

USA Weightlifting Board of Directors
Meeting Minutes
July 27, 2013
Cincinnati, Ohio

Call to Order, Artie Drechsler (8:00 am Eastern Standard or Daylight time)

1. Roll Call
2. Directors present: Artie Drechsler, David Boffa, Michael Graber, Emmy Vargas, Les Simonton, Ari Sherwin (conference call), Jennifer Ullman (conference call). Directors absent: Terry Grow, Ursula Papandrea
3. Staff (in person or on conference call): Michael Massik, Phil Andrews, Carissa Gump, Laurie Lopez (conference call), Peter Roselli (conference call). Others present: Roger Sadecki
4. Approval of minutes from prior meeting – Minutes approved with the following revisions:
 - a. *Current vacancies on standing committees that require elections need to be filled.*
 - b. *Mike Graber gave a PowerPoint presentation at the last meeting regarding item #2 below.*
5. Budget, Membership, and Operational Reports- attachments were reviewed and discussed.

Old Business

6. Update Coach rating system
 - a. The system has been put into place and coaches are completing the rating change request form. Once the initial process was defined, we were able to give responses to coaches within two days. To date, all requests have been addressed.
 - b. There is a question from a Board member as to whether a form can be submitted by someone other than the coach. To date, we have required that the requestor be the coach that will have the rating change.
 - c. *The question was withdrawn and all future submissions must be made by the individual coach requesting the rating change.*
7. Request from athlete to waive fine
 - a. A request from an athlete to waive an outstanding fine was presented to the Board at a prior meeting.
 - b. The athlete has questioned the imposition of the original fine because he believes that the language in the policy manual used at the time was unclear and vague. Additionally, the athlete does not have the funds available to pay the fine.
 - c. The athlete has proposed, as an alternative to the fine, that the athlete prepare and deliver a series of presentations designed for Junior athletes that describes the peaks and valleys of being an elite athlete and describes in great detail the consequences of failing a drug test.
 - d. The Board has requested that the athlete provide a draft of the presentation, a proposal to deliver the presentation at no less than 25 locations (including Junior Nationals and other locations that the Board will designate), and a proposal to include Skype as a mechanism to deliver the presentation.
 - e. A final review of the presentation draft will be made by Ari Sherwin and USADA and the results will be presented to the Board.
 - f. In response to an aside to the discussion, the staff will query USADA as to information or linkage that we can provide for our website regarding supplement contaminants, Ritalin and other common medicines prescribed to Junior athletes, and recreational drugs.
 - g. Moving forward, USAW must adopt a policy that includes a clear statement that the amount of any IWF imposed fine for a positive drug test is the responsibility of the athlete.

8. By-laws update
 - a. An initial working draft of potential new Bylaws was distributed to the Board. The next iteration for distribution will be an annotated guide to the differences between the existing bylaws and the working draft.
 - b. The working draft will also be circulated to the Nominating and Governance Committee for its review and input.
9. Athlete Payment Plan Modification
 - a. USOC is providing 50% of financial support that corresponds to our athlete monthly compensation support plan. The estimated USOC share balance is \$13,000 to have been used for final qualification event/athlete travel (per USOC PPA). Since the Board has deferred the implementation of final qualification events to the 2014 Pan American Championships and the 2014 World Championships, the unexpended balance must be returned to the USOC by year-end 2013.
 - b. USAW budgeted amount was \$62,400, of which \$25,400 is estimated to not be claimed in 2013.
 - c. The High Performance Plan preview (New Business) also addresses this topic.
 - d. *Motion: To increase the amount of funding in the USAW monthly athlete performance payments by \$25,400 to be used in the 2013 third payment period and in 2014, to increase the paid athlete pool to a maximum of 15 from the current 10; in 2014 to again allot 5% of actual revenue to direct athlete support and development programs in addition to any surplus of 5% of current year revenues committed to athlete support remaining at the end of 2013. In addition to continuing the 15 person expanded paid athlete pool in 2014, to again seek USOC match support in the HPP based on the Athlete Classification Matrix, athlete performance levels for each of the three monthly payment tiers will be increased by 2%, and the payment levels for each tier will be increased by 20%. **Motion Passed Unanimously***
10. Nominating & Governance Committee Activities
 - a. We continue to solicit candidates for the Grassroots Director position. The original nomination process had to be reopened as two of the three nominees do not qualify under our present Bylaws and we must select at least three candidates for election. There are three nominees for the NGC committee also and we are waiting the resume for the third candidate (two have been received), so the committee can give fair and equal consideration to all three.
 - b. The NGC met on July 28, 2013. See Attachment A for minutes of the NGC meeting.

