TEXAS - USA WRESTLING, INC.

THE STATE AFFILIATE OF THE NATIONAL GOVERNING BODY

MINUTES (Approved)

TEXAS USA WRESTLING

BOARD OF DIRECTORS MEETING

09/17/2025 (9pm google meet)

QUORUM = 8	
NAME & TITLE	**PRESENT**
1. Martin Floreani, Chairman	Y
2. Brittany Vo, Vice-Chairman	Y
3. Clark Forward, Secretary	Y
4. Matt Gordon, Treasurer	Y
5. Richard Leal, FS/GR Director	Y
6. Anne Yarbrough, Women's Director	N
7. Dan McCready, Youth Director	Y
8. Chuck Carpenter, Officials Director	Y
9. Sam Estrada, West Region Director	Y
10. Albie Cigarroa III, Far West Region Director	N
11. Nick Janowitz, Central Region Director	Y
12. Jeff Frank, North Region Director	Y
13. DJ Dockery, South Region Director	Y

1: Call to Order & Roll Call

- **Meeting called to order by Martin Floreani.**
- **Roll call conducted by Clark Forward.**
- **Noted absences: Ann Yarbrough and Albie Cigarroa**

2: Website & Digital Infrastructure Discussion

- **Presentation by Thomas "TJ" Hines on behalf of webmaster Tom.**
- **Topics included:**
    - **Rebranding and logo updates.**
    - **Tutorial videos for updating contacts, meeting minutes, site menus, homepage, and pages.**
    - **Instagram feed embedding.**
    - **Mobile site improvements.**
- **Action Items:**
    - **TJ to create and distribute tutorials.**
    - **Committee to be formed for redesign.**

3: New Board Member Introductions

- **Dan McCready, Youth Director, and Nick Janowitz, Central Region Director, introduced themselves and shared backgrounds and motivations for joining the board.**

4: Executive Director Hiring Process & Role Clarification

- **Position closes: September 20, 2025.**
- **Clark shared Google Drive with 5 applications to-date.**
- **Conflict of interest concerns raised particular to Bylaws section 4.3.4: Treasurer must oversee employees if also serving as ED.**
- **Role clarification:**
    - **ED responsible for operations, travel booking, financial oversight, discipline, and possibly marketing.**
    - **Intended as a "one-person band" to organize and direct operations.**
- **Action Items:**
    - **Board members to review applicants independently.**
    - **Submit top candidate(s) for vote at next meeting.**

5: Financial Transparency & Event Economics

- **Goal: Understand unit economics of events across regions.**
- **Sam Estrada and DJ Dockery shared financial breakdowns.**
- **Discussion Points:**
    - **Host fees, gate/concession revenue, referee payments.**
    - **Regional differences in structure and profit margins.**

6: Disciplinary Action – Fargo 2025

- **Incident Summary:**
    - **Multiple male athletes involved in misconduct.**
    - **SafeSport report filed.**
- **Next Steps:**
    - **Letters of complaint to be sent to involved athletes.**
    - **Board to reconvene post-response for disciplinary decisions.**
- **Concerns Raised:**
    - **Impact on hotel relationships and future Fargo participation.**
    - **Need for clearer disciplinary protocols and potential for immediate removal in future.**

7: Conflict of Interest Documentation

- **Discussion on need for board members to sign conflict of interest forms.**

8: Coaching Applications & Planning

- **Richard Leal shared coaching application process and spreadsheet.**
- **Emphasis on transparency and regional representation.**
- **Feedback welcomed from board members.**

9: Next Meeting Announcement

- **Date: Wednesday, October 8, 2025**
- **Time: 9:00 PM CDT**