

Vermont USA Wrestling

NonProfit (501c3)

BY-laws

Affiliate with USA Wrestling

(Amended September 7th 2025)



Article I - Name, Offices, Registered Agents, Purpose, and Corporate Identity

- **Name:** Vermont USA Wrestling (VTUSAW)
- **Principal Office:** Located in the city of residence of the current State Chairman or as designated within Vermont.
- **Registered Agent:** Must be maintained within Vermont for service of process.
- **Purpose:** To promote wrestling competition nationally and internationally, foster the sport within the state of Vermont, provide leadership, and ensure safe competition.
- **Corporate Identity:** Organized as a non-profit corporation under IRS 501(c)(3).
- **Affiliation:** Affiliated with USA Wrestling (USAW).

Article II - Members

- **Membership:** Includes VTUSAW Officers, Board of Directors members, and Vermont residents who are members of USA Wrestling.
- **Voting Membership:** Includes elected Board members and one representative from each USA Wrestling sanctioned club located in Vermont.
- **Voting Topics:** Voting Topics will be decided by the officers, not including board member voting.
- **Meetings:** Annual General Membership Meeting and special meetings called as necessary.
- **Quorum and Notice:** Specific requirements for quorum and notice periods for meetings.

Article III - Board of Directors

- **Powers:** Responsible for governing VTUSAW, managing affairs, and ensuring compliance with USA Wrestling standards.
- **Composition:** Detailed membership and election process.
- **Meetings:** Regular and special meetings, quorum requirements, and methods of decision-making.
- **Committees:** Standing and ad hoc committees appointed by the Board.

Article IV - Officers

- **Officers:** State Chairman, Senior Director, Secretary, Finance Director, Safe Sport Coordinator.
- **Selection and Tenure:** Elected by the Board of Directors every three years.
- **Duties:** Defined roles and responsibilities for each officer.
- **Vacancies:** Process for filling vacancies in officer positions.

Other Key Points

- **Financial Management:** Oversight through a Finance Committee, annual budget approval, and audit processes.
- **Non-Discrimination:** Prohibition against discrimination based on various factors.
- **Assets Upon Dissolution:** Disposal of assets for purposes consistent with VTUSAW's mission.

These adjusted bylaws establish the framework for governance, operations, and accountability within Vermont USA Wrestling (VTUSAW), ensuring effective management and promotion of wrestling in Vermont under the guidance of USA Wrestling.

BY-LAWS OF VERMONT USA WRESTLING (VTUSAW) INCORPORATED IN THE STATE OF VERMONT AFFILIATED WITH USA WRESTLING As Adopted on _____

ARTICLE I - NAME, OFFICES, REGISTERED AGENTS, PURPOSE, AND CORPORATE IDENTITY

1.1 Name. The name of the corporation shall be Vermont USA Wrestling. In addition to the formal name, the corporation may conduct its affairs under such names, symbols, and images as may be approved by its Board of Directors, including without limitation "VT USA Wrestling".

1.2 Principal Office. The principal office of the corporation shall be located in the city of residence of the current State Chairman, or such other Vermont city as the State Chairman shall designate. The corporation may have such other offices as the Board of Directors may determine from time to time.

1.3 Registered Agent. The corporation shall appoint and continuously maintain, at an address within the State of Vermont, a registered agent upon whom service of process may be made.

1.4 Purpose. The primary objective of Vermont USA Wrestling (VTUSAW) is to foster national and international wrestling competition and to promote the sport of wrestling within the State of Vermont. It is the intent of VTUSAW to ensure the continuation of the sport by providing information, direction, and encouragement to all athletes, coaches, parents, and fans, and to create opportunities for competition with exposure to various styles of wrestling for Boys and Girls. VTUSAW aims to improve the development and structure to provide for safe competition.

