, Vice Chair, Secretary) to explore ways to raise funds. 2. State a purpose for committee and for the funds (perhaps: decrease the program costs and expand opportunities for our athletes). 3. Create a starting set of by-laws (to be reviewed by the legislative Committee and approved by the SGB). Meet at least twice each year. Produce minutes and send to the SGB within a week of each meeting. Make reports at SGB meetings. Seek approval of the State Governing Body for fundraising programs.

The position of Fundraising Committee chair may come from a current At-Large SGB member; It may come from a current open position for an at large position; It may come from a current board member who already has a title and is willing to take on this chair position. In the latter case, since this person will have a single vote, another At large position may be established by the SGB.



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At Large Positions: Harry Turner, Joanna Roman, Mike Harris, Craig Manno

One year from the formation of this committee via USAW/NJ policy the committee will: 1. Stop functioning; unless it is voted to Function again for another year; or Voted on as an addition to the SGB as a by-law change.

Policy for A Club Development Chair:

For the Fiscal year 2022-2023. USAW/NJ will experiment with a position on its SGB. So as not to cause a change in our current by-laws, one of the current At-Large or SGB positions will be designated as Chairperson Club Development. During the year the chair will strive to: 1. Create a committee of concerned individuals (minimum of Chair, Vice Chair, Secretary) to explore ways to grow the number of USAW/NJ Clubs, unite our current clubs; and increase opportunities through our clubs. 2. Create a starting set of by-laws (to be reviewed by the legislative Committee and approved by the SGB). Meet at least twice each year. Produce minutes and send to the SGB within a week of each meeting. Make reports at SGB meetings. Seek approval of the State Governing Body for activities to grow USAW/NJ Clubs.

The position of Club Committee chair may come from a current At-Large SGB member; It may come from a current open position for an at large position; It may come from a current board member who already has a title and is willing to take on this chair position. In the latter case, since this person will have a single vote, another At large position may be established by the SGB.

One year from the formation of this committee via USAW/NJ policy the committee will: 1. Stop functioning; unless it is voted to Function again for another year; or voted on as an addition to the SGB as a by-law change.

2022 summary of recommended by-law changes -

1. Article III to avoid any question add the terms "a quorum being present"
2. Article III. and Article V. Title for "kids/Cadet council chair" changed to "Scholastic Council Chair" Title for "Junior Council Chair" changed to "International Council Chair."
3. Article III.C.1 making sure that the SGB is that body that obligates USAW/NJ
4. Article III.C.4 re removing, adding "a SGB member"
5. Article III.H.12 removing someone 2/3 of those voting a quorum being present.
6. Article VIII.J Terms of office for the 4 officers. This was an approved change by the State Governing Body due to covid we skipped an election year so that the Chair and Secretary will be voted on in odd years and the Vice Chair and the Treasurer in even years.
7. Article V.E remove "shall" add "are encouraged to" Originally all meetings were at the events.
8. Article VIII.A+B. reverse these two to show what has actually been done by the nominating committee for the past 3 years.
9. Article VIII.E change to vote and quorum for a by-law change.
10. XIV.D and E. delete D and E. and add in types of meeting, modes, topics, quorum, voting requirements. The Legislative chair recognizes that it will take some time to adjust to the different ways of handling meeting. The chair would offer an option to the SGB to test the by-law change that deals with meetings for a period of 1 year. After 1 year the SGB will vote to: keep the new change; delete the new change; trial for another year; make other adjustments.

Quarterly and Annual Financial Reports September 1, 2021, thru August 13, 2022

USAWNJ Q3 Financial Report	
Balance on Hand (as of September 1, 2021)	\$115,828.89
September Deposits	\$ 0.89
September Expenditures	\$ (9,477.74)
October Deposits	\$ 17,835.02
October Expenditures	\$ (1,152.44)
November Deposits	\$ 8,328.07
November Expenditures	\$ -
Balance on Hand (as of November 30, 2021)	\$ 131,362.69
Net Q1 Profit	\$ 15,533.80
Balance on Hand as of Nov 30, 2021 in TD Ameritrade account	93774.86

USAWNJ Q3 Financial Report	
Balance on Hand (as of December 1, 2021)	\$131,362.69
December Deposits	\$ 11,819.18
December Expenditures	\$ 4,860.74
January Deposits	\$ 25,011.13
January Expenditures	\$ 10,351.56
February Deposits	\$ 116,573.80
February Expenditures	\$ 29,927.60
Balance on Hand (as of February 28, 2022)	\$ 239,626.90
Net Q2 Profit	\$ 108,264.21
Balance on Hand in TD Ameritrade account	\$ 89,873.69



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USAWNJ Q3 Financial Report	
Balance on Hand (as of March 1, 2022)	\$ 239,626.90
<u>March Deposits</u>	\$ 70,113.08
<u>March Expenditures</u>	\$ (95,920.54)
<u>April Deposits</u>	\$ 14,828.67
<u>April Expenditures</u>	\$ (36,677.49)
<u>May Deposits</u>	\$ 209,335.96
<u>May Expenditures</u>	\$ (132,802.73)
Balance on Hand (as of May 31, 2022)	\$ 268,503.85
Net Profit	\$ 28,876.95
Balance on Hand as of May 31, 2022 in TD Ameritrade account	\$ 85,208.99

USAWNJ Q4 Financial Report	
Balance on Hand (as of June 1, 2022)	\$ 268,503.85
<u>June Deposits</u>	\$ 19,937.69
<u>June Expenditures</u>	\$ (66,464.77)
<u>July Deposits</u>	\$ 22,634.95
<u>July Expenditures</u>	\$ (67,004.37)
<u>August Deposits</u>	\$ 10,710.51
<u>August Expenditures</u>	\$ (102,863.83)
Balance on Hand (as of August, 31 2022)	\$ 85,454.03
Net Q4 Loss	\$ (183,049.82)
Balance on Hand (as of August, 31 2022) in TD Ameritrade account	\$ 82,143.21

USAWNJ Q4 Financial Report	
Balance on Hand (as of September 1, 2021)	\$115,828.89
Balance on Hand (as of August, 31 2022)	\$ 85,454.03
Net Annual Loss	\$ (30,374.86)
Balance on Hand (as of August, 31 2021) in TD Ameritrade account	\$ 92,976.60
Balance on Hand (as of August, 31 2022) in TD Ameritrade account	\$ 82,143.21
Net Difference	\$ (10,833.39)

11. the new change; delete the new change; trial for another year; make other adjustments.