TEXAS - USA WRESTLING, INC.

THE STATE AFFILIATE OF THE NATIONAL GOVERNING BODY

MINUTES (Approved)

TEXAS USA WRESTLING

BOARD OF DIRECTORS MEETING

08/20/2025 (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. Vacant, Women's Director	N
7. Anne Yarbrough, Youth Director	Y
8. Chuck Carpenter, Officials Director	Y
9. Sam Estrada, West Region Director	Y
10. Albie Cigarroa III, Far West Region Director	Y
11. Moises Archer, Central Region Director	Y
12. Jeff Frank, North Region Director	Y
13. DJ Dockery, South Region Director	Y

1. Call to Order

Chairman Martin Floreani called the meeting to order at 9:04 PM CDT.

2. Roll Call and Quorum

Secretary Clark Forward conducted the roll call. The following Board members were present:

- Martin Floreani – Chairman
- Brittany Vo – Vice-Chairman
- Clark Forward – Secretary
- Matt Gordon – Treasurer
- Richard Leal – FS GR Director
- Anne Yarbrough – Youth Director
- Charles Carpenter – Officials Director
- Sam Estrada – West Region Director
- Albie Cigarroa III – Far West Region Director
- Moises Archer – Central Region Director
- Jeff Frank – North Region Director
- DJ Dockery – South Region Director (joined shortly after roll call)

Quorum: Met with 12 voting members present (Quorum = 8; Majority = 6)

3. Introduction of Brittany Vo as Vice-Chairman

Chairman Floreani introduced and welcomed Brittany Vo as Vice-Chairman.

4. Rules Process

The Board discussed the rules committee process, addressing member feedback on transparency and communication. Key points:

- Jeff Frank raised concerns about committee formation transparency, noting absent board members didn't know to recruit for the committee.
- Anne Yarbrough vouched for impartial selection to the committee. Anne acknowledged perceived communication gaps, but noted prior email and Facebook posts encouraged committee interest via the Secretary.
- Suggestions included using the Band app for Board communication and website postings via the webmaster (Tom). Matthew Gordon emphasized board members should be reviewing posted minutes if they are absent.
- Moises Archer confirmed no quorum was needed for committee meetings; additional members can join.
- Brittany Vo suggested slowing the process for engagement. However, Chairman Floreani and Sam Estrada stressed the need for any rule changes to be in place right away- before the start of folkstyle season.

- Sam Estrada provided context (e.g., addressing past issues like Panhandle event rules) and presented the proposed process (per "Rules Approval Process 2025 0820.pdf").

Rules Approval Timeline (dates may fluctuate):

- Jan 1–Mar 5: Membership submits rules via Google Form
- Mar 1–16: Committee refines submissions
- Mar 18: Committee votes; 50%+ approval passes rule.
- August: Board votes at board meeting after public comment period

Committee Structure (March):

- Regional Directors appoint two voters and may send a third representative in their place (max 3 votes per region)
- Non-voting members may attend and comment
- Board members get one vote if attending

Board Meeting (August):

- Members may comment during public forum at start of board meeting
- Board votes by majority
- Votes disclosed in minutes

Motion: Sam Estrada moved to adopt the proposed rules process as presented

Seconded by: DJ Dockery

Discussion: Support for improved efficiency and transparency

Vote:

- Yes – 12 (Martin Floreani, Brittany Vo, Clark Forward, Matt Gordon, Richard Leal, Anne Yarbrough, Charles Carpenter, Sam Estrada, Albie Cigarroa III, Moises Archer, Jeff Frank, DJ Dockery)
- No – 0
  Outcome: Motion carried unanimously

5. Hiring Full-Time Staff Member

The Board discussed hiring a full-time administrative staff member to manage day to day operations.

Proposal and Discussion:

- Chairman Martin Floreani proposed hiring a full-time Executive Director, citing the need for continuity, increased efficiency, and Matt Gordon and Anne Yarbrough's unpaid contributions over the past year.
- Anne Yarbrough supported the proposal, stating Matt had already performed many of the duties and was well-qualified.
- Brittany suggested we post the position for two weeks with a one week decision
- Martin recommended posting the position publicly for two weeks, followed by a one-week decision period, and supported contracting Matt in the interim.
- Albie Cigarroa III expressed direct support for hiring Matt.
- Clark Forward emphasized the urgency of formalizing Matt's role and compensating him fairly.

- Moises Archer asked clarifying questions about compensation and process, and agreed Matt had done a tremendous job.
- DJ Dockery supported hiring someone for the role and acknowledged Matt's qualifications, but stressed the importance of transparency and due process.
- Brittany Vo expressed concern about member trust, advocating for a public posting and vetting process before hiring.
- Jeff Frank agreed Matt was qualified but opposed him holding both Treasurer and Executive Director roles due to potential conflict of interest. He recommended separating the roles and seeking a new Treasurer if Matt were hired.
- Martin said he didn't think it was an issue as long as Matt and the board called out conflict of interests.

Final Decision:

- The Board agreed to post the Executive Director position publicly for two weeks, with a one-week review and selection period.
- Matt Gordon was approved to serve in the role on a temporary basis for three weeks, with compensation prorated at $4,326 based on an annual salary of $75,000, with no benefits.

Motion (Two-Part):

1. Hire a full-time Executive Director at $75,000/year and post the position publicly
2. Contract Matt Gordon for three weeks at prorated pay

Motion by: Martin Floreani
Seconded by: Sam Estrada

Vote:

- Part 1 (Hiring/Posting): Yes – 11; No – 0; Abstentions – 1 (Matt Gordon)
- Part 2 (Interim Pay): Yes – 8 (including Charles Carpenter via message); No – 3 (Brittany Vo,Moises Archer, Jeff Frank); Abstentions – 1 (Matt Gordon)

Outcome: Both motions carried

6. Visual Identity Project

Chairman Floreani proposed a brand refresh (logos, guidelines, regional integration) via platforms like Fiverr.

- Budget: $4,000–$7,500
- Urgency: Complete before season start
- Outcome: Consensus to proceed; no objections. Formal vote not required.

7. Brittany's Objective

Brittany Vo was tasked with scoping data extraction from the USA Wrestling membership system for marketing (with unsubscribe options) and vetting the proper database storage solution. DJ Dockery offered to share South Region's process.

8. Setting Up Next Voting Membership Meeting

The Board planned a special membership meeting for electing Women's Director (and Youth Director if Anne Yarbrough transitions).

- Anne Yarbrough expressed interest in Women's Director; provided SOPs/job descriptions for both roles
- Plan: Announce both positions; post publicly via email with nomination deadlines
- Use prior voting roster to avoid 8/31 renewal-related issues. Consistent with 2024.
- Date/Time: September 7, 2025, 5:00 PM CDT (virtual)
- Execution: Matt Gordon to send emails; Clark Forward to handle voting setup

9. Next Meeting Date & Time

Next Board meeting: Wednesday, August 27, 2025, 9:00 PM CDT (virtual)

10. Adjournment

Motion: Martin Floreani moved to adjourn

Seconded by: Sam Estrada

Vote: Unanimous approval

Meeting adjourned at approximately 11:20 PM CDT