The goals of VTUSAW shall include: the development of responsible administration from the ranks of the Vermont program at the local, state, and national levels who will provide leadership and direction to their membership; to develop an attitude of sincere concern among all coaches toward the improvement of all levels and aspects of wrestling from the elementary through the Olympic levels of competition; to provide channels of communication within the State of Vermont and with all states involved in the sport, furthering the exchange of ideas and experiences to the benefit of all wrestlers; to develop unity within the State of Vermont toward program development and achievement and to promote a positive attitude between educators, wrestlers, and the general public toward the art and science of wrestling; to assist with those activities

which can best be developed on a statewide basis, and provide a system for democratic representation of all competitors, coaches, and concerned people in local, state, national, and international organizations and activities dedicated to the sport of wrestling; and finally, to establish patterns of organization and objectives within the State of Vermont, providing continuity of effort as wrestlers and coaches advance through the ranks and strive for successful endeavors at all levels of wrestling competition.

1.5 Corporate Identity. VTUSAW shall be organized as a non-profit corporation within the definition of the Internal Revenue Code § 501(c)(3).

1.6 Affiliation. VTUSAW shall operate in such a manner that it qualifies as an affiliate of USA Wrestling (USAW).

1.7 Rules. The following rules shall conclusively bind VTUSAW and all persons acting for or on behalf of it:

- **1.7.1** No part of the net earnings of VTUSAW shall inure to the benefit of, or be distributable to its members, directors, officers, or other private persons, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth herein.
- **1.7.2** VTUSAW shall hold property solely for its intended purposes. Upon the dissolution of VTUSAW, the Board of Directors shall, after paying or making provisions for the payment of all liabilities of VTUSAW, dispose of all the assets of VTUSAW exclusively for the purposes of VTUSAW in such a manner, or to such organization or organizations as shall at the time qualify as an exempt organization or organizations under section 501(c)(3) of the Internal Revenue Code 1986 (or the corresponding provision of any future United States Internal Revenue Law), as the Board of Directors shall determine. Any assets not so disposed of shall be disposed of by the Court of Common Pleas of the county in which the principal office of VTUSAW is located, exclusively for such purposes or to such organization or organizations, as said court shall determine, which are organized and operated exclusively for such purposes.
- **1.7.3** VTUSAW shall not adopt any practice, policy, or procedure that would result in discrimination on the basis of race, color, national origin, religion, creed, sex, sexual orientation, disability, or financial hardship. VTUSAW will make reasonable accommodations for individual members who have disabilities.
- **1.7.4** VTUSAW shall not have authorized stock and shall not be authorized or empowered to issue stock.
- **1.7.5** VTUSAW shall have members.
- **1.7.6** VTUSAW is organized exclusively for charitable and educational purposes under Section 501(c)(3) of the Internal Revenue Code.
- **1.7.7** No substantial part of the activities of VTUSAW shall be the carrying on of propaganda or otherwise attempting to influence legislation, and VTUSAW shall not participate in or intervene in any political campaign on behalf of any candidate for public office.

- **1.7.8** Any trans-gender athletes will follow the IOC document and rules provide by USA wrestling

