

# Board of Directors Meeting Conference Call

January 2, 2011

## Agenda:

- **Election of Chair for Board of Directors**
- **CEO Report**
- **CEO Discussion**
- **2011 Budget**
- **2012 Calendar**
- **2011 National Championship update**
- **World Team Selection Standards for 2011**
- **Scheduling of First Formal (in person) Board Meeting**
- **Communications With Staff and Membership**
- **Olympic Games Athlete Selection Procedures**
- **Annual Awards**
- **Update on USAW Website**
- **New Business**

## Roll Call:

**Present Members:** Emmy Vargas (EV), Les Simonton (LS), Tommy Kono (TK), Laurie Lopez (LL), Artie Drechsler (AD), CJ Bennett (CJB), Michael Cayton (MCT), Ursula Papandrea (UP), Dragomir Cioroslan (DC), Mike Wittmer (MW), David Boffa (DB)

**Non Members:** Regis Becker (RB)

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## Motions and Related Discussions

- **Election of Chair for Board of Directors**
- Motion by UP to elect AD as Chair of Board, second by TK
  - EV indicates she would like to be considered as well
  - Candidates are requested to leave the conference and they agree
  - Discussion is followed by a vote and LS, TK, CJB, UP, DB, MW, MCT and DC vote for AD
  - AD and EV return to the conference call
- AD requests permission to post something on the website announcing change and there are no objections
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## Formation of a Compensation Committee

As suggestion was made regarding employee benefits and AD recommended the establishment of a compensation committee to evaluate and recommend salary and benefit policies for the staff

- Motion by LS to form a Compensation Committee, second – DB
- Yes: EV, AD, TK, UP, DB, MW, LS, MC, DC
- AD, CJB, DB, UP, RB (if elected to the open Board position) volunteer to serve on the committee

- **World Team Selection Standards for 2011**

- There is a discussion of the need to maximize the opportunities for the US to have as large an Olympic Team as possible in 2012
- Motion made by MC, seconded by UP, to have USAW fund a minimum of 6 men and 4 women to the World Championships in Paris, France who have the projection to finish 25<sup>th</sup> or better based on the current international qualifying totals approved by the BOD. Membership to be advised as soon as possible.
  - Yes: EV, AD, TK, UP, DB, MW, LS, MC, DC, DB

- **2011 National Championship update**

- LL - hotels in Colorado Springs are minimal and dates conflict with international meets. LSU-Shreveport has offered to host. Discussion ensues regarding possible dates and sites.
- AD – suggests sending out an RFP with a 2-week time deadline for responses
  - Dates: June 10-12 or July 15-17
  - LL to send out new RFP next week. The Board and Competition Committee will review the bids simultaneously to expedite a decision.

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- **Consistent Annual Dates For National Championship Events and AO**

- **2012 Calendar**

- AD – suggests having various USAW National events on the same weekend each year (except Olympic) for consistency and LL – suggests having competition committee recommend a permanent schedule in other than Olympic years for all Championships
- Motion to have Competition Committee recommend consistent dates for all national events in all but Olympic years made, seconded and approved by unanimous consent

- **2011 Budget**

- USOC Funding – Reduced overall from the prior year, the Junior Worlds and World Championships World are partially supported, not Youth Championships
- Administrative Services – The BOD would like to better understand why a relatively small share of the budget is allocated to athlete programming and investigate why administrative costs have increased substantially

- Suggestion is made by AD to have Peter Roselli act as a budget analyst for USAW, seconded by UP
- Yes: UP, DB, LS, CJB, MC, EV

## Reports and Discussions

### • CEO Report

- Changes:
  - Hang A Star (Membership Registration) – membership categories will be in place soon according to the Bylaws
    - BOD frustration with program proficiency, discussion of other companies for services
  - Phone System – problems during USOC system change
  - High Performance Plan – LL recommend keeping qualifying procedures in a separate document
  - LWC Rebate Program change – suggested by LL. Currently LWC rebates are not distributed often because of LWC officers were concerned about tax issues and how they would distribute the money.
  - Olympic Trials – no joint trials at this point
    - Iowa City interested in hosting separate weightlifting trials
    - LL would like to investigate whether a separate Trials is required by the USOC, or whether the Trials and Nationals could be held concurrently
  - WerkSan Support: Youth World Championships & School Age camps are still being supported by WerkSan

### • 2011 Budget

- USOC Funding - Only Junior Worlds and World Championships World are supported, not Youth Championships
- Employee Benefit plan – suggest change to employees to paying 50% of dependent coverage
- AD suggests compensation committee be formed so that a conflict of interest with insurance issues does not occur as might be suggested when USAW staff makes changes. CEO should be able to give performance based salary changes.
  - DC agrees with AD
  - AD, CJB, DB, UP, RB (tbd for RB) would like to serve on committee
- Administrative Services – The BOD would like to better understand why a relatively small share of the budget is allocated to athlete programming and investigate why administrative costs have increased substantially
  - Visiting Colorado Springs to investigate administrative procedures and costs with new CEO's support discussed
  - Office Staff – no cola increases factored in for 2011 year
  - Confidentiality for office staff salaries is suggested

### • Scheduling of First Formal (in person) Board Meeting

- AD – suggests meeting at the Junior National Weightlifting Championships

- Most BOD members will be present for meeting
  - Discussion of generally having BOD meetings at National Events from here on out
  - Discussion of monthly conference calls on set day of month
  - Agenda items for future meetings – committee member duration
- **Communications With Staff and Membership**
  - AD – suggests creating a mechanism for membership to give feedback and comments to USAW
    - AD to work on a Hotmail account for members to give feedback
  - AD – suggests that USAW staff tasked projects come directly from BOD, not individual member (unless the assignment of a specific task as has been assigned to a particular Board member by the full Board).
- **Olympic Games Athlete Selection Procedures**
  - USAW needs to submit selection procedures to USOC for Olympic Team
  - It has been identified that eligible athletes need to be in the registered testing pool by January 2011
  - LL – USOC wants to move away from the structure of the primary qualifier system
  - UP – Consider giving all meets in the qualifying period hold the same weight
    - LL – will speak with USOC to confirm the reasons the USOC wishes to move away from primary qualifiers.
- **Annual Awards**
  - LL – awards are behind by two years, how should USAW move forward
  - AD – asked LL for a list of awards for BOD to discuss
- **Update on USAW Website**
  - Pages randomly deleted, problem is being addressed
  - AD – weakness of website is lack of educational information
    - Suggestions: Put Zygmunt’s “How to train the Jerk” presentation online
- **CEO Search Committee Report**
- AD and RB update the Board on the search process and suggest next steps, which are authorized by the Board
- **New Business**
  - School Age Committee – has recommended qualifying totals for school age athletes to qualify for the Youth World Championships. LL is asked obtain the rationale for the recommendation from the Schoolage Committee.

**Meeting Adjourned**