

USA Weightlifting Board of Directors Meeting

Thursday December 8, 2016

The Orlando Marriott World Center

Present: Ursula Garza Papandrea (Chair), Ari Sherwin (by Phone, for part), CJ Stockel (By phone, for part), Jasha Faye, Emmy Vargas, Butch Curry, Colin Burns, Terry Grow, Paula Aranda, Dan Foerster
Incoming Board Members present: Lou Lauria, Jenny Schumacher, Travis Cooper
Staff Present: Phil Andrews
Members Present: Roger Sadecki (Part), Mario Dispenza (Part), Robert Sirkis (Part), R Les Simonton (Part)

1. Bylaw Review Issues

It was discussed different possible structures for including LWCs in the bylaws with 3 primary options considered -

- All LWCs must be their own 501c3
- All LWCs not currently 501c3s must be brought in house and run as a division of USAW
- All LWCs run as a sub-committee of USAW.

A similar discussion occurred, later, regarding Masters and the structure, with Dispenza, Simonton as guests giving different view points regarding the current situation with bylaws.

The board discussed committees what committees should be considered in the bylaws.

ACTION

Instruct by the bylaw review group to include a Diversity & Inclusion Committee in the bylaws.

ACTION

USA Weightlifting will conduct a survey for members to express their views on Masters Governance issues and LWC Presidents and re-convene for a phone call to vote on the outcomes of the membership consultation.

2. Election of Chair for 2017

In Executive Session, the Board voted to elect Ursula Garza Papandrea as Chair & President of USA Weightlifting for the 2017-2020 term.

3. Stipend Update

CEO gave an update that Stipend numbers would be used from the 2017 selection procedures as the most recent numbers, and that due to an extraordinary amount of people qualifying and delivering a \$150,000 over spend on this subject in 2016, some changes would need to be made in 2016.

ACTION

Staff will made necessary changes to ensure we keep to the set budget of \$500,000 for Direct Athlete Support in 2017 and coming years, with continued focus on athletes scoring points for Olympic Games qualification.

4. Meeting Schedule 2017

The board of directors will meet:

27 & 28 February – Sheraton Crown Center, Kansas City, MO

26 June – Marriott Atlanta Airport Gateway, Atlanta, GA

5. Drug Testing Update & HR Issues

In executive session, the CEO updated the board on current anti-doping issues and the board discussed HR topics regarding the staff, and the employment agreement of the CEO

6. 2017 Budget

CEO gave an update on the 2017 budget and stated that the 2017 operating budget would be posted to the website in the aid of transparency. The board will receive a monthly update and the staff will conduct a 3+9, 6+6, 9+3 process.

7. Transgender Policy

ACTION

The staff were instructed to devise a clear Transgender Athlete Policy for the organization.

7. Board of Directors Philosophies

The board walked through votes and minutes taken since 2009 to ensure that those still held true. The results are attached below.

Catalog of Board of Directors Decisions 2009-2016			
Date	Decision	Redacted	Notes from 12/8/2016 Meeting
10/6/2009	International fines should be paid by the athlete (Norik Vardanian, athlete).		Active
10/6/2009	Athletes remain in RTP throughout suspension period		USADA CALL
6/30/2009	Coaching & Competition Committees prohibited from creating selection policy		Active
6/30/2009	Individuals are able to serve on more than one committee		To review 2/27/2017 Meeting
6/6/2009	Gold Medal Fund – Personally funded medal fund by the Board of Directors	4/23/2010	No longer active
6/6/2009	American Open opened to non-US Citizens		Active
4/28/2009	Waive 10 signature requirement for USAW AAC Candidates		Defer to Bylaw review Group
4/28/2009	Removed 30 day rule.	Re-invoked 2012 (Time Unknown)	New Rule in Selection Procedure 2017
3/27/2009	Involves the Coaching Committee in drafting selection procedures	6/30/2009	No longer active
3/28/2009	Board continues to recognize LWCs as in pre-2009 structure. No designated LWC representation at annual meeting.		To be included bylaws
3/28/2009	Allows non-competing meets in separate LWCs from National events with exception of the USA Weightlifting National Championships, with expectation that neighboring LWCs cooperate with the event.		Active
1/17/2010	USAW will allow athletes to self-fund up to 8 Men and 7 Women to international events not funded by USAW, provided that no staff cost is incurred		Amended to 8 Women. All with 7 women, considered to be amended to 8 Women
1/2/2011	Megan Tounstrom-Defourney appointed to NGC		COMPLETED
1/2/2011	Compensation Committee formulated to evaluate CEO Salary		COMPLETED
1/2/2011	USAW Staff projects assigned from board will come from Board not individual members		ACTIVE