ARTICLE II - MEMBERS

- **2.1 Membership.** All VTUSAW Officers, members of the Board of Directors, and USA Wrestling members who are residents of the State of Vermont shall be Members of VTUSAW.
- **2.2 Voting Membership.** All elected members of the Board of Directors and one representative from each USA Wrestling sanctioned club whose principal office is within the State of Vermont and which has a minimum of ten individual members shall have one vote during the annual meeting of VTUSAW. These individuals shall constitute the "Voting Members" of VTUSAW.
 - No individual shall hold or exercise the right to more than one vote. If a designated representative from a USA Wrestling sanctioned club is elected to the Board of Directors, his or her club may appoint another representative to vote on behalf of that club. Voting members must be residents of the State of Vermont.
 - In the vent of a Tie vote, State Chairman will the be deciding Vote
- **2.3 Suspension or Termination of Membership.** The membership of any Member may be suspended or terminated by the Board of Directors in accordance with the procedures established by the Board of Directors. Except as permitted or required under those procedures, no Member shall be entitled to a hearing before the Board of Directors in connection with such suspension or termination.
- **2.4 Annual General Membership Meeting.** There shall be one (1) regular meeting (Annual General Membership Meeting) of the VTUSAW membership each year to be held in the Fall, no later than November 1st. The purpose of this meeting shall be the transaction by the Voting Members of all official VTUSAW business that may properly come before the meeting, and the election by the Voting Members of Officers and members of the Board of Directors, which shall take place at the Annual General Membership Meeting.
- **2.5 Special Meetings.** The State Chairman or majority of the Board of Directors shall have the right to call any special meeting of the VTUSAW membership for any purpose he or she deems necessary.
- **2.6 Who May Attend Meetings.** All Members and other persons invited by the Board of Directors are entitled to attend and participate in Membership meetings. However, only Voting Members shall have the right to vote at Membership meetings.
- **2.7 Place of Meetings.** The State Chairman shall recommend for discussion and agreement by the Board of Directors, the place of all meetings. The site of the Annual General Membership Meeting will alternate geographically to provide for a fair distance exchange, or shall be held in a central location that would be equidistant for all regions of Vermont.
- **2.8 Quorum.** The voting members that appear at a duly called regular or special meeting of VTUSAW shall constitute a quorum for the transactions of all businesses. A majority

of Board of Directors members shall constitute a quorum for the transaction of any business at the Annual General Membership Meeting.

- **2.9 Notice of Meetings.** A written notice (which may be an electronic notice) of regular VTUSAW meetings shall be sent to the Voting Members, not less than seven (7) days prior to the date of the meeting. A written notice of special VTUSAW meetings shall be sent to the Voting Members, no less than five (5) days prior to the date of the meeting. These notices shall state the place, date, time, and purpose of the meeting. Members will be provided with an agenda and any information pertinent to the issue(s) to be discussed.

ARTICLE III – BOARD OF DIRECTORS

- **3.1 Powers.** The Board of Directors shall be the principal governing body of the corporation and shall be responsible for managing the affairs of VTUSAW. It shall be responsible for the exercise by VTUSAW of the duties of a State Association recognized by USA Wrestling. VTUSAW shall be autonomous in the governance of amateur wrestling, in that the Board of Directors independently shall determine and control all matters central to such governance, shall not delegate such determination and control (except as it may designate its powers to committees as permitted by these bylaws), and shall be free from outside restraint, except as required to stay affiliated with USA Wrestling. The budget for a fiscal period shall be approved by a majority of the Board of Directors prior to that fiscal period.
- **3.2 Composition.** The Board of Directors shall be composed of the voting members set forth in Attachment A.
- **3.3 Election of Board of Directors.** The members of the Board of Directors shall be elected at the Annual General Membership Meeting. Elections must be majority vote.
- **3.4 Term of Office.** The members of the Board of Directors shall serve for a term of three (3) year from their election until the next election.
- **3.5 Meetings.** The regular meetings of the Board of Directors shall be held as set forth in Attachment B, at such time and place as may be determined by the Board of Directors, and may be held at any place, either within or outside of the State of Vermont, as shall from time to time be determined by the Board of Directors, or as shall be specified in the notice of meeting. Special meetings of the Board of Directors may be called by or at the request of the Chairman or any three members of the Board of Directors.
- **3.6 Quorum.** A majority of the members of the Board of Directors shall constitute a quorum for the transaction of business at any meeting of the Board of Directors.
- **3.7 Committees.** The Board of Directors may establish such committees as it deems necessary for the purposes of VTUSAW. Each committee shall consist of one or more directors and may include other individuals whom the Board of Directors may designate from time to time. Each committee shall have and may exercise the authority of the Board of Directors in the management of the corporation, to the extent provided in the resolution of the Board of Directors establishing the committee or in the certificate of incorporation.