New Business

11. The Board has scheduled its next meeting for Thursday, December 5, 2013 in Dallas, TX7.
12. Issue with a vendor at the Nationals conflicts with USAW's sponsorship with Nike.
 - a. The Board voted to exclude this vendor from future National events.
13. National Events
 - a. To be the responsibility of the USAW National Office, facilitated by LWCs (Attachment A)
 - b. Deadlines
 - i. Qualification 6 weeks
 - ii. Registration 5 weeks
 - iii. Final Start List 4 weeks – no changes thereafter
 - c. Survey membership following each event
 - d. Future Team Trials to be announced well in advance, with clearly defined qualification procedures and process for final team selection.
14. Board supports bid to host 2014 Junior Pan Ams if done at no cost to USAW.
15. Proposed USA take the lead in hosting U13 World Invitational as additional International competition opportunity for youth, emphasis on technique.

16. American Open discussion re open to International lifters, no increase in entry fees at this time
17. Drug-Tested Qualifying Events
 - a. Kevin Doherty proposed to host drug-tested qualifier, approved with the provision that the organizer provides written assurance that all financial obligations will remain the responsibility of the organizer and not USAW. Additionally, the organizer must guarantee that it will follow the protocol regarding hosting of qualifying events per Attachment B.
18. Coach Liability Insurance Policy
 - a. We will make a Coach Liability insurance policy available to our coach members in the upcoming weeks. The policy cost will be extremely affordable and offer coverage that has not been available through the organization before.
19. Policy for membership communication
 - a. The staff has, on occasion, received an excessive amount of written and telephonic communication from a small number of individual members that occupy an inordinate amount of staff time and resources. The Board has directed that the staff adopt a policy that limits the response to these types of inquiries to a maximum of one 500 word e-mail per week.
20. High Performance Plan Preview
 - a. The High Performance Plan will be sent to the Board for review prior to submission to the USOC.
21. Trophy policy
 - a. Discussion of the development of a unified policy for the acceptance of trophies.
 - b. Deferred until next BOD meeting.
22. For upcoming National Events, a referee book will be established in order that referees can be credited for their service to the organization. The book will be developed and maintained by the USAW National office staff.
23. The LWC Governance Committee has submitted its report (Attachment C). This document will serve as an operational and developmental roadmap for LWCs going forward. The key issues identified are: Elections, Finances, Sanctions, Enforcement, and By-Laws.
24. Foundation - Proposed that USAW continue to replenish principal of the USAWF as long as USAW is realizing a surplus, understanding that it can be withdrawn for cause with 75% Board vote. \$100,000 transferred 2012, \$100,000 to be transferred for 2013.
25. Determined that tie on body weight with scale to 1 digit will be broken by existing rules, i.e., who make total first. Scales to be calibrated for each National event.
26. We need to document the action of the Board that changed the role of the National Office in relation to National Events.
27. Meeting adjourned 2:00 p.m.

ATTACHMENT A

USAW Nominating & Corporate Governance Committee

Meeting Minutes

July 27, 2013 at Approx. 6:00 pm

In attendance were all four Committee members, Regis Becker, Stan Bailey, Kelly Rexroad Williams and Megan DeFourny. Michael Massik, CEO, was also in attendance.

Interim Chair DeFourny called for the first order of business - the selection of a fifth NCG Committee member. The previous announcement yielded three candidates interested in serving. The Committee discussed all three candidates. Upon motion by Regis Becker and seconded by Stan Bailey, the Committee voted unanimously to approve Kyle Ernst as a NCG Committee Member.

Second order of business was the review and selection of three candidates to stand for election for Grassroots member for the USAW Board of Directors. A call for nominations for this vacancy was announced previously and was recently reopened due to not enough candidates meeting the Grassroots criteria being nominated initially. Upon motion, the Committee voted unanimously for the following three candidates to stand for election at the earliest feasible timing for the vacancy in the Grassroots Director of USAW Board: Patricia Maizels, Daniel Foerster and Jasha Faye.

The Committee directed Michael Massik to put forth a ballot and election with appropriate timeframes in accordance with the USAW Bylaws. Michael Massik will also forward the Committee members a revised draft of the USAW Bylaws for their review and input after the election.

ATTACHMENT B

2013 USADA Testing & Barbell Certification Opportunities
for
USA Weightlifting Non-National Sanctioned Competitions
USADA Testing Opportunities

January 18, 2013

USA Weightlifting is pleased to announce the following opportunities for local competition organizers to consider in 2013, as enhancements to their non-national competitions:

- **On-Call Testing for American Records:** The USADA provides on-call testing services to local organizers through USA Weightlifting where, American records are set at competitions not otherwise drug tested. A charge is made for the on-call service, in addition to the cost of the test itself. The on-call USADA test collector is contacted, and appears at the competition to collect the sample.
- **Scalable Testing Services for Local Competitions:** USADA provides in-competition testing services through USA Weightlifting to local organizers, scaled to the size and scope of the competition, on a cost for service basis. USADA works with USA Weightlifting to specify the charge, including costs associated with the test collectors' on-site availability, which vary based on the service level required.

