

USA Weightlifting Board of Directors Meeting Minutes
December 11, 2014 8am EST Washington Hilton

Present: Artie Drechsler, Jasha Faye, Mike Graber, Terry Grow, Ursula Papandrea, Les Simonton, Jennifer Ullman, Emmy Vargas

Not present: Ari Sherwin

Staff: Michael Massik, Michael Conroy, Carissa Gump, Laurie Lopez, Peter Roselli

1. Approval of Minutes

- a. July 17, 2014 (*attached to email*)

Motion: Approve the minutes as distributed

Motion passes

- b. August 21, 2014 (*attached to email*)

Motion: Approve the minutes as distributed

Motion passes

- c. September 22, 2014 (*attached to email*)

Motion: Approve the minutes as distributed

Motion passes

- d. December 3, 2014 (*attached to email*)

Motion: Approve the minutes as distributed (Les), Second (Terry)

Continue the process from the August meeting with an adjustment for

Olympic year – No new competitions will be added after the calendar is set.

Motion: Approve the amended minutes as distributed

Motion passes

2. Old Business

- a. Review of procedures for late entries, foreign athletes, and misbehaving meet directors

- i. Late entries

The Board agreed that the existing policy of not allowing late entries will be upheld.

- ii. Misbehaving meet directors

Motion: To adjust the language in the sanction form to include a requirement for meet directors to submit the results of the meet to the office within two weeks after the meet. Should a meet director fail to submit their results within that time frame, then that meet director and their associated club will have future sanctions withheld for a period of 6 months for the first offense and 13 months for the second offense. The Board will set the penalty for offenses greater than two.

Motion passes

Motion: To adjust the language in the sanction form to provide for instances where there are only 6 athletes registered and for whatever reason one (or more) athlete is not a member. This will disallow the entire set of results for the meet.

Motion passes

iii. Foreign athletes

Motion: To allow athletes who are not citizens as of the date of the close of entries but who are permanent USA residents to compete as extra lifters at Junior and Youth National Championships. This participation is limited to 5% of the entry cap.

Any results for these individuals cannot be used for team points, placement, or team qualification.

*These individuals must state that they are legal resident of USA
Priority will be given to green card holders or those who have at least one parent or legal guardian who has a green card or is a citizen. Priority in entry is set at 3% for green card holders, 2% for non-green card holders – if either foreign athlete category is not filled, the unused slots can be filled with the other category of non-citizens, and if the 5% allocation is still not filled unused slots will be reallocated to USA athletes. In order to compete, these individuals must also be members of USA Weightlifting.*

All participants must comply with USADA regulations.

Motion passes

b. Coaching Criteria update

The attached document entitled “Summary of Proposal For Modifications in Coaching Classification System (December 11, 2014)” was discussed. The Board agreed that the proposals delineated in this memorandum should be implemented. The existing application form will be revised to include the chart from the memorandum for this expansion.

c. USA Weightlifting Athlete Support Proposal

The attached document entitled “Summary of Ad Hoc Committee Proposal For Athlete Support in 2015 (December 11, 2014)” was discussed. The Board agreed that the proposals delineated in this document should be implemented.

Motion: To approve the Summary of Ad Hoc Committee Proposal For Athlete Support in 2015 (December 11, 2014)

Motion passes

3. New Business

a. Appointment of outgoing Board member to Nominating and Governance Committee

The Board requested that eligible outgoing Board members indicate if they were interested in serving on the NGC. Jennifer Ullmann did express an interest and the Board voted to support her nomination to the NGC. As additional information, Regis Becker tendered his resignation from the NGC effective December 31, 2014.

b. Calendar & Athlete Handbook Approval (attached to email)

Motion: To approve the calendar, as amended, that is included in the Athlete Handbook and Reference Guide (attached to these minutes).

Motion passes

Two typographical errors were found and corrected in the Athlete Handbook and Reference Guide.