ARTICLE IV - OFFICERS

- **4.1 Officers.** The officers of the corporation shall be a President, Vice-President, Secretary, and Treasurer. They shall be elected by the Voting Members.
- **4.2 Terms of Office.** The officers of the corporation shall hold their respective offices until the expiration of the term for which they are reelected and until their successors are elected and qualified, or until their earlier resignation or removal in the manner hereinafter provided.
- **4.3 Resignation.** Any officer may resign at any time by giving written notice to the Board of Directors, the State Chairman, or the Secretary. Such resignation shall take effect at the time specified therein, or, if no time is specified therein, then upon receipt thereof by the Board of Directors or such officer, or the State Chairman, or the Secretary, as the case may be. The acceptance of a resignation shall not be necessary to make it effective, unless expressly so provided in such notice.
- **4.4 Removal.** Any officer may be removed, with cause, at any time by the Board of Directors by 4/5 vote.
- **4.5 Vacancies.** A vacancy in any office because of death, resignation, removal, disqualification, or otherwise, may be filled by the Board of Directors for the unexpired portion of the term.
- **4.6 President.** The President shall be the Chief Executive Officer of the corporation and shall, subject to the control of the Board of Directors, supervise and control the affairs of the corporation and the activities of the officers. He or she shall perform all duties incident to his or her office and such other duties as may be required by law, by the Articles of Incorporation, or by these By-laws, or which may be prescribed from time to time by the Board of Directors. He or she shall preside at all meetings of the Board of Directors.
- **4.7 Vice-President.** In the absence of the President, or in the event of his or her inability or refusal to act, the Vice-President shall perform the duties of the President, and when so acting, shall have all the powers of and be subject to all the restrictions upon the President. The Vice-President shall perform such other duties as from time to time may be assigned to him or her by the President or by the Board of Directors.
- **4.8 Secretary.** The Secretary shall: (i) keep the minutes of the Board of Directors meetings; (ii) see that all notices are duly given in accordance with the provisions of these By-laws or as required by law; (iii) be custodian of the corporation's records and of the seal of the corporation; (iv) keep a register of the post office address of each director and officer; (v) sign with the President, Vice-President, or Treasurer, if there is one, all contracts and instruments authorized by the Board of Directors to be executed, unless the Board of Directors shall otherwise direct; (vi) in general perform all duties incident to the office of Secretary and such other duties as from time to time may be assigned to him or her by the President or by the Board of Directors.
- **4.9 Treasurer.** The Treasurer shall: (i) have charge and custody of and be responsible for all funds and securities of the corporation; (ii) receive and give receipts for moneys due and payable to the corporation from any source whatsoever, and deposit all such moneys in the name of the corporation in such banks, trust companies, or other depositories as shall be selected by the Board of Directors; (iii) in general perform all of

the duties incident to the office of Treasurer and such other duties as from time to time may be assigned to him or her by the President or by the Board of Directors.

ARTICLE V - DISSOLUTION

Upon the dissolution of the corporation, the Board of Directors shall, after paying or making provisions for the payment of all of the liabilities of the corporation, dispose of all the assets of the corporation exclusively for the purposes of the corporation in such manner, or to such organization or organizations organized and operated exclusively for charitable, educational, religious, or scientific purposes as shall at the time qualify as an exempt organization or organizations under section 501(c)(3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Internal Revenue Law), as the Board of Directors shall determine. Any of such assets not so disposed of shall be disposed of by the Court of Common Pleas of the county in which the principal office of the corporation is then located, exclusively for such purposes or to such organization or organizations, as said court shall determine, which are organized and operated exclusively for such purposes.

ARTICLE VI - INDEMNIFICATION

The corporation shall indemnify any and all of its directors, officers, employees, or agents, or former directors, officers, employees, or agents, or any person who may have served at its request or by its election as a director, officer, employee, or agent of another corporation, partnership, joint venture, trust, or other enterprise, in accordance with, and to the fullest extent permitted by, the provisions of Vermont General Laws,

ARTICLE VII - AMENDMENTS

These By-laws may be amended, altered, or repealed, and new By-laws may be adopted by the Board of Directors.