2/20/2011	A minimum of 5% of gross revenue should be allocated to stipends		ACTIVE
4/15/2011	Late entries not permitted; placement was allocated to non-late entry athletes for National Collegiates		ACTIVE
4/15/2011	Jnr World teams should be accompanied by a female chaparone		Add Youth and person of same gender
7/17/2011	Name changes to National events to coincide with IWF groups		COMPLETED
7/17/2011	Archive of previous American Records required	Not implement as of 11/20/2016	To do from 1/1/2017
10/21/2011	Purchase "TheLifter.org" as an additional USAW domain		Purchase completed, but now not used
10/21/2011	3 signatures required on all contracts - CEO, USAW Legal Counsel, USAW Chair	Now just the CEO.	CEO now signs contracts
4/25/2012	Maternity Policy to be drafted by staff	Not implement as of 11/20/2016	Place into new Employee Handbook
6/28/2012	A sessions should be schedueled for prime times		Active, review what is meant by Primetime at 2/27/2017 meeting
6/28/2012	USAW membership cards are not required at National event weigh ins		Active
6/28/2012	15/20kg total will be applied to the minimum total of the sesssion (A, B, etc), regardless of total	Using actual totals now	Now 20kg/20kg
6/28/2012	Athletes may not declare a total better than their best total made in that weight category	Using any total made by athlete just now	May use any total made in competition by athlete
6/28/2012	Actual qualifying totals used to place athletes in A or B groups, lifters may declare a lower total.	Using entry totals declared now.	Over ridden
6/28/2012	B sessions should either be all on Friday, or alternatively be morning only	Now, to put in prime time we also do in the evening. Retraction	NO LONGER ACTIVE
12/3/2012	Late nominations for board positions will not be accepted.	March 2014 of B sessions on Friday (see below)	ACTIVE
12/3/2012	A sanction for an LWC Championships, National Office will notify all LWC members on behalf of LWC President		ACTIVE
12/3/2012	A sanction will not be granted without the consent of the LWC President, unless President is unresponsive.	Define unresponsive	Review and define unresponsive at 2/27/2016 meeting
12/3/2012	If results are not received within 21 days future sanctions may be denied		Over ridden
12/3/2012	If a sanction is not within 25 days and 100 miles it should automatically be sanctioned by the President		Active

12/3/2012	\$25 single day membership created (no qualification rights, no records, can convert to year by paying balance)	Never implemented	CANCELLED
5/22/2013	Creation of an award to comemorate CJ Bennett	Never implemented	Review at 2/27/2017 meeting
7/27/2013	National event organziation moved responsibility to National Office		ACTIVE
7/27/2013	RE-iteration that IWF Doping fines are the responsibility of the athlete		ACTIVE
7/27/2013	Updated Coach rating system approved		REVIEWED BUT ACTIVE
7/27/2013	Athlete fined to provide Anti-Doping Education (Norik Vardanian)	Never implemented	CANCELLED
7/27/2013	Dymanic Sport to be excluded from vendor at all National Events		CANCELLED
7/27/2013	Deadlines for National Events to be 6 weeks qualifying, 5 weeks registration, 4 weeks start list		ACTIVE
7/27/2013	Approve Coach Liability insurance product line		ACTIVE
7/27/2013	\$100,000 annually to be moved to Foundation as long as USAW is in surplus		ACTIVE
8/21/2013	American Records for U15 Men set on a 15kg bar to be upheld		ACTIVE

