



USA Football Board of Directors Meeting

Minutes

USA Football

6/25/2025 9:00 AM EDT

@ 45 North Pennsylvania St. - Penthouse - Indianapolis, IN

Attendance

Present:

Members: Sheneika Adger-Comice (remote), Ryan Anderson (remote), Joe Banach (remote), Paul Baniel, Pete Chiarelli, Amber Clark (remote), Connie Fisher, Gerard Gioia, Mike Golic (remote), Scott Hallenbeck, Michael Jackson (remote), Ashlea Klam (remote), Darcy Leslie, Eric Mayes, Brandon McCladdie (remote), Mark Murphy, Curtis Peterson, Jamie Riley, Michelle Roque-Paskow (remote), Pete Ward (remote), Sean Ward (remote)

Absent:

Members: Elizabeth Okey

I. Chairman's Report

A. Call to Order (Presenters: Pete Chiarelli)

(Breakfast will be served starting at 8:30)

Chairman Chiarelli welcomed and opened meeting at 9:00 a.m. ET.

B. Conflict of Interest Disclosure (Presenters: Pete Chiarelli)

Eric Mayes declared Secretary position with IFAF.

C. Pre-Meeting Consent Agenda Approval Requests (Presenters: Pete Chiarelli)

Chairman asked for any discussion re: pre-approvals. No discussion was needed.

1. New Board Member(s)

[New Board Members](#)

2. Returning Board Member(s)

[Re-Elect Board Members](#)

3. Committee Members and Chairs

[Committee Members](#)

4. Approval of Minutes

[December 2024 Meeting Minutes](#)

5. 2025 Strategic Plan Overview

 [2025-2028 Strategy Overview](#)

II. Chairman Opening Remarks (Presenters: Pete Chiarelli)

Chairman thanked the board for their attendance.

Chairman congratulated the board/team on achieving NGB status.

Chairman highlighted boards commitment to the Give/Get policy and highlighted gifts from Mike and Christine Golic, Mark and Laurie Murphy and others. Requested the board open up doors/connections to their network in support of USAFB fundraising efforts.

A. New /Returning Board Members

Chairman welcomed new board members Sean Ward, Michael Jackson.

Chairman congratulated re-elected board members- Dr. Gerard Gioia.

B. New Committee Members

Chairman thanked all board members serving on committees.

III. CEO's Report (Presenters: Scott Hallenbeck)

 [USA Football BOD Progres Report June25Final.pdf](#)

A. Opening Remarks

CEO Scott Hallenbeck announced new staff and Sr. Advisors.

Hallenbeck highlighted USA Footballs' Summer Series success and learnings.

B. Strategy and Priorities

1. Business Structure

Hallenbeck discussed new business structure to support commercial strategy.

C. Sponsorship (Presenters: Joe Banach)

D. Metric Performance (Presenters: Jamie Riley)

Riley shared overall metrics performance. Stated all objectives are met or close to being met.

E. Financial Performance

Fisher shared financial statements and balance sheet.

Fisher shared there is a variances on event revenue and grant revenue due to timing; Professional services was discussed relevant to litigation; Travel was significant higher compared YoY; Program Ops - VIK reminder but net zero impact was discussed.

Ward requested to better understand the finances related to High Performance budget. Mayes stated that the majority of the funds are allocated to coaches, staff, contractors, and training events.

Fisher shared the audit was moved to a new firm and the audit draft will be shared in the next few weeks for review.

1. Financial Statement

 [20250430 Board Financials.pdf](#)

F. Break

G. Olympic Pursuit

1. Stakeholder Engagement (Presenters: Scott Hallenbeck, Eric Mayes)

Hallenbeck shared that USAFB is currently working with NFL on player eligibility for Olympics.

Hallenbeck also shared the extensive collaboration with NFL Clubs in support of grassroots participation and activation around flag and tackle.

2. USOPC Resource Allocation (Presenters: Eric Mayes)

Mayes discussed USOPC High Performance Grant process and stated that the grant application is under review with USOPC with a decision in early September.

Chairman asked about the use of USOPC training centers. Mayes stated that the facilities are an option but are not conducive to team/field sports overall.

H. 2025 Strategic Programs/Initiatives

1. Participation Research

Hale shared most recent participation data from SFIA and USAFB study. Discussion around ways to support every level of participation.

2. High Performance Plan

Mayes shared IFAF rankings impact and Olympic qualification; Discussed upcoming World Games and IFAF Continentals competition and prep.

Ward asked about qualifying events for NFL players. Murphy followed with context related to NFL Calendar.

Brownson discussed focus on athlete performance data and partners with a focus on Speed data from the past Summer Series event.

Athlete Attribute Analysis was discussed to talk about performance and biometric analysis alongside gps athlete monitoring.

Discussion around talent transfer and the skills necessary for elite athletes including cognitive and behavioral.

a. National Team Competitions/Selection Procedures

Mayes shared selection procedures for upcoming cycle.

 [2026 - Junior National Team Staff Selection Procedures_BOD DRAFT6.10.25.pdf](#)

 [2025-26 - National Team Staff Selection Procedures_BOD.pdf](#)

 [2026 IFAF World Championship - National Team Selection Procedures_BOD DRAFT6.10.25.pdf](#)

 [2026 - Junior National Team Selection Procedures_BOD DRAFT6.10.25.pdf](#)

3. Lunch Break

4. National Team Development Program

Discussion around building the sport pipeline; similar to soccer. Flag is still a recreational support but is growing.

Peterson discussed USAFB's focus on 5s and developing the player/coach/official pipeline via the National Team Development program. Discussion around 5's and 7's and how USAFB will work with both disciplines but focus resources on 5s.

Clark and Neik shared insights on their experience with 5s vs 7s. Discussion around the benefit to have opportunities for athletes who play 7s to get exposure to 5s in a competitive setting, not just developmental. Stated it is very difficult to transfer between the two formats.

5. Fundraising

McCladdie shared fundraising strategy with a focus on Stars and Stripes campaign.

I. Committee Updates

 [FFCC - 5.14.25 Meeting Report.pdf](#)

 [HPC - Feb 2025 Meeting Report.pdf](#)

1. Athlete Advisory Council

Introduced Michelle and Sheneika Comice

Launched USAFB AAC this year as a requirement of USOPC

2. Medical Advisory Panel

Dr. Gioia discussed MAP meeting outcomes. CABill 709 also discussed.

IV. Operations, Governance, and Legal

A. Committee and Council Structure

Riley discussed the current committee/council structure and USOPC requirements.

B. USOPC and SafeSport Requirements/Next Steps

Riley discussed current status of USAFB MAAPP with SafeSport and next steps for compliance.

C. Legal/Litigation

Hallenbeck/Riley gave updated on legal matters relative to current litigation.

V. Open Discussion

No discussion requested.

VI. Adjournment

Chairman adjourned meeting at 1:25 pm ET.