Motion: To approve the Athlete Handbook and Reference Guide (attached to these minutes) as amended.

Motion passes

The Athlete Handbook and Reference Guide will be posted on the website and distributed to the membership.

c. Discussion of qualifying events

With the agreement of the Meet Director, as reported by Board member Graber, the Arnold will not serve as a qualifying for the Junior Worlds. The final draft of the Arnold Entry form will be adjusted to reflect this decision prior to release of the entry form.

There will be no additional qualifying events added to the 2015 calendar. The only qualifying events that will be included in 2015 are the Arnold and Hassle Free (as have previously been agreed). Qualifying events may be awarded for the first quarter of 2016 for Olympic qualification.

d. Minnesota Coaching proposal

Tabled until next meeting of the Board

4. Budget

a. Review 2014 budget and discuss 2015 objectives

Consolidated financial statements distributed to Board members present at the meeting.

5. Good and Welfare

a. Update on website revamp and revenue

We reached tier 1 (750,000 unique views in 2014) under the Digital Rights Media Agreement and expect to receive a payment of \$150,000 from the USOC.

b. Membership growth review (attached to email)

The rate of membership growth during the last two years has been exceptional. The growth chart is reproduced with these minutes:

Membership Change: September 2012 – November, 2014

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	<i>Sept 2012</i>	<i>Nov 2014</i>	<i>% Change</i>
<i>Total Membership</i>	<i>9,977</i>	<i>18,320</i>	<i>84%</i>
<i>Coach</i>	<i>5,135</i>	<i>9,402</i>	<i>83%</i>
<i>Master</i>	<i>1,187</i>	<i>2,005</i>	<i>69%</i>
<i>Senior</i>	<i>2,053</i>	<i>7,751</i>	<i>278%</i>
<i>Junior</i>	<i>579</i>	<i>920</i>	<i>59%</i>
<i>Youth</i>	<i>967</i>	<i>1,449</i>	<i>50%</i>

c. SafeSport Update

i. Article in magazine distributed

The SafeSport article that is included in the upcoming magazine will be distributed to all Coach Members through an email blast. A link to the article will be included in all coach member renewals and will be included in the Coaching Course materials.

6. Executive Session

Attachment 1

Summary of Proposal For Modifications in Coaching Classification System December 11, 2014

Several modifications are proposed to the USAW Coaching Classification that was in effect for 2014 on the basis of input received from Coaching Committee, individual coaches and Board members. The changes would apply retroactively to 2014 and going forward to 2015 and beyond.

In making these changes, we strived to preserve the principle that if a coach produces athletes who achieve a certain level of performance relative to the rest of the world, that coach should be recognized for his/her achievement, whether or not he/she was actually selected to be the head coach for a given team, or has an athlete selected to a given team. So if a coach produced an international level lifter who did not make a team in a given year because there were two athletes in that lifter's bodyweight category but who ranked 1% higher, the coach whose athlete reached the required level would still be recognized. However, an alternative path would be provided for coaches working to reach the International or Senior International level who produced the highest ranked athletes selected to certain international teams in a given year. In the case of coaches working to reach the National level, more national events would be added to the qualifying list, but all athletes competing in one of the events on the expanded list of national events would have to perform at a minimum level on the USAW Classification System. Specifically:

Promotion To The International and Senior International Levels

In addition to the current pathway to promotion ("Path 1 on the attached chart), an alternate path (Path 2) for coaching advancement to the international and senior international level would be available to head coaches of our major international teams, now that coaching selection for international events is objective and based purely on athlete production. Such an approach would recognize coaches, within limits, for being the coaches of the best athletes we have, even though they might not have reached the level required under the current coaching classification system (Path 1).

Path 2 permits a promotion if a coach: a) is selected as head coach for specific international competition(s), and, serves as a coach on that, or another comparable international event (e.g., in the event the coach is selected as head coach for the World Championship but because of work scheduling or health problems cannot serve on that trip, he or she can make up the assignment at another time – but before he/she is promoted), and b) his/her athlete(s) have achieved one level below the level required to qualify under that current system.

