TEXAS - USA WRESTLING, INC.

THE STATE AFFILIATE OF THE NATIONAL GOVERNING BODY

MINUTES (Approved)

TEXAS USA WRESTLING

BOARD OF DIRECTORS MEETING

10/08/2025 (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	Y
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 (late)
13. DJ Dockery, South Region Director	N

1: Call to Order & Roll Call

- **Meeting called to order by Martin Floreani.**
- **Roll call conducted by Clark Forward.**

2: Executive Director & Treasurer Role Discussion

- **Topic: Whether Matt Gordon can continue serving as both Executive Director and Treasurer.**
- **Discussion:**
    - **Nick Janowitz supported Matt, citing trust and performance.**
    - **Brittany Vo and Charles Carpenter opposed dual roles, citing bylaw concerns and conflict of interest.**
    - **Anne Yarbrough and Albie Cigarroa emphasized the difficulty of finding qualified treasurers and the importance of continuity.**
- **Vote Results:**
    - **8 in favor, 2 opposed (Vo and Carpenter voted No, Frank and Dockery not present, Gordon was recused during this portion of meeting)**
    - **Motion passed: Matt Gordon will continue in both roles.**
- **Action Items:**
    - **Board to draft formal financial oversight language for inclusion in Matt's employment contract.**

3: Financial Reports

- **September Bank Statement:**
    - **Starting Balance: $83,745**
    - **Ending Balance: $84,112**
    - **Major Transactions:**
        - **$27,500 deposit for 2027 Open Championship venue.**
        - **$4,512 credit card payment (includes blue chip polos, Fiverr design work, DoubleTree invoice, and national conference travel).**
- **Event Analysis:**
    - **Only West Region submitted complete data.**
    - **North Region data expected from Dan McCready by next day.**
    - **South and Central regions still pending.**
    - **Analysis showed referee and awards costs are the only flexible expenses.**
- **National Data Delay:**
    - **Six-week delay in receiving event reports from USA Wrestling.**
    - **Multiple requests sent to Tony Black and Dave Matthews.**

4: Website Refresh & Data Control

- **Website Refresh:**

    - **Jeff Frank to lead the initiative.**
- **Data Ownership:**
    - **Martin emphasized the need for TXUSAW to control its own data for:**
        - **Targeted marketing and retention.**
        - **Sponsor visibility.**

5: Marketing & Communications

- **Weekly Emails:**
    - **Topics include tournament schedules, officials training, FAQs, and coaches' applications.**
    - **Sam Estrada praised the improvements in communication.**
- **Regional Online Presence:**
    - **Webpages missing for West, Far West, and North.**
    - **Instagram: Only Central, South, and State have active accounts.**
    - **TikTok: Only Central has an account.**
    - **Sam Estrada to provide West's Instagram handle.**
    - **Matt to update the state website's contact page with all available regional links.**
- **Communication Strategy:**
    - **Martin proposed a structured email calendar to ensure consistency and visibility.**
    - **Richard Leal and Dan McCready emphasized the importance of engaging middle and high school coaches.**
    - **Consolidated email lists are being developed to improve outreach.**

6: Brand Identity Refresh

- **Presented by: Sam Estrada**
- **New Logo & Icon:**
    - **Updated logo with modernized design and 3D effect.**
    - **New icon featuring five stars representing the five TXUSAW regions.**
- **Usage:**
    - **All marketing and branding materials to adopt the new identity.**
    - **Files (PNG, SVG, etc.) to be shared in a central folder for access.**

7: Region-State Profit Sharing Proposal

- **Presented by: Sam Estrada**
- **Current Model Issues:**
    - **Complex and dependent on delayed or incomplete data.**
    - **Perceived inequities in profit distribution.**
- **Proposed Simplified Model:**
    - **Eliminate:**
        - **$2/$5 per entry fees.**
        - **25% of national profits to state.**

        - **90% folkstyle state profit sharing.**
    - **Implement:**
        - **Flat $10 per membership (athlete or coach) split equally among five regions.**
        - **Estimated $23,740 per region in 2025.**
- **Discussion:**
    - **General support from board members.**
    - **Richard Leal raised concerns about fairness to larger regions.**
    - **Dan McCready and Nick Janowitz supported the model, with caveats to protect smaller regions like Far West.**
    - **Richard suggested a base minimum per region with performance-based incentives.**
- **Next Steps:**
    - **Regional directors to review and provide feedback.**
    - **Matt to cross-check numbers with national data once received.**
    - **Proposal to be finalized and voted on at the November meeting.**

8: G5 Weight Class Alignment with UIL

- **Proposal: Align G5 weight classes with new UIL standards.**
- **Discussion:**
    - **General agreement on the need for alignment.**
    - **Matthew Gordon and others emphasized the need to follow proper process via the Rules Committee.**
- **Motion: To directly change G5 weight classes to match UIL.**
    - **Vote Results: Motion tabled due to procedural concerns.**
- **Next Steps: Sam Estrada and Matthew Gordon to present the proposal to the Rules Committee for review and recommendation.**

9: Next Meeting Announcement

- **Date: Wednesday, November 12, 2025**
- **Time: 9:00 PM CDT**

10: Adjournment at 10:05 pm