



DATE: 9/22/21

TIME: 8 PM

LOCATION: Zoom

Call to Order

▪ USAWNJ Members

○ Purpose of Meeting (Executive Board)

- Nominations, Financial report on the season, calendar for 2022 season, marketing discussion, communication discussion, restructure board, discuss term changes 2 yr->4 yr, discuss location of NE Regions, review positional responsibilities, replacement for media chair (Bryan Heller)

▪ Attendee Names

- Board Members- Jeff Dickman, Bill Terrell, Nancy Zuena, Rick Puerto, Pete DiBiase, Omar Feliciano, Dave Mauro, Lori Ayres, Jason Nase, Gimp, Bryan Heller

○

Approval of Previous Minutes - NA

Treasurer Report-NA

Reports

Financial report from 2021 USAW Season (see printout attached)

Unfinished Business-NA

New Business (refer to printouts attached here and original meeting notice)

Restructuring of the board

Remarks

Pete suggested that the first order of business would be to revisit the officers of corporation. Proposed revision would allow a restructuring to be more gender equitable. The idea is to make women's and men's wrestling more balanced in representation. A discussion was held with John Welch prior to this proposal and it was suggested that the best way to accomplish this would be to:

- 1.) Remove U23 and scheduling committees.
- 2.) To add women's wrestling co-chairs for both scholastic and international styles.

The result would be to still have 11 votes for the governing body.

Discussion:

Jeff noted that it would be beneficial to add some help to the scholastic and international planning. Women's wrestling is growing. Rick stated that scholastic is pretty much a recruiting effort and bringing the state together (i.e. getting the word out) whereas the international style is much more of an event planning issue. Rick raised the question as to what were the expectations for the women's scholastic co-chair. Lori answered we need to do the two events, Nationals and states, well. She also wants to see a stand-alone event for the girls that we have never had. She feels that the women have just been an added on part of a men's event. Creation of the position would be a more intentional way of promoting women's wrestling. Mason-Dixon was

brought up and confirmed that there will be a girls' division added this year. Co-chair would provide assistance in all areas of planning and execution of the events. Lori sees it as a type of "apprenticeship" in training the next generation of leaders in our NJ organization. Lori feels that the lack of people stepping up to help is based on a lack of meetings and communication as to what is coming up and needed to make the organization run smoothly. A motion needs to be made to approve the bylaw change.

Term change from 2 years to 4 years

Remarks

Jeff gave background regarding term length for positions. It was originally a 4 year term but years ago it was reduced to 2 years. Jeff proposed that it be returned to a 4 year term.

Discussion: Jeff led a discussion on returning it to the 4 year term again based on his feeling that 2 years is not enough time to get any new initiatives done. He felt that 2 years is not enough time to get new programs up and running effectively if there is a change in the leadership of that committee or chair. Nancy asked the question as to whether all positions would be voted upon at the same time. At present they are staggered. Jason made the point that positions are already staggered. Gimp wanted to know if we were on odd / even years now. State chair and secretary are up for election this year, next year will be the offices of Vice State chair and treasurer. Bryan questioned when the elections for the council committee chairmen held. Jeff stated that only the 4 positions of State Chairman, Vice State Chair, treasurer, and secretary are voted upon. All other positions are nominations & appointed state chair & then approved by the board.

The general feeling was that clarification was needed on terms and nomination for council chairs Bryan pulled up the by-laws and stated:

ARTICLE VIII. STATE GOVERNING BODY SELECTION PROCESS

The Officers and members of the SGB shall be elected at the annual SGB meeting in September within 2 weeks after the General membership meeting. One of the SGB At-Large members shall come from the General Membership meeting held earlier. The new officers and members of the SGB shall take office at the end of the SGB meeting.

A. During the first 2 weeks in July of each year, the State Chair, (if their term is not expiring), or the State Vice-Chair (if their term is not expiring), along with the help of the Chair of the Membership Committee, must survey the current members of the SGB (this is with the exception of the 6 councils as long as they have formal councils, in accordance with the current by-laws) and list the positions to be filled for the next term. These positions may exist where there is: a current vacancy; a person in the position no longer wants to serve; a term of an officer will be expiring (chair and secretary, or, vice chair and treasurer); where there is an At Large position; where there is no formal Council to elect their Chair; where there is a committee Chair that has no formal organization.

B. The SGB during the last 2 weeks of July shall establish a nominating committee of no more than five members. They shall elect their own committee chair, vice-chair and secretary. The committee shall seek nominees for all SGB members whose positions are eligible for an election. They shall publish on the web site and social media the positions that are open for election for the SGB. They shall also note that an At large position is open for election and will be voted on by the General Membership in early September.