Organizers, who wish to consider having their competition sanctioned by USA Weightlifting as a drug tested Qualification Event for international competitions, or desire to present international competition trials sessions as a component of their competition, now have an opportunity to do so. The costs associated with USADA drug testing are those of the organizers. In order to acquire this special sanction, a formal agreement with USA Weightlifting based on the USA Weightlifting agreement applicable to national competitions, will be required.

In order to qualify for a sanction for these types of competitions, organizers will be required to meet the basic competition standards for national level competitions, such as an IWF certified competition set on the competition platform; warm up area per national competition standards and the associated barbell sets, from an IWF certified barbell manufacturer, of similar brand and quality as the competition platform set; national or higher level referees; competition platform sized to national competition standards, etc.

USA Weightlifting Barbell Certification Opportunity

Barbell manufacturers whose barbell sets meet IWF certification standards, but are not currently certified by the IWF, now have the opportunity to receive USA Weightlifting certification for use of their barbell sets in USA Weightlifting national and non-national events.

In order to receive this certification, manufacturers must meet the following requirements:

- Barbell sets must meet all IWF standards for IWF certification as specified in the most current IWF Technical & Competition Rules;
- The manufacturer must make produce 20 kg and 15 kg bars, to the most current IWF certification standards available;

- If the IWF standards change during the one-year certification period, the USA Weightlifting certification is voided thereafter for the balance of the certification period;
- Barbell sets for which manufacturers seek certification, are subject to independent testing and evaluation, as USA Weightlifting, in its sole discretion, shall determine;
- USA Weightlifting retains all rights to approve or deny certification.

The USA Weightlifting annual non-refundable certification fee is \$10,000.

Interested local organizers and barbell manufacturers may contact High Performance Director Peter Roselli, at Peter.Roselli@usaweightlifting.org .

ATTACHMENT C
LWC Governance Committee
July 26, 2013

In attendance: Les Simonton, Butch Curry, Adam Beytin, Samantha Zimmerman, Emmy Vargas (guest)

Elections

Officers must be elected on a regular basis either by a direct vote of all eligible members of an LWC or by a set of representatives who are elected by a direct vote of all eligible members. When and if the USAW can provide the capability to conduct online LWC elections the mechanisms of the election process will be up to the individual LWCs.

Finances

LWC books which list in detail all income and expenditures must be made available to every member of the LWC. We prefer that each LWC send a copy of their books to be filed with the USAW and that they are available to LWC members via the website. We feel that LWCs should follow the USAW lead in this regard. USAW should make public the rebates made to each LWC.

Sanctions

LWCs do not have the authority to demand a fee be paid to the LWC in order to obtain a sanction, however they may require a reasonable percentage of the entry fees if comparable services or equipment are provided for the competition. In the interests of providing competitions to as many athletes as reasonably possible LWC presidents should not hold up or refuse to grant a sanction to the requester without sufficient reason. These reasons include previous failures of the requester to fulfill his/her obligations, improper conduct with regards to conducting competitions, and other previously sanctioned events on the same weekend in close proximity (within 200 miles). Should an LWC president refuse to grant a sanction, an appeal can be made to the USAW CEO (or to someone appointed by the CEO). The CEO will then determine if there is sufficient reason to override the will of the LWC president and grant the sanction.

Enforcement

If LWC members feel that the LWC officers fail to comply with the election and financial guidelines, fail at their duties in general (non-responsive, not meeting obligations, etc.), or violate the LWC By-Laws then a petition may be made by the members provided they have the lessor of either 25 members or 25% of members within their LWC sign the petition. The CEO (person appointed by the CEO) will investigate to determine the merit of the complaint. Should the CEO determine that the petition has sufficient merit then the LWC officer(s) will be removed and an election will be conducted in the LWC to determine the replacement(s).

LWC By-Laws

Each LWC must file their by-laws with the USAW to be published on the website. There needs to be a "boiler-plate" set of by-laws available to LWCs who wish to restructure or rewrite their by-laws and to the LWCs who are writing by-laws for the first time. This may be adopted in part, in full, or not at all as long as the adopted by-laws meet the financial and electoral requirements.

Comments

Though we hear stories (a few first hand) we have no real idea of the extent of problems within our LWCs. A determination should be made of which LWCs have an up-to-date set of by-laws submitted to USAW and which have a current slate of officers (along with terms) submitted to USAW.