ARTICLE VIII - OTHER RULES AND REGULATIONS

The corporation may adopt such other rules and regulations, not inconsistent with these By-laws, as may be deemed appropriate for the conduct of its affairs.

ARTICLE IX - SEAL

The corporate seal, if any, shall have inscribed thereon the name of the corporation, the year of its incorporation, and the words "Corporate Seal, Vermont." The seal may be used by causing it or a facsimile thereof to be impressed or affixed or reproduced or otherwise.

ARTICLE X - INTERPRETATION

All references in these By-laws to sections of the Internal Revenue Code of 1986, as amended, shall include corresponding provisions of any subsequent federal tax laws.

ARTICLE V – INDEMNIFICATION AND INSURANCE

5.1 Limitation of Personal Liability of Directors:

- A Director of VTUSAW shall not be personally liable for monetary damages unless they breach their duties as defined in Section 5.2, involving self-dealing, willful misconduct, or recklessness.
- This provision does not exempt Directors from liability under criminal statutes or tax obligations.

5.2 Standard of Care and Justifiable Reliance:

- Directors of VTUSAW owe a fiduciary duty to the organization, acting in good faith and in its best interests.
- They may rely on information provided by officers, employees, legal counsel, or committees they reasonably believe to be reliable and competent.

5.3 Indemnification in Third Party Proceedings:

- VTUSAW shall indemnify any director or officer against expenses incurred in legal proceedings if they acted in good faith and reasonably believed their actions were in VTUSAW's best interests, and where lawful conduct was reasonably believed.

5.4 Indemnification in Derivative Actions:

- VTUSAW may indemnify directors or officers in lawsuits brought on its behalf, except in cases where they are found liable due to negligence or misconduct.

5.5 Mandatory Indemnification:

- Successful defense in legal actions obligates VTUSAW to indemnify incurred expenses.

5.6 Determination of Entitlement to Indemnification:

- Indemnification under Sections 5.3 or 5.4 requires specific authorization, determined by the Board of Directors or independent legal counsel based on circumstances.

5.7 Advancing Expenses:

- VTUSAW may advance legal defense expenses pending final resolution, provided recipients agree to repayment if indemnification is later denied.

5.8 Indemnification of Former Representatives:

- Indemnification extends to former directors or officers and benefits their heirs, executors, or administrators.

5.8 Insurance:

- VTUSAW has authority to procure and maintain insurance for directors, officers, employees, or agents against liabilities arising from their roles.

ARTICLE VI - GOVERNING AUTHORITY

VTUSAW governance adheres to its Articles of Incorporation and these bylaws. Procedural matters not covered herein are governed by Robert's Rules of Order, latest edition.

ARTICLE VII - PROXIES

Proxy voting is prohibited.

ARTICLE VIII - FINANCIAL AFFAIRS

8.1 Contracts:

- The State Chairman or Board of Directors may authorize officers, directors, or agents to enter contracts on behalf of VTUSAW.

8.2 Loans:

- No loans shall be contracted in VTUSAW's name without Board approval.

8.3 Checks and Drafts:

- All financial instruments require signatures from the State Chairman, Treasurer, or designated agent, as per Board resolution. Amounts exceeding \$2,000 mandate signatures from the State Chairman and Finance Director.
- Any Single Purchase of 10,000 or more will need approval from the board of directors

8.4 Deposits:

- VTUSAW funds shall be deposited in approved banks or depositories per the Finance Director's choice, endorsed by the State Chairman.

8.5 Fiscal Year:

- VTUSAW's fiscal year begins on September 1st each calendar year.

