

USAW Board of Directors
Conference Call
April 25, 2012

Board members present: CJ Bennett (CJB), David Boffa (DB), Artie Drechsler (AD), Ursula Papandrea (UP), Les Simonton (LS), Jennifer Ullman (JU), Emmy Vargas (EV), Mike Wittmer (MW); Dragomir Cioroslan (DC), non-voting member.

Staff present: Laurie Lopez (LL)

Not present: Regis Becker, Mike Cayton

Call to order 6:00 p.m. MDT

1. Discussion of Budget draft 8.7 for 2012 and 2013 estimates
 - a. AD explained budget approach
 - b. Declining resources from USOC
 - c. Increase in coaching courses has become major source of revenue
 - d. Changes being proposed, effective July 1:
 - i. Increase in coaching course fee from \$395-\$495 July 1;
 - ii. Change in coaching course revenue share and expense management;
 - iii. Increase in membership fees by \$5 Youth and Junior, \$10 all others;
 - iv. Increase in club fees by \$20 per year;
 - v. Scholarships for coaching courses for active members recommended;
 - e. Noted that 2012 Junior Worlds/Pan Am Championships in Guatemala will come in under budget due to three athletes lifting on both teams.
2. There were no objections to adopting budget as presented.
3. Discussion about media leading up to London 2012, noting always increased interest around the Summer Olympic Games.
4. Olympic coaches' flights, meals and lodging will be covered by USAW through lifting dates.
5. Anti-doping - Need requirement that clubs must comply with drug testing program.
6. New vendor for background tests, TC Logic, offers flat rate across board for \$20 per, no regional upcharge.
7. CEO Search update
 - a. Have identified/screened 25 candidates for CEO position;
 - b. Candidate from prior CEO search still interested;
 - c. Committee to narrow pool, conduct more intensive interviews, perhaps interview at Youth Nationals.
 - d. DC suggests questions re management of major world event, broadcast rights 2015, all resources to advance USAW.

8. Employee benefits – Due to steep premium increases in recent years, employee contribution will be increased or deductible raised from \$500 to \$1,000
9. Maternity Leave policy needs to be adopted.
10. CED and NMU jobs both on website and on Teamwork Online.
11. USAW is working toward an event with CrossFit event like we had in 2010 for early Fall.
12. Committees – generally non-responsive, views of individuals being relayed rather than consensus of committee
13. High Performance Plan –
 - a. Draft in process by Peter Roselli and AD, target end May
 - b. Will distribute to BOD, submit to USOC for recommendations
14. Website
 - a. Nice features but challenges
 - b. Goal to have end product more like what was discussed in October
 - c. Staff getting up to speed
15. Revised Level 1 Coaching Course
 - a. Coaching Education Committee members have offered no specific suggestions regarding modification of the draft thus far.
 - b. AD request Board's support to move forward with online course.
 - c. AD to send revised materials out to instructors for feedback.
 - d. No objections were raised to moving forward.

Moved to Executive Session.

Adjourned 9:55 p.m. MDT.