Specifically, a coach may qualify for the Senior International coaching level if that coach was selected and served as the head coach for the World Championships or Olympic Games, his/her top ranked athlete had achieved the senior or junior International level (90% of the medal winning performance) and his/her second ranked athlete achieved the senior, junior or youth international level, that coach would have fulfilled the requirement for the Senior International Coach classification (for Path 1, the coach needs one junior or senior athlete who achieved the Elite International level (before 95% of medal winning performance).

If he/she was selected and served instead as head coach for the Pan American Games/Championships, Junior World Championships, Universiade or YOG, and his/her athlete had achieved the National Elite level (85% of the medal winning performance) and an additional athlete at the senior, junior or youth National Elite level) that coach would have fulfilled the requirement for the International Coach classification.

Again, if the coach could not serve at the event for which he/she was selected, that coach could serve at another event (the purpose of this service to demonstrate an ability to work with athletes other than one's own, to time warmups properly and to apply competition strategy and tactics successfully).

In the event that the coach selected first could not serve, and the next ranked coach could, that latter coach could be promoted if he/she could serve and the athlete that coach had on the team achieved the same classification level that was required of the coach of if the highest ranked athletes (e.g., Head Coach for the World Championships with an athlete at or above the International level).

Promotion to the National Level

The National coach level requires that a coach produce at least two national level athletes in order for the coach to apply for advancement. A national level athlete is currently defined as the Nationals, the American Open and the Junior Nationals. We recommend the list of national events be expanded to include the University Nationals and the Youth Nationals, with the caveat that athletes used for purposes of advancement achieve a certain level on the USAW Classification system (generally the Local Level I level, age adjusted). In the cases of the National Championships and American Open, the total would be the unadjusted Local Level 1. In the case of the Juniors and it would be the Junior Local Level 1 and in the case of the Youth Nationals the Youth Local Level 1. Since there is no established classification level for University level athletes, we propose using Local Level 2. This level is midway between the Local Level 1 for senior athletes and the Junior Local Level 1. We think this is appropriate because the age of college level athlete ages generally span the junior and senior ages.

All of the above changes are summarized in the table that appears on the next page of this document

We think the above changes to the current classification system further refine what is at the core a sound approach to classification. They will afford a greater number of coaches the opportunity to improve their classifications, while at the same time assure that only performances at a certain minimum level will be recognized.

PROPOSED USA WEIGHTLIFTING COACHING CLASSIFICATION SYSTEM 11/17/14

Coaching Level*	Prerequisites	Coaching Accomplishments
Local	Certified Level 1 Weightlifting and Sports Performance Coach	NA – no requirement at this entry level
National	Successfully complete USAW Senior Course, OR, Complete TBD National Level Course, OR, Pass Proctored Written Exam for National Level Course	Produce two national level athletes (participants in the N, AO, JN, UN or YN) with the following qualifications: For AO and N, the athletes must make a total at the event equal to or above Local Level 1 For UN, the athletes must make a total at the event equal to or above Local Level 2 For JN, the athletes must make a total at the event equal to or above Junior Local Level 1 For YN, the athletes must make a total at the event equal to or above Youth Local Level 1 <u>In addition</u> , these athletes who satisfy live or video technique test
International Path 1 –	None	Produce one senior or junior international level athlete and an additional senior, junior or youth international level athlete
International Path 2 –	None	Successfully complete a Head Coaching assignments as a PAG/C, Universidad, YOG, or JWC <u>and</u> produce one senior or junior national elite level athlete and an additional senior, junior or youth national elite level athlete
Sr. International Path 1 –	None	Produce one senior or junior international elite level athlete and an additional senior, junior or youth international level athlete
Sr. International Path 2 –	None	Successfully complete a Head Coaching assignments at a WC/OG and produce one senior or junior international level athlete and an additional senior, junior or youth international level athlete

*In order to be considered an active USAW coach at any level, you must be a current USAW member, have a current and satisfactory background check in place and have signed the USAW Code of Conduct. Coaches that do not meet these requirements will be placed in an “emeritus” or similar status.

