

USA Weightlifting
Board of Directors Meeting Minutes
April 23-24, 2010
Colorado Springs, CO

Friday, April 23

BOD present: Regis Becker (RB), Mark Cameron (MCM), Mike Cayton (MCT), Dragomir Cioroslan (DC), Megan Tornstrom DeFourny (MTD), Jack Lano (JL), Leo Temoshenko (LT), Emmy Vargas (EV), Mike Wittmer (MW). Staff present: Rick Adams (RA), Mike Gattone (MG), Laurie Lopez (LL). Rachel Hearn (RH), Ursula Papandrea (UP) arrived later in the day.

MCM called meeting to order 8:10 a.m.; announced meeting will be governed by newly revised Roberts Rules of Order, biggest difference being that Chair may make motions and vote.

Discussion re Code of Ethics to surpass/replace Code of Conduct, tabled until Saturday.

Review of Board Roles and Responsibilities. MCM noted that BOD's responsibility is not to get involved in day to day management, but rather fundraising, development and long-term objectives. Discussion ensued re Conflict of Interest and re-selection of one Board member from each membership category at the end of 2010.

DC gave IWF report, on financial audit findings and newly formed Anti-Doping Commission. Much discussion followed regarding discontent amongst National Federations with regard to IWF's financial management and approach doping violations.

Motion by MCT, amended by MW, 2nd by RB: That the USAW BOD request that DC join 27 countries in signing a letter from the European Weightlifting Federation to the IWF Executive Board on behalf of USAW. For: MCT, MW. Against: RB, MCM, JL, LT, MTD, EV. Motion failed.

Motion by MTD, 2nd RB: That the following message be taken by DC to the IWF Executive Board on behalf of USAW: The USAW Board of Directors agrees with and supports the open letter to the IWF by the European Weightlifting Federation, signed by 27 countries and that the USAW BOD asks the Executive Board of the IWF to approve the 'terms of reference' for the anti-doping commission and give the commission responsibility & authority for the administration and management of the entire IWF doping control program. Discussion followed. For: RB, MCM, MCT, JL, MTD, EV, MW. Against: LT. Motion passed.

The High Performance Report was delivered by Rick Adams. The following issues were addressed and discussed: Direct Athlete Support; Regional Training Center requirements and benefits; Criminal Background Checks for coaches, volunteers and referees; new HPP due 8/2/2010; update on Resident Coach, USOTC.

Strategic Plan presented by MCM, including levels of coaching certification, on line course for weightlifting certification and courses for weightlifting coaches to help in athlete production. Motion by MCM, 2nd by JL: That the BOD adopt the Strategic Plan as distributed, with addition of a footnote to clarify meaning of SMEs in this application, removal of implementation

language as 'May 15', and change to 'by submission of High Performance Plan in August, 2010, clarifying that this means the Strategic Plan and not the implementation of same. Motion passed unanimously.

Motion by MW, 2nd by MTD: To fund our top 8 men and 7 women to the 2010 WC, provided each can potentially earn points, based on current board approved 2010 Qualifying Procedures by Ability to Place and Score. Discussion pointed up that additional revenues will likely be identified, that funding for World Championships is already on the add-back list, that USOC will not allow us to use unspent Direct Athlete Support to fund additional athletes to the event, that we need to do everything possible to qualify OG slots. For: RB, MCT, JL, MTD, EV, MW. Against: MCM, LT. Motion passes.

Additional discussion regarding High Performance Plan: RA will begin writing based on what Board decides and request precise input. Discussion points: that it would be better to have fewer, more specific goals that we can actually achieve; USOC's only concern is how we plan to win medals; status of current HPP addressed in Goals and Objectives report; elimination of requirement to attend primary qualifier problematic for World University Championships. Rachel Hearn joined meeting.

Motion by MCM, 2nd by MTD: That Junior Worlds and World University Championships be added to qualifying events for the 2010 World Championships. Athletes must declare by May 15th which they will use. Passed unanimously.

It was clarified that if no coaches self fund for World University Championships, USAW will fund a 'delegation leader'.

Financial Report was presented by RA. Following points noted: USOC will waive \$25,000 cost to webcast 2010 Nationals; Olympic network officially dead USOC plans to win 75 medals in London, money to be spent on sports most likely to win medals; USOC content license agreement past and future content through 2012 is owned by USOC. Discussion re new sponsorships, partnerships ideas shared for and ideas for revenue generation.

RB addressed Gold Medal Fund's original vision to grow for funding of particular athlete or project. Motion by RB, 2nd by JL: To disband Gold Medal Fund and put balance in USAW Foundation and invest with USOC Foundation. Motion passed unanimously.

Discussion re Group Exemption for LWCs under IRS Code. Motion by MTD, 2nd by RB: The membership will be informed that the Board has discussed pros and cons of group exemption and the USAW will not pursue a group exemption at this time. Motion passed unanimously.

Discussion re LWCs included suggestion that LWC be required to submit annual report in exchange for sanctioning meets or receiving rebates.

After discussion of Larry Watkins' recommendation of new school age weight classes, it was determined that

Board does not wish to pre-empt the recommendation in advance of further review by a working group committee at National School Age and will consider whatever they come up with later on.

Discussion re Stella Herrick letter to recognize long time service to the IWF . It was noted that a Recognition Committee has already been established but no one is on it and that National Office has facilitated in the past. Office will ask Stella for assistance in providing the names and we will put on website and in magazine, if we have one.