C. Nominations for positions on the USAW/NJ SGB, any formal Committee, or formal Council shall not be made from the floor at these meetings. These must be made 2 weeks in advance to the organizations' secretary, and, in the case of the SGB, the nomination must be also sent to the chair of the membership committee. The membership committee shall verify that all nominees have: a USA membership; has successfully completed a background check; has successfully completed Safe Sport Training.

D. The secretary of the nominating committee along with the help of the membership committee chair shall review the nominees to be sure that both the nominator and the nominee are current members and in good

standing with USA Wrestling and USAW/NJ. These two will present the verified nominees to the nominating committee. The nominating committee will discuss with the verified nominees the duties and responsibilities of the appropriate SGB positions to be sure the nominee is sincere and understands what is expected of their membership.

E. The Nominating committee will make notice to the General Membership not later than 10 days prior to the September GM meeting where the vote will be taken for an At Large member to the SGB.

F. The SGB Secretary will make notice to the SGB not later than 10 days prior to their meeting where the vote will be taken for all the remaining positions to be filled on the SGB.

G. The nominating committee has reviewed and discussed nominees. They may asterisk any nominee for special consideration by the General membership and SGB.

H. Elections {for all USAW/NJ organizations} shall be conducted in the following manner:

1. The Chair of the organization shall preside over all elections except any in which they are also a candidate. In such case, the Vice Chair shall preside unless they are also a candidate at which time the Secretary or Treasurer shall preside.

2. If there is only one nominee brought by the Nominating Committee for a position, the Chair shall entertain a motion to close nominations and a vote to do so will take place. After such a vote is passed, the candidate shall be declared the winner.

3. If there are two (2) candidates for a position, a single ballot will be taken and the candidate who receives the majority votes (defined as 50% of the votes cast plus one vote) shall be declared the winner.

4. If there are more than two (2) candidates, a single vote shall be taken to reduce the field to the three (3) candidates who receive the highest number of votes.

5. Shall one candidate receives a majority on any round of balloting, they shall be declared the winner.

6. After the field has been reduced to three (3) there shall be one round of voting to reduce the field to two (2) and then the procedure in VIII.H.5 shall apply.

7. The three age Council Chairs, Women's Council Chair, The Officials Chair and the Coaches Chair will normally be elected by their respective Councils. These positions shall be appointed by the State Chair when a formal Council does not exist, or the existing formal Council takes no action to appoint one. These appointments are subject to the approval of the SGB.

8. All other chairs of formal committees may be put in nomination (by sending their names to the Nominating Committee) by the outgoing committee that they shall represent. These positions shall be appointed by the State Chair when a formal committee does not exist, or the existing formal committee takes no action to appoint one. These appointments shall be subject to the approval of the majority of the SGB.

9. Should a Chair resign or otherwise leave office, the Vice Chair shall assume the office of Chair. Should there be a vacancy in any other office, the Chair of that organization shall appoint someone to fill any portion of an unexpired term, with the approval of the members of that organization.

10. Should an At Large member of the SGB resign or otherwise leave office, his position shall be replaced by the Chair with the approval of the SGB.

11. Removal from office. Any representative may be removed from office by the Body that elected them or confirmed their appointment. In the case of a committee or council chair elected by a formal committee or

council they may also be removed by the SGB. All removals may take place with or without cause. Such removal from office must take place at a valid meeting with a closed session.

12. A vote to remove someone from their position on the SGB must be by 2/3 of the members of the voting membership of the SGB. The members of the USAW/NJ State Governing Body are all volunteers. They have been elected by various groups to serve USAW/NJ. Many have been selected with emphasis on specific tasks that need to be accomplished for the good of the organization. There may come a time when a majority of the SGB no longer wishes a member to be on the board. This member may be removed from their SGB position, with or without cause, by the SGB with a vote of 2/3 of the members of the SGB at the time of the vote.

I. Representation of absent Council Representatives. A Council/Committee Chair may appoint another member of the Councils'/Committees' Executive Committee to stand in for him/her at meetings and functions.

J. Terms of office for the 4 SGB officers shall be 2 years. The Chair and the secretary shall be elected in the even years. The Vice Chair and the Treasurer shall be elected in the odd years.