Attachment 2

Summary of Ad Hoc Committee Proposal For Athlete Support in 2015 December 11, 2014

In order to support performance that will move us toward our mission of developing medal winning athletes at the Olympics and World Championships, while protecting the financial strength and reputation of the USAW (by not committing to rewards that it might be unable to honor, or could cripple the organization financially in honoring) we propose the following:

1. Agree to allocate 10% of our gross revenues to athlete support, defined as money for monthly support payments, payments for records and payments for medals.
2. Distribute the above allocated gross revenues in a transparent and prioritized fashion. Specifically, 8% of gross revenues would be distributed in the form of monthly support, first to athletes who can reasonably be expected to win World Championship and Olympic medals in the relatively near term. A budget of 2% of gross revenues would be allocated to World Championship/OG medal winners and World Record breakers.

Athletes reasonably expected to win medals would be defined, via the USAW's Senior Athlete Classification System, as "Senior International Elite" (for senior age athletes), "International" (for junior age athletes) and "National Elite" (for youth age athletes). We would guarantee any athlete who achieved that level a stipend of \$3000 per month, unless the full athlete support budget for that year was insufficient to pay the \$3000 per month, in which case the \$3000 would be reduced pro-rata, to exhaust the full amount of the available funds (unlikely in the near term since we would support approximately six athletes at the level within the current budget and we had no athletes at the level in 2014).

After any athletes qualified for the \$3000 per month level have been funded, a second level of monthly support that ties into the current quadrennial structure would be payable (e.g., for 2015 based on a blend of proximity to medals and point scoring potential in 2015, to help support athletes who could earn points for the US at the 2015 World Championships). As of the beginning of 2016, if multiple spots at the Olympic Games were earned by athletes of each gender, we'd support a number of athletes equal to the number of spots plus two (akin to alternates). If we do not qualify a team for the Olympic Games by the 2015 World Championships, and we need Pan American Championship team to earn medals for us in the 2016 Pan American Championships, we'd award monthly support by point scoring potential, with higher support for top three ranked athletes on the USAW classification system for that gender. In the year following the Olympics (e.g., 2017), we'd stick to support based on medal proximity, since point scoring wouldn't have any effect at the World Championships that follow the Olympic Games.

The table on the next page provides three examples of payment scenarios using only proximity to medals as the ranking method. All the scenarios assume an available monthly support budget of \$240,000. The chart shows six performance bands. The highest is 95% or more of medal winning performance, which qualifies for the \$3,000 monthly payment. The next five bands decrease by 2% from the top band, to the lowest band, which requires a total at 85% of the medal winning level. Payments are reduced from band to band.

The first scenario shows 7 athletes qualifying for the highest level of payment, which would exceed the budget by \$12,000. Therefore, each athlete's monthly payment would be reduced modestly. The second scenario assumes 15 athletes qualified, some in each bracket, their collective payments equaling the budget, so there is no adjustment. Finally, scenario three assumes 19 athletes qualify, but none in the 95% band, and the total payout is below the budget, so all qualifiers receive a pro-rata upward adjustment.

