



May 9, 2025 Board of Trustees Spring Meeting; Summary Minutes

On May 9, 2025, the Board of Trustees met in person for its regular spring meeting. ADM Mark Ferguson '78, USN (Ret.) acted as Chair for the meeting. CAPT Wes Huey '87, USN (Ret.) acted as Secretary for the meeting.

Chair called the meeting to order at 8AM EDT, confirmed a quorum (27 voting members), offered opening remarks, and reviewed the agenda for the meeting. Chair congratulated the three departing trustees and one departing non-trustee committee member.

Reports

The President and his staff provided [their reports](#).

President's remarks:

The President expressed gratitude for the departing trustees and the team's hard work. He summarized progress the Enterprise has made in the last three years and discussed priorities for the coming three years including the elimination of the operational budget gap; implementation of engagement metrics; evolving our risk management practices; and taking the fundraising campaign public. He also acknowledged the exceptional contributions of Chet Gladchuk, who significantly impacted athletics and philanthropy at the Naval Academy.

EVP Engagement and Communications remarks:

The EVP highlighted the imminent launch of a new website, the development of a new columbarium, and the transfer of managerial duties for the Alumni Mentoring Program to the Alumni Association. Additionally, he summarized progress on the creation of an engagement score to measure alumni involvement and the hiring of a full-time reunion coordinator to support class reunions.

Executive Director Fluegel Alumni Center remarks:

The Executive Director reported a successful fiscal year with 178 events hosted at the Fluegel Alumni Center, attracting over 21,500 guests. The Center also generated significant revenue from weddings and reunions, hosting 28 weddings and 12 reunions. He highlighted ongoing



maintenance efforts and budget improvements, emphasizing the Center's role in engaging alumni and supporting Naval Academy activities.

USNA Chief of Staff provided the USNA report.

COS provided key USNA updates, including recent visits from the Secretary of Defense and Secretary of the Navy. He discussed the recent Board of Visitors meeting, capstone projects, graduation plans, and the impact of recent executive orders on admissions, curriculum, and staffing.

The standing committee chairs and the Council of Class Presidents provided [their reports](#).

- MASC - Reported on the membership and alumni services efforts, including updates on career mentoring and support for graduate non-commissioned alumni.
- Governance - Discussed the progress in transitioning to a strategic oversight board and detailed the review and restructuring of committees.
- Admissions - Highlighted the ongoing support efforts for admissions-related activities and the need for further discussion on the future of the committee.
- Fluegel Alumni Center - Provided an update on the operational status and financial tracking of the alumni center.
- Communications - Shared improvements in daily communications, rebranding efforts, and enhanced digital engagement strategies.
- Nominating - Discussed the process for selecting non-trustee committee members for the Tal Awards and upcoming regional trustee elections.
- Other Chapter Selection - Provided an overview of the selection process for distinguished chapters and parent clubs.
- COCP - Thanked decade representatives and provided updates on the council's activities, including reunion support and the status of the columbarium.

The Vice Chair and CFO provided the financial reports.

- Joint Finance and Audit Committee - Presented the FY2026 budget process, highlighting a bottom-up approach to budgeting and reductions in reserve draws. The FY2026 budget was thoroughly reviewed, focusing on appropriate resource allocation and financial stewardship.



- Joint Investment Committee - Provided an update on the portfolio's performance and the launch of a recompile RFP process for the outsourced Chief Investment Officer.

The chair of the Joint Compensation and HR committee provided his report.

- Provides oversight on senior executive compensation and advises on HR issues, aiming to enhance organizational efficiency.
- HR Executive Director has driven strategic issues related to compensation, including leveling, titling, banding, and employment surveys.
- Reviews goals and performance yearly, conducts mid-year reviews, and ensures the budget aligns with compensation plans.
- Intermediate sanctions training is conducted to ensure appropriate value for compensation, especially in the nonprofit sector.

Commentary from Members At Large

- A member expressed his appreciation for the financial presentations.
- A member conveyed his newfound respect and appreciation for the Association's activities and the facilities.
- A member raised concerns about the removal of books from the Naval Academy library, emphasizing the importance of unrestricted access to knowledge.

Board Actions

The following actions were taken by the Board:

1. Approved the Authorization to Transact Business.
2. Approved revisions to the Thriving As Leaders award program increasing the cap on annual awardees in each of the AOA-Professional and VLS award categories to four; eliminating the Honorable Mention distinction; retroactively designating the six 2024 Honorable Mentions as awardees; and provisioning the Awards and Selection committee as the selection body for the award.
3. Approved guidance on joint committee chair and vice chair appointments.
4. Approved Mike Pia '90 as a Board-selected trustee.
5. Approved DGA program guideline revision that allows the Chair to appoint DGA selection panelists who also serve as Athletic and Scholarship Program trustees.
6. Approved a motion to allow one and only one associate member parent as a non-trustee committee member on the Awards and Selection Committee. See full resolution as Appendix A below.



