

USAW Board of Directors Meeting
Sunday, March 8, 2009 2:30 pm – 4:02 pm (EST)

USAW Board Member Attendees:

- Michael Wittmer (via Speakerphone)
- Regis Becker
- Mark Cameron
- Michael Cayton (via Speakerphone)
- Jack Lano
- Ursula Papandrea
- Leo Temoshenko (via Speakerphone)
- Rachel Hearn (via Speakerphone)
- Emmy Vargas
- Megan Tornstrom DeFourny
- Dragomir Cioroslan (via Speakerphone)

Introductions and Agenda

Mr. Cameron called the meeting to order at 2:37 pm with six of the Board members attending in person and the other five members calling into the conference room using speakerphones. All Board members were present. All members calling in were confirmed to being heard and Mr. Cameron stated the agenda would include the following:

1. Election of Chair of Board of Directors,
2. Discussion and Establishment of a CEO Search Committee,
3. Coaching Selection Criteria for Jr. World Team,
4. Grievance filed by Mr. Tommy Kono,
5. High Performance Plan (hereafter “HPP”),
6. Old Business and
7. New Business.

After the meeting, members of the Board would entertain Questions from the membership. This meeting was an Open Meeting with the exception of the fourth agenda item. Mr. Tommy Kono, Caleb Ward and Glenn Pendlay attended part or all of the Open meeting.

Election of Chair of Board of Directors

As this was the first formal Board Meeting, the first order of business was electing a Chair. Mr. Becker nominated Mr. Cameron for Chair. Mr. Lano seconded the motion. After further discussion and Mr. Cameron agreeing to Chair, if elected, the Board voted unanimously for Mr. Cameron to be the Chair of the Board of Directors.

Discussion and Establishment of a CEO Search Committee

Thanking the Board, Mr. Cameron moved onto the next agenda item of not only establishing a CEO search committee to find qualified candidates but also to review and establish reporting duties and parameters of the new position. In consultation with the Bylaws and the Job Description of the prior Executive Director, which were previously sent to the Board members, it was determined the Search Committee should work with the Board to determine an appropriate job description for the duties of the new CEO position and then search for candidates. Discussion

resulted in a motion by Ms. Papandrea to nominate Arthur Dreschler to be the Chair of this committee and have the three person committee consist of a Board member (Regis Becker) and one additional non-Board member. Seconded by Mr. Becker, the motion passed unanimously. Further discussion and action regarding this topic was tabled for the next Board Meeting until Best Practices and Procedures could be further discussed and possible athlete representation requirements more fully ascertained.

Selection Criteria for Jr. World Team

In response to a recent posting of selection criteria established for Coaching Assignments, especially the upcoming Junior World Team assignment, Ms. Papandrea presented a brief background of the current criteria and proposed to remove the points received from prior coaching assignments from the current selection criteria, due to the substantial issues involved with prior selection of coaches over the past several years. She referenced a merit-based system should be used. Ms. Papandrea then motioned and then amended her motion accordingly to create a Coaching Selection Criteria Committee of three members, including Ms. Vargas as an elite athlete representative, to review and redefine the criteria and report back to the Board. Ms. DeFourny seconded her motion. After discussion of the need for specific criteria and avoidance of conflict of interest, the Board voted unanimously to approve the amended motion and to further approve Ms. Papandrea to chair this committee. Noting urgency, the Board requested a response within two weeks.

Grievance filed by Mr. Tommy Kono

Next the Board moved into Executive Session and all non-Board members and the non-voting Board Member were asked to leave the meeting. Once only voting Board Members were present, a lengthy discussion ensued and several alternatives discussed. Mr. Becker motioned for the Board to offer Mr. Kono a formal letter of apology on letterhead. Mr. Lano seconded the motion and the motion passed unanimously. Mr. Cameron offered to draft this on behalf of the Board.

As this grievance was related to the selection of the IWF Representative for the US who would attend and vote during the IWF Electoral Congress, the Board determined better reporting and more communication were needed between the Representative and the Board than had occurred previously. Upon motion by Mr. Becker and seconded by Mr. Cameron, the motion to establish a Board Committee to establish a better report and reporting structure for this and future delegate positions was entertained. The motion was amended to nominate Mr. Temoshenko, as reporting liaison, to define and develop reporting criteria for this IWF Congress and future Congresses. The amended motion passed unanimously.

At 3:35 pm, the Board moved out of Executive Session back into the Open Meeting and called back the non-voting Board Member and other non-Board meeting attendees. Mr. Cameron stated to Mr. Kono that the Board voted to forward a formal letter of apology and reiterated there were a number of poor alternatives discussed which would not have been in the best interests of the organization. Furthermore, the Board encouraged Mr. Kono to be involved and thanked him for his past involvement. Mr. Cameron also stated Mr. Temoshenko would serve as a reporting liaison to the Board and he would be developing reporting criteria to this IWF Congress and future Congresses to establish timely and formal reporting from the US Representatives.

High Performance Plan

Next the Board discussed the current High Performance Plan (hereafter “HPP”). The Board inquired to Mr. Cioroslan regarding the contract status of the newly hired High Performance Director, Mr. Gattone. Mr. Cioroslan stated he did not know of it but he was able to confirm Dennis Snethen and the Coaching Committee had written the HPP. Ms. Papandrea motioned to revisit the HPP and make amendments to the HPP. Ms. Hearn seconded the motion. Discussion ensued about performance parameters and the obligations of the CEO with advisement by the Board. Mr. Cioroslan encouraged an open dialogue regarding it. It was discussed the Board should review and submit suggested changes for the HPP to Mr. Cameron. The motion was withdrawn and the topic placed on the agenda for the next Board meeting.

Other Old Business

Next the Board revisited the topic of sanctioning local meets on the same weekends as national meets. Mr. Cameron mentioned the response from USAW’s legal and the need to revisit this. Ms. DeFourny provided background of this topic and actions involving the Board of Governors’ 2007 Meeting, where a motion to allow sanctions for local meets on the same weekend as national meets so long as both were not located in the same Local Weightlifting Committee (LWC), passed by a majority vote. The minutes from that meeting did not accurately reflect this and the dispute was whether a majority or a 2/3rds vote was required. It was noted under the prior Bylaws, only a bylaw change required a 2/3rds vote. The issue was raised again during the presentment of the 2007 BOG Meeting minutes for approval at the 2008 BOG Meeting including asking USAW’s counsel who was at the meeting. Counsel responded only recently.

The larger issue presented was the lack of a complete set of USAW policies being known and readily available and concern was expressed about establishing a procedure for dealing with policy changes before doing so. Accordingly, this topic was tabled for a future Board Meeting.

New Business and Announcements

Next, Mr. Becker informed the Board of the informal resolution honoring Columbus Weightlifting for hosting the Arnold (Weightlifting Championships) and declaring it the best meet ever. It was noted the Board’s desire to place this item of interest in the USAW Weekly Report in addition to the announcement of Mr. Tommy Kono being inducted by Governor Arnold Schwarzenegger into the Arnold Weightlifting Hall of Fame. Ms. Papandrea informed the Board about an email stating the World University Games had been cancelled.

With the agenda completed and the need for some Board members to excuse themselves, Mr. Cameron adjourned the meeting at approximately 4:02 pm into a Question and Answer session for any membership in attendance.

Respectfully Submitted,

Megan Tornstrom DeFourny, Note-taker for Meeting