8.6 Donations for Specific Reason

- When donations are given to a Specific reason the Board will make notes for those funds and use them for that cause. (ex. Uniforms, Travel, Male or Female, Awards, Tournaments)

8.7 Bank Account

- There will be one sole bank account for VTUSAW, Checking and Savings
- Finance Director and State Chairman will have access to full financials and give updates at meetings.

ARTICLE IX - SANCTIONING

All events sanctioned by VTUSAW must comply with:

- Participants being registered USA Wrestling members in active status.
- Submission of USAW sanction forms and fees, approved by the State Chairman through the membership portal.
- Establishment of minimum requirements by the State Chairman

ARTICLE X - ELIGIBILITY

VTUSAW competitive members must be current USAW members, adhering to current USAW International Wrestling Rules regarding age requirements.

ARTICLE XI - CODE OF CONDUCT

VTUSAW shall adopt and enforce a Code of Conduct applying to all members, officials, coaches, clubs, and affiliates. The Code and enforcement procedures shall be widely distributed. VTUSAW takes safesports very seriously.

ARTICLE XII – CONFLICT OF INTEREST POLICY

Directors or Officers with interests in contracts or transactions must disclose promptly and fully to the Board or designated committee. They shall abstain from voting where conflicts exist, ensuring transparency in decision-making and documenting disclosures in meeting minutes

ARTICLE XIII - AMENDMENTS

These bylaws may be altered, amended, or repealed, and new bylaws may be adopted by a two-thirds (2/3) vote of the Board of Directors. The State Chairman shall include notice of the

proposed alteration, amendment, or repeal in the meeting notice required by Article 2.9 of these bylaws.

ARTICLE XIV – HUMAN RESOURCES AND INDEMNIFICATION

Executive Director:

Vermont USA Wrestling (VTUSAW) shall employ an Executive Director on terms approved by the Board. Under the direction of the Board, represented by the State Chairman, the Executive Director shall oversee VTUSAW operations and implement Board-established policies. The Executive Director shall have voice but no vote at all Board and Executive Committee meetings, except those evaluating their performance or compensation.

The Executive Director shall adhere to activities outlined in their employment agreement and report updates bi-weekly to the Board.

Indemnification of Certain Individuals:

The Board of Directors may establish regulations authorizing the indemnification of officers, Board and Executive Committee members, standing committee members, and certain VTUSAW agents against expenses, judgments, fines, and settlement payments incurred in legal actions related to their service. Specific provisions, conditions, and limitations of this authorization appear in Appendix B.

Appendix B - Indemnification:

(a) VTUSAW shall indemnify any individual who is or was a Board member, Officer, employee, committee member, or agent against expenses (including attorneys' fees), judgments, fines, and settlement payments incurred in legal actions (other than actions by or in the right of the corporation) if they acted in good faith and in a manner reasonably believed to be in VTUSAW's best interests, and, in criminal actions, had no reasonable cause to believe their conduct was unlawful.

(b) VTUSAW shall indemnify any individual in actions or suits brought by or in the right of the corporation to secure a judgment in its favor, provided the individual acted in good faith and reasonably believed their actions were in the corporation's best interests, except for liability adjudged for negligence or misconduct unless the court determines otherwise.

(c) If successful in defense of any action, suit, or proceeding under (a) or (b), the individual shall be indemnified against expenses actually incurred.

(d) Indemnification under (a) or (b) requires Board majority vote of disinterested members or independent legal counsel's written opinion, if a quorum is not obtainable.

(e) VTUSAW may advance expenses in defending actions, suits, or proceedings under (a) or (b), provided the recipient agrees to repay if not entitled to indemnification.

(f) This indemnification is not exclusive of other rights to which indemnified individuals may be entitled under By-Law, agreement, or vote, and extends to former officials and their heirs, executors, and administrators.

(g) VTUSAW may purchase and maintain insurance on behalf of any Board member, Officer, employee, committee member, or agent against liabilities incurred in any such capacity.