7. Approved a motion to limit the total number of non-regular members on the Board's standing committees to one. See full resolution as Appendix B below.
8. Tabled the resolution to dissolve the Admissions Committee for further discussion. See full resolution as Appendix C below.
9. Approved the reorganization of the MASC into two separate committees focused on affiliate services and member services.
10. Approved the renaming and expansion of the Other Chapter Selection Committee as the Awards and Selection Committee and approved its charter as the annual selection body for the Thriving As Leaders awards.
11. Adopted guidelines for selecting non-trustee committee members on the Board's standing committees.
12. Approved the FY2026 budget.
13. Seated the 2025-2026 Board.
14. Approved the [2025-2026 Standing Committee Slate](#).

Concluding Remarks

Chair concluded the meeting by emphasizing the importance of continuing strategic initiatives, celebrating the achievements of the Association, and looking forward to future board meetings and activities.

The meeting adjourned at 11:52AM EDT.



Appendix A – Resolution to Assign One of the Minimum Four Non-Trustee Committee Members on the Awards and Selection Committee to a Parent Association Member

UNITED STATES NAVAL ACADEMY ALUMNI ASSOCIATION

Board of Trustees

Annapolis, MD 21402

May 9, 2025

RESOLUTION TO ASSIGN ONE OF THE MINIMUM FOUR NON-TRUSTEE COMMITTEE MEMBERS (NTCMS) ON THE AWARDS AND SELECTION COMMITTEE TO A PARENT ASSOCIATE MEMBER

BACKGROUND: The Thriving As Leaders (TAL) award program instruction, as revised and approved by the Board at the spring 2025 meeting and attached at Appendix A, stipulates that the Awards and Selection committee for selecting TAL awardees will be composed of a minimum of four trustees and four NTCMs.

As one category of TAL award is open to associate members (the Volunteer Leadership and Service award), a trustee proposed one of the four minimum NTCMs be assigned to a parent associate member to represent the perspective of associate members on the committee. Specifically, the trustee proposed the following revision to Appendix A, under “Selection Procedure,” first paragraph below the table, p. 4:

“The trustees assigned to the Awards and Selection Committee will represent a minimum of three of the four affiliates among class, chapter, region, and Shared Interest Group.”

Change to:

“The trustees assigned to the Awards and Selection Committee will represent a minimum of three of the four affiliates among class, chapter, region, and Shared Interest Group. One (and only one) of the four minimum NTCMs on the committee will be assigned to a parent associate member.”

The Board concurs the proposed revision enhances the committee’s potential for fair and balanced assessment of TAL award nominations across the eligibility pool.

THEREFORE, BE IT RESOLVED: The Board approves the revision as proposed above, effective May 9, 2025.

Wesley Huey
Secretary, Board of Trustees



Appendix B – Resolution to Restrict Augmentees to the Awards and Selection Committee to Regular Members

UNITED STATES NAVAL ACADEMY ALUMNI ASSOCIATION

Board of Trustees

Annapolis, MD 21402

May 9, 2025

RESOLUTION TO RESTRICT AUGMENTEES TO THE AWARDS AND SELECTION COMMITTEE TO REGULAR MEMBERS

BACKGROUND: The Thriving As Leaders (TAL) award program instruction, as revised and approved by the Board at the spring 2025 meeting and attached at Appendix A, stipulates that the Awards and Selection committee can be augmented above its minimum composition of 4 trustees and 4 Non-Trustee Committee Members (NTCMs) by additional NTCMs if appropriate for the number of TAL award nominations.

A trustee proposed those augmentees be restricted to regular members only. Specifically, the trustee proposed the following revision to Appendix A, under “Selection Procedure,” first paragraph below table, p. 4:

“The Nominating committee will recommend the appropriate number of NTCMs for the committee depending on the number of TAL nominations each year.”

Change to:

“The Nominating committee will recommend the appropriate number of NTCMs for the committee depending on the number of TAL nominations each year. Any NTCMs recommended by the Nominating committee above the minimum of four will also be regular members.”

The Board concurs the proposed restriction is appropriate to help keep Association business in the hands of regular members.

THEREFORE, BE IT RESOLVED: The Board approves the revision as proposed above, effective May 9, 2025.

Wesley Huey
Secretary, Board of Trustees



Appendix C – Resolution to Table the Resolution to Dissolve the USNA Admissions Committee

UNITED STATES NAVAL ACADEMY ALUMNI ASSOCIATION

Board of Trustees

Annapolis, MD 21402

May 9, 2025

**RESOLUTION TO TABLE THE RESOLUTION TO DISSOLVE THE USNA
CANDIDATE ADMISSIONS (“ADMISSIONS”) COMMITTEE**

BACKGROUND: As part of its board composition recommendations, the Governance committee recommended dissolving the Admissions committee, whose charter and activities it proposed no longer aligned with the Alumni Association mission, with dissolution effective at the spring 2026 meeting.

A trustee proposed to table the recommendation to allow the Admissions committee opportunity to marshal evidence of support for SP2030 initiatives, with vote by the board on dissolution remaining the spring 2026 regular meeting.

The Board concurs the recommendation to table offers more thoughtful consideration of the merits of both sides of the issue, while retaining the target effective date and without penalty to the board's re-composition timetable.

THEREFORE, BE IT RESOLVED: The Board tables the resolution to dissolve the Admissions committee pending further analysis of the issue.

Wesley Huey
Secretary, Board of Trustees