Hall of Fame process was discussed. Athlete Hall of Fame recipients are determined on a point system. There is also a Hall of Fame for significant Contributors. New members to the Hall of Fame will be on agenda in Peoria. Motion by RB, 2nd by MTD: To evaluate the hall of fame induction process and reconstitute as a BOD activity. Passed unanimously..

Motion by MCM, 2nd by RB: To create and ad hoc Technical Committee, appoint technical board members Leo Temoshenko and Ursula Papandrea to narrowly define mission and deliverables and act as liaison to the Board. Motion tabled until Ursula is here. It was noted that new bylaws may see competition committee as technical committee, but that current competition committee members do not have the skills to do the necessary tasks.

Saturday, April 24, 2010

BOD present: Regis Becker (RB), Mark Cameron (MCM), Mike Cayton (MCT), Dragomir Cioroslan (DC), Megan Tornstrom DeFourny (MTD), Rachel Hearn (RH), Jack Lano (JL), Leo Temoshenko (LT), Ursula Papandrea (UP), Emmy Vargas (EV), Mike Wittmer (MW). Staff present: Rick Adams (RA), Laurie Lopez (LL).

Meeting called to order 8:14 a.m. by Mark Cameron, Chair.

Resume discussion re Technical Committee. Vote on previously tabled Motion by MCM, 2nd by RB: To create and ad hoc Technical Committee, and appoint technical board members Leo Temoshenko and Ursula Papandrea to narrowly define mission and deliverables and act as liaison to the Board. Motion passed unanimously.

UP suggests creation of a Women's committee, to recruit more female athletes coaches, officials, mentoring, athletes, to give women mentoring opportunities. Motion by UP, 2nd by RB: To form a Women's Committee and assign UP & MTD to staff, 2nd RB. Passed unanimously.

Motion by RB, 2nd by MT: To create a Youth Programs Committee that would serve programs that include 17 and under athletes and their coaches. Passed unanimously.

Discussion re collegiate program, determined not to be a need. RA noted that there is a great deal of concern about Stupak scholarship continuing. RA reported on remaining 2011 National event bids for School Age and American Open, and CrossFit event in Colorado Springs, Oct 2 & 3, 2010.

Motion by MCM, 2nd by RB: In order to be eligible for the 2012 Olympic Games and all qualifying events for the games, an athlete must be on the RTP by January 1, 2011. Discussion. Motion REVISED by MCM, 2nd RB: To be eligible for the 2012 Olympic Games and all qualifying events for the games, an athlete must have qualified or requested IN WRITING to be on the RTP by January 1, 2011. Passed unanimously.

Schedule review for 2011 National events:

Juniors - Houston/ Feb	School Age– location tbd/June-July
Arnold – March (include qualifier for YWC)	Nationals –Colorado Springs/July
Collegiates, -Shreveport /April	Pan Am Games - Mexico/Oct
Youth WC – May???	World Championships, - Paris/Nov
Junior Worlds - Peru /June	American Open – location tbd/November

Schedule review for 2012 National Events, tentative:

Juniors - Feb	Olympic Trials – May/June
Collegiates - April	Pan Am Championships - tbd
Junior Worlds – May/June	Olympic Games - August
School Age – June	American Open - tbd
Nationals – Feb/Mar, should be mandatory	

Board terms determined: The following Directors will remain on the board: Mark Cameron, Michael ayton, Ursula Papandrea, Emmy Vargas, Mike Wittmer. The following Directors will be up for reselection: Reis Becker, Rachel Hearn, Jack Lano, Leo Temoshenko, Megan Tornstrom DeFourny.

Discussion re Foundation Board. The set up of the foundation was reviewed: USAWBOD are voting members of the Foundation. The interim Foundation board needs to be replaced by voting members. Two candidates presented, a financial advisor and an attorney. JL moved to dissolve the USAW Foundation Board and leave the money in the USOF. Discussion re Foundation purpose and bylaws. No second to JL motion.

Motion by RB, 2nd by MCM.. Chair to appoint volunteer commission to review Foundation bylaws and make recommendations. For: RB, MCM, MCT, RH, UP, LT, EV, MW. Against: JL, MTD. Passed 8 to 2.

Motion RB, 2nd MTD: That new volunteer commission identify and vet applications for Foundation Board candidates. Passed unanimously.

HangAStar updates reported by LL. MCM requested that a private chat room or blog section for BOD be identified. Madison will check into this.

Criminal Background Check. Goal is to have a policy effective June 1. All coaches, all referees, volunteers that will have access to our athletes will be required to submit to background checks. It has been suggested that new coaches be checked prior to certifications and that existing coaches/volunteers/referees be required to submit to

background check upon renewal and that all comply by 1/1/2011. It was also noted that athletes and parents need to be educated.

USOC discussion with Kelly Skinner and Justin Rogers regarding direction, athlete programs, funding, Direct Athlete Support, criteria, CEO role, new Resident Coach, Content License Agreement.

Motion by MCM, 2nd RB: To have MCT to be USA's second delegate at the Congress in Sofia. Passed unanimously.

Olympic team qualification and proposed selection criteria discussed; to be provided to selection committee and finalized in Peoria.

Discussion re Coaching and Team Leader selection criteria; must be included in HPP.

RA addressed fundraising action plan and asked Board for input on suggested programs/activities.

Website sections not current or missing were reviewed.

RA announced that Rachel Crass has produced by weightlifters for weightlifters to be launched in coming weeks.

Discussion re Education Plan/Strategic Plan. New content for Level 1 will be developed by May 8th; criteria for weightlifting coach certification by May 14th. It was recommended that Level 1 Sport Performance Coach be changed to Level 1 Sport Performance Specialist .

Meeting adjourned.