Article XV– Athletes and National Team Selection Processes and Standards

Athletes and Coaches that are looking to participate as part VTUSAW events and Represent Vermont must up hold and follow the following:

- Athletes and Coaches must be in good sportsmanship and ethics standing with VTUSAW.
 - No documentation of any Safesports violations
 - No History of Excessive Poor Sportsmanship
- Athletes who wish to be part of a national team must show dedication to VTUSAW this can be done by the following:
 - Wrestling at VTUSAW events or other USA wrestling events
 - Committing to one national team training camp
 - Athletes Attend State Practices
 - Athletes Compete at VTUSAW States
 - Submit an Athlete Waiver to the State Chairman (Prior to States)

Athlete Selection: Standards for Picking Athletes for National Event

1- All Vermont Athletes who uphold the VTUSAW standard are eligible for Section

2- All Athletes who are Eligible get selected for team

3- In the event of more athletes looking to be part of a National Team Than spots available we will use the following criteria:

- A. The athlete is a Vermont Triple Crown Winner
- B. Is a Vermont Resident
- C. The athlete has a higher VTUSAW league Ranking or PIN Ranking
- D. Athletes placed Higher at VTUSAW States
- E. The athlete has placed at a Regional Tournament (Waver Event)

A waver event will be other non VTUSAW Tournaments Wrestled, must be sanctioned USA Wrestling Events, Summited to the State Chairmen no later than 7 days after VTUSAW States

There are athletes that may be automatic qualifiers for national events, they do not affect these slots.

Athletes do have the option to change weights to make the team if not selected for preferred weight. Once the weight class is chosen for the team and weight all criteria are discarded and can't change weights and take other athletes' spot at another weight.

Weight class wrestled at events is the weight athletes must compete at for the National Team.

ATTACHMENT A - RESPONSIBILITIES OF THE BOARD OF DIRECTORS

State Chairman/ President (Officer):

The State Chairman provides strategic leadership and oversight for all wrestling programs, events, and initiatives across Vermont. Serving as Tournament Director and primary liaison to the National Office, the State Chairman ensures that Vermont stays aligned with USA Wrestling policies, programs, and national initiatives. This role chairs all VTUSAW meetings and fosters strong collaboration with board directors, committees, and local clubs to support organizational goals.

Additional responsibilities include assisting members with USA Wrestling enrollment, monitoring membership trends, and identifying opportunities to expand participation across all age divisions. The State Chairman works to develop and implement statewide programming, including clinics, tournaments, and educational events for athletes, coaches, and officials. By providing guidance, support, and mentorship to clubs and directors, this role ensures the consistent growth, quality, and sustainability of wrestling in Vermont. The State Chairman also represents Vermont at national meetings, advocates for resources and support, and champions initiatives that promote athlete development, coaching education, and community engagement within the sport.

Senior Director (Officer Position):

The Senior Director, also known as the Vice President, is a key leadership role within Vermont USA Wrestling, responsible for supporting the President and providing oversight across board operations. This position ensures continuity of leadership by stepping in when the President is unavailable, while also assisting with strategic planning, governance, and program implementation. The Senior Director helps coordinate board initiatives, provides guidance to other directors, and works to align state activities with the mission and goals of USA Wrestling. In addition, this role serves as a liaison between committees and the board, helping maintain collaboration, accountability, and strong communication across all levels of the organization.

Secretary (Officer Position):

The Secretary serves as a key administrative board member responsible for maintaining accurate records and ensuring effective communication within Vermont USA Wrestling. This role includes documenting meeting minutes, managing official correspondence, maintaining organizational records, and distributing information to board members, coaches, and membership as needed. The Secretary ensures that governance procedures are followed, deadlines are met, and records are accessible for review. Additionally, the Secretary supports the smooth operation of board activities by assisting with scheduling, agenda preparation, and communication between committees, helping to uphold transparency and efficiency in service to the mission of Vermont USA Wrestling.