Lori is against the change to 4 year term. She stated that if someone is doing a good job they should be voted back in. Rick asked to clarify whether the scholastic & international councils will be moving up into the executive board. Pete stated that was not the case. Pete gave a list of the 11 general board members- EXECUTIVE COMMITTEE - OFFICERS OF THE CORPORATION-State Chair, Vice State Chair, Treasurer, Secretary. OFFICERS OF THE EXECUTIVE COMMITTEE Coaches' Council Chair, Kids' Scholastic Co-Chairs, International Co-Chairs, Female Council, and Legislative Committee Chair

No motion was made to change the term limits

Nomination Committee-

Jason received 8 responses in total with the nominations as follows:

Chairperson- Jeff Dickman - 8 nominations

Secretary- Dianna Barkman - 4 nominations

Assistant Women's' International position-Lori Ayres - 4 nominations

Assistant Scholastic position-Tommy Callahan - 2 nominations, Ernie Monico -1 nomination,

Misty Hill - 1 nomination

Remarks

Jeff noted some confusion on the nomination of Lori Ayres for International style co-chair since she already holds the position of Female Council Chair. Pete continued the conversations stating that Lori wants to step down from Women's Council. Pete spoke to Tommy Callahan just prior to tonight's meeting regarding the position of the Women's council chair and Tommy is willing to step up into that position. Lori endorsed Tommy by listing his qualifications (Coaches HS wrestling, guidance counselor, coached at Fargo, helps out with RTCNJ.) Jason, Bryan, and Pete also endorsed him as a candidate for the position. Pete felt he has good administrative skills. Gimp gave an example of Tommy stepping up to help out at Fargo.

Bryan looked into the by-laws for voting procedure. Here is the excerpt from the **bylaws**

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survey the current members of the SGB (this is with the exception of the 6 councils as long as they have formal councils, in accordance with the current by-laws) and list the positions to be filled for the next term. These positions may exist where there is: a current vacancy; a person in the position no longer wants to serve; a term of an officer will be expiring (chair and secretary, or, vice chair and treasurer); where there is an At Large position; where there is no formal Council to elect their Chair; where there is a committee Chair that has no formal organization.

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D. The secretary of the nominating committee along with the help of the membership committee chair shall review the nominees to be sure that both the nominator and the nominee are current members and in good standing with USA Wrestling and USAW/NJ. These two will present the verified nominees to the nominating committee. The nominating committee will discuss with the verified nominees the duties and responsibilities of the appropriate SGB positions to be sure the nominee is sincere and understands what is expected of their membership.

E. The Nominating committee will make notice to the General Membership not later than 10 days prior to the September GM meeting where the vote will be taken for an At Large member to the SGB.

F. The SGB Secretary will make notice to the SGB not later than 10 days prior to their meeting where the vote will be taken for all the remaining positions to be filled on the SGB.

G. The nominating committee has reviewed and discussed nominees. They may asterisk any nominee for special consideration by the General membership and SGB.

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Rick had a concern that because the positions were not posted on the website and other social media he felt that it would be perceived as being non-transparent and would be looked upon negatively. He felt we should follow the guidelines for accepting nominations from the general membership body and follow through with the nominations committee. There was general agreement and that the positions will be posted and follow the procedures as set by the by-laws. Lori and Bryan were tasked with getting the word out to the general membership via social media. Nomination committee was set at the original 4 people who sent out the nominations originally-Pete, Jason, Lori and John. Jeff offered his support in this process.

This also prompted a discussion about how to include more people in our organization. Lori stated that we should make it a practice of seeking out new members who want to be a part of our group. She felt we might be missing out on resources who can amplify us to the next level. Lori considered it training new people to take the reins when the "old school" leaves or retires from USAWNJ.

A question was brought up regarding Lori stepping down from the Women's Council. A lengthy discussion included how to approach the change from Women's Council to International Co-chair since according to the bylaws she cannot hold both positions. Jeff will take a closer look into the by-laws at how the councils operate and what is the requirements of a formal council.

Marketing –Pete reported that a discussion with a Rutgers business student to perhaps become involved with being our marketing. The position would focus on fund raising. At this point it is proposed to be a commission position

Communication The idea presented was to move our usawnj.org website to Desi's company. The discussion that followed revolved around the fact that we do not own the name of the website. Don Squires owns the domain rights and has stated in past discussions with Jeff that he will not relinquish it to us. Discussion included questioning who actually did own the rights. A "Who is" search was done by Gimp but Don's name did not appear. Other topics discussed were the selling price of the web address and how the site is set up. Bryan summarized it by saying that he and Lori with the help of a past committee updated the look of the site through Sportsengine and then uploaded to the address. It was also noted that USAWNJ has been paying Don for the upkeep of the site for many years.

Location of Northeast Regions – not discussed

Publicity Committee Chair- possible replacement for Bryan Heller should he decide to step down.