For all payments,

Examples of Monthly Payments Pro-Rated Under Various Scenarios

% of Brnz Medal	Scenario One					Scenario Two			Scenario Three		
	Tgt Pmt/Mo	Tgt Ann Pmt	# Qual	Annual Cost	Adj Mo Pmt	# Qual	Annual Cost	Adj Mo Pmt	# Qual	Annual Cost	Adj Mo Pmt
95% or>	\$3000	\$36000	7	\$252000	\$2,857	2	\$72000	\$3,000		0	\$0
93 to 94.9	\$2000	\$24000		0	\$1,905	2	\$48000	\$2,000	3	\$72000	\$2,040
91 to 92.9	\$1600	\$19200		0	\$1,524	2	\$38400	\$1,600	3	\$57600	\$1,632
89 to 90.9	\$1200	\$14400		0	\$1,143	2	\$28800	\$1,200	3	\$43200	\$1,224
87 to 88.9	\$800	\$9600		0	\$762	3	\$28800	\$800	4	\$38400	\$816
85 to 86.9	\$500	\$6000		0	\$476	4	\$24000	\$500	4	\$24000	\$510
Total Annual Cost				\$252000	\$240000		\$240000	\$240000		\$235200	\$239904

Scenario One is 7 athletes at 95% of Bronze Medal level so payments are only at that level, adjusted down by 4.8%

Scenario Two is 15 athletes qualified for a monthly payment with two qualified at the medal winning level - no adj

Scenario Three is 19 athletes qualified, none at the 95% level, so each athlete's monthly payment is adj. up by 2%

Rewards for Records and Medals

In addition to providing monthly support, we want to reward those who actually do win medals or break records. Breaking American Records (that are not also World Records) denotes progress in the performances of US athletes, and if they occur more frequently than World Records they suggest that we are closing the gap between the performances of athletes in the US and those of the very best in the world. However, there is a major difference in the difficulty associated with breaking American Records that are distant from World Records versus those that are approaching them. Breaking a record by multiple kilos is more difficult than breaking it by one kilo, so to recognize that we'd add 50% to the payment for each additional kg. done on the same lift, but only pay for one record on any given day (e.g., on the basis of the numbers in the table below, if an athlete set two ARs in the snatch, the last of which was at 88% of the World Record, and the last record broke the record prior to that day by 5 kg., the payment would be \$750 – \$250 for the first kilo, \$125 each for the next four kilos).

Percentage of World Record	Maximum Payment (individual/total)
100+% (actually break WR)	\$15/25
99-100%	\$10/15
97-98	\$6/9
95-96	\$3/5
93-94	\$1/1.5
91-92	\$500/700
90 or below	\$250/400

ARs made at WC or OG would qualify for a 50% bonus.

Record and medal payment would be reduced on a proportional basis if the combined medals/records made exceeded the budget. For instance, if the budget was \$60,000 for medals and records, and gross medal/record amounts qualified for were \$90,000, payments to all athletes would be reduced by one third, to remain within the budget. In years when record payments fell below budget, the excess in the medal/record pool could be placed in a reserve, to protect payments in future years from being reduced if there were many medals won/records made in a given year.

Team USA

Beginning with the year ending in 2014, we will name a national team for each gender for each calendar year, based on performances in the prior calendar year. We would recognize the actual World Team for any given year as World Team members and part of USAW National Team for that year. In addition we would name seven highest ranked athletes of that gender (on the basis of our classification system) to the USAW National Team, with no limit on number per bodyweight category. So the result would be a men's team with 15 athletes and a women's team with 14.

These athletes will all be listed on the USAW website, with pictures and bios. We would have provided a sweatsuit for all members of the actual World Teams and a patch for the suit that said "2014 USAW World Team" would be added. The athletes who did not actually go to the Worlds could receive the same type of sweatsuit with a patch saying "2014 USAW National Team". We would do the same thing for Junior and Youth age athletes by creating analog teams for athletes in those age groups.

We would also offer a full "scholarship" to any athlete on the national team to take or Level 1 Coaching Course. Then, for athletes age 18 or older, in our posting in the website for that athlete, we will indicate (subject to the background check) that the athlete is a Level 1 coach, available for coaching and seminars, providing (with athlete permission) contact information.

The combination of financial rewards and recognition described above amounts to a major increase in USA athlete support and we trust these improvements will provide the kind of support need by our athletes with near term medal winning potential to focus entirely on this training, and to spur all of our athletes on to continuing improvement in their performances.