Finance Director/ Treasurer (Officer Position):

The Finance Director, also serving as Treasurer, is responsible for overseeing the financial health and accountability of Vermont USA Wrestling. This role manages all financial records, including budgets,

income, and expenditures, ensuring transparency and compliance with organizational and USA Wrestling guidelines. The Finance Director prepares regular financial reports for the board, assists with grant applications or funding opportunities, and works closely with event organizers to track revenues and expenses. Additionally, this position helps guide financial planning to support long-term growth, sustainability, and strategic initiatives. By maintaining accurate records and providing sound financial oversight, the Finance Director / Treasurer ensures that Vermont USA Wrestling can continue to operate effectively in service of athletes, coaches, and the wrestling community.

Female Director (Voting Board Member):

The Women's Director is a key leadership, administrative, and director role responsible for the growth and success of women's freestyle wrestling across all age divisions. This position oversees program expansion, state and national event coordination, membership, and communication, while also focusing on developing the next generation of coaches. The Women's Director is additionally tasked with leading strategic projects that support the mission and long-term goals of the state association and USA Wrestling.

Male Director (Voting Board Member)

The Men's Director is a key leadership, administrative, and director role responsible for the growth and success of men's freestyle and Greco-Roman wrestling across all age divisions. This position oversees Program expansion, state and national event coordination, membership and communication, while open to growing the next generation of coaches. The Men's Director is also tasked with leading strategic projects that support the mission and long-term goals of the state association and USA Wrestling.

Growth and Development Directors (Voting Board Members):

The Growth and Development Director serves as a board member dedicated to expanding participation, visibility, and opportunities within Vermont USA Wrestling. This role focuses on athlete recruitment, club development, and community outreach, ensuring the sport grows at the grassroots level while strengthening competitive pathways. The director collaborates with coaches, officials, and event organizers to identify new opportunities, create initiatives that increase membership, and support the long-term sustainability of wrestling across the state. In addition, the Growth and Development Director helps guide technique development opportunities through clinics, camps, and coach education, ensuring athletes and coaches have access to resources that promote skill progression. The role also contributes to strategic planning, project leadership, and fostering partnerships that align with the mission and goals of Vermont USA Wrestling.

Official Director (Voting Board Member):

The Officials Director is responsible for recruiting, developing, and supporting wrestling officials across Vermont. This role oversees training, certification, and mentorship opportunities to ensure high standards of officiating at local, state, and national events. The Officials Director coordinates assignments, provides rule updates, and fosters communication between officials, coaches, and event organizers, helping maintain fairness, consistency, and professionalism within Vermont USA Wrestling competitions.

Social Media and News Director:

The Social Media and News Director is responsible for managing the public presence and communications of Vermont USA Wrestling across digital and traditional platforms. This role oversees

social media accounts, website updates, newsletters, and press releases to keep athletes, coaches, parents, and supporters informed and engaged. The director creates and shares content that highlights events, athlete achievements, program initiatives, and important announcements, ensuring a consistent and professional brand voice. Additionally, the Social Media and News Director works closely with other board members to promote clinics, competitions, and development opportunities, while expanding the reach of wrestling throughout Vermont. By driving communication and visibility, this role plays a vital part in growing awareness and strengthening the Vermont USA Wrestling community.

Safe Sport Director (Voting Board Member): The Safe Sport Director promotes Safe Sport awareness and fosters a positive culture. (State Chairmen if non-Elected)

Folkstyle Director (Voting Board Member)-

The Folkstyle Team Director oversees the development, selection, and management of Vermont's folkstyle wrestling teams across all age divisions. This role is responsible for coordinating training, competitions, and team events, ensuring athletes have the resources and guidance needed to compete at a high level. The Folkstyle Team Director collaborates closely with coaches, athletes, and other board members to implement skill development programs, monitor athlete progress, and promote sportsmanship and team culture. Additionally, this role helps align state-level folkstyle programs with national standards, supports coach education, and contributes to the growth and visibility of folkstyle wrestling throughout Vermont.