Not discussed

2022 Calendar not discussed

Announcements

Meeting on September 29th - cancelled in order to post positions up for voting as required by the by-laws

October 6th-Next meeting of the Northeast Regions committee

Other Business-NA

Adjournment

Remarks

Pete suggested that the first order of business would be to revisit the officers of corporation. Proposed revision would allow a restructuring to be more gender equitable. The idea is to make women's and men's wrestling more balanced in representation. A discussion was held with John Welch prior to this proposal and it was suggested that the best way to accomplish this would be to:

- 1.) Remove U23 and scheduling committees.
- 2.) To add women's wrestling co-chairs for both scholastic and international styles.

The result would be to still have 11 votes for the governing body.

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Passed-unanimously

Discussion regarding term length. Was 4 years and several years ago it was reduced to 2. Jeff led a discussion on returning it to the 4 yr term again based on his feeling that 2 years is not enough time to get anything done. He feels tht 2 years is not enough time to get new programs up and running effectively if there is a change in the leadership of that committee or chair. Nancy asked the question as to whether all positions would be voted upon at the same time. Staggered anyway. Jason made the point that positions are already staggered. Gimp wanted to know if we were on odd / even years now. State chair and secretary, next year Vice State chair and treasurer. Bryan question-when are the elections for the council committee chairmen? Only the 4 positions of State Chairman, Vice State Chair, treasurer, and secretary are voted upon. All other positions are nominations & appointed state chair & then approved by the board.

Clarification is needed on terms and nomination (21:11) for council chairs Bryan pulled up the by laws and stated

Insert by law section here

Lori is against the change to 4 year term. If you are doing a good job you should be voted back in. Rick's question-clarify whether the scholastic & international councils will be moving up into the executive board. Pete clarified that was not the case. See pete at 24 min for list of the 11 general board members. The other 7 are officers but not exec committee.

No motion was made to change the term limits..

Nomination portion.27 min

Jason spoke received 8 responses...8 nominated for several Jeff 8 for State Chairman Dianna 4 times for secretary – no one else was nominated...Female international style- 4 Lori Ayres Scholastic-1 Ernie Monico 2-Tommy Callahan 1 Misty Hill

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follow guidelines. Post positions on social media..Lori & Bryan are working

Lengthy Discussion on how the bylaws work. And various opinions were offered. Discussion included how to include more people in the organization. People in training. Nominate Tommy for the position with Lori working with him.

Ideas presented:

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J. Terms of office for the 4 SGB officers shall be 2 years. The Chair and the secretary shall be elected in the even years. The Vice Chair and the Treasurer shall be elected in the odd years.

ARTICLE X. VOTING MEMBERSHIP

A. Voting membership for each organization within USAW/NJ shall be those people duly elected or appointed in accordance with the SGB By-laws or the by-laws of the specific Council/Committee/etc. at the time of the vote.

B. Voting members for the general membership meeting are those who are current residents of New Jersey and USAW members, and/were USAW members the previous fiscal year either as a coach, Senior Athlete, or an Official.

STATE GOVERNING BOARD

EXECUTIVE COMMITTEE - OFFICERS OF THE CORPORATION



JEFF Dickman

State Chair

Phone: (201) 290-1269



JENNIFER Clark

Secretary

Phone: (732) 685-3238



WILLIAMTerrell

Vice Chair

Phone: (732) 826-0303



NANCYZuena

Treasurer

Phone: (908) 400-1786

EXECUTIVE COMMITTEE - COUNCIL CHAIRS



RONFazio

Officials Council

Phone: (908) 377-6053



PETEDibiase

International Style Council

Phone: (609) 221-3210



JASONNase

Coaches Council

Phone: (732) 581-9635



OMARFeliciano

U23 / Sr / Cultural Exchange

Phone: (973) 715-6481



RICKPuerto

Kids Scholastic Council

Phone: (201) 575-9705



LORIAyres

Female Council

Phone: (610) 304-5840

COMMITTEE CHAIRS



JOHNWelch

Legislative Committee Chair

Phone: (732) 822-7595



CHRISCurtis

Membership Committee Chair

Phone: (732) 581-8518



GARY"Gimp" Brownell

National Trips Committee Chair

Phone: (610) 428-7422



DAVEMauro

Scheduling Committee Chair

Phone: (201) 602-0497



BRYANHeller

Publicity Committee Chair

Phone: (732) 995-8596

AT LARGE POSITIONS



HARRYTurner

At Large

Phone: (732) 995-3861



JOANNARoman

At Large - General Member Elected

Phone: (732) 362-1050



MIKEHarris

At Large - North Area Representative

Phone: (973) 699-4941

Change in communication and marketing approach. Move website to Desi
Marketing not ready to be voted on or representative