8/21/2013	Athlete support payments to be held while under provisional suspension for doping.		Under investigation or suspension
8/21/2013	Meet Directors should be informed of athletes currently under suspension as part of the sanction approval process	Never implemented	MADE ACTIVE 12/12/2016
8/21/2013	USADA suspensions to be linked from the USA Weightlifting website		Amend to ALL suspensions
11/13/2013	Gayle Hatch award approved and finalized for the coach of the top ranked athlete from the previous years World/Olympic team		ACTIVE
11/13/2013	No staff member (volunteer or paid) has the authority to start an independent fundraising campaign without organizational approval		ACTIVE
11/13/2013	A meet director has the authority to evict a participant, coach, or spectator in the event the individual does not comply with a request to cease unsportsmanlike behavior or disruption of competition		ACTIVE
11/13/2013	Athletes to receive media training, electronic media policy to be created	Never implemented	To be completed 2017 by staff
11/13/2013	Athlete, coach, official, volunteer and spectator participation rights are subject to immediate termination if a participant threatens any other participant or behaves in a way that unduly delays the progress of the competition or otherwise impedes the competition in any way		ACTIVE
11/13/2013	Any athlete, coach or official who behaves in a way that could cause damage to the facilities or equipment being used in the competition, or damage the reputation of participants or the USAW are subject to a loss of participation privileges after a verbal warning (e.g., "spiking" the barbell as compared with IWF requiring that the lifter to release the barbell from below the shoulders when it is lowered to the platform).		ACTIVE
11/13/2013	In the event of a lack of sufficient officials to perform the duties of the Technical Controller, Marshall and/or Jury, the USAW reserves the right to have the speaker/referees serve the functions of the aforementioned officials in a way similar to what is described below for local competitions. In addition, in the event that because entries in national competitions exceed the capacity of the facilities and other resources allocated to the competition, the USAW reserves the right to add facilities and platform(s) that meet only local specifications for the lowest ranked lifters in such competitions. In addition to the IWF bodyweight and age categories, the USAW recognizes the following categories: In Youth National events: 1) 1415, 12-13 and 11 and under age categories, 2) 35, 39 and 44 kg. categories added for men and women 13, a 44 kg. bodyweight category added for men and women 14-15, and a men's 50 kg. category added for men 17 and under. In Masters National events: 1) 5 year age categories beyond the men's 80 and women's 70 used by the IWF (e.g., 85-89 for men) to infinity, and 2) men may use a 15 kg. bar, with a minimum weight of 20 kg. for men and women, 3) spring collars may be used with weights below 40 kg. on the women's bar and below 45 kg. on the men's bar. and, 4) no Jury is used. .		ACTIVE

11/13/2013	Local Competitions: 1) The three referees officiating at local events shall have the same responsibilities and authority as Jury and the Technical Controller would at international events. 2) The speaker will have the same responsibilities and authority that the speaker and marshal have at international events. 3) In an effort to facilitate the use of the largest diameter plates available (e.g., 45 cm diameter 2.5 kg. plates), men lifting less than 45 kg., and women lifting less than 40 kg., may use a lighter than standard (20kg./15kg.) bar, as long as the diameter and length of the bar inside the inside collars meet IWF measurement standards. Spring collars may be used (with no credit given for the weight of the spring collars). 4) The platform may measure from 3.66 meters (12 feet) to 4 meters square and may be up to 10 cm in height (if the platform is the same height as the surface around it, the outside dimensions of the platform must be clearly marked.		ACTIVE
12/5/2013	MINUTES MISSING - AO 2013		Search and Review
3/12/2014	4 day meets were explored, survey was positive but not adopted		Review
3/12/2014	The meet should not be stopped if the scoring/timing system goes down		For more than 3 minutes
3/12/2014	Retraction of all B sessions on Friday concept		COMPLETED
3/12/2014	Supplementation sponsors need to provide clear guarentees of purity and lack of potential contamination before being considered as a sponsor for the organization		Defer to Medicial Committee to create sponsorship guidelines for supplenents
8/21/2014	Maximises American Open entrants at 400 using ranking list system, use for later national events	3/1/2015	CANCELLED
7/17/2014	Staff directed to look at a regional championship system		CANCELLED
7/17/2014	Connecticut LWC to be a separate LWC subject to membership consultation		ACTIVE
7/17/2014	Coach Rating system updated		ACTIVE
7/17/2014	Re-affirmation of background check requirements		ACTIVE
8/21/2014	All communication on behalf of the Board to be directed via the CEO. In particular, no individual board member is to respond on behalf of the organization to compliants or communication. Individuals may still respond provided it is made clear their views are not necessarily those of the board.		ACTIVE
8/21/2014	Trials events are limited to 15 of each gender		ACTIVE
9/22/2014	Team registration does not constitute competition registration, individual registration is rquired.		ACTIVE
12/11/2014	Language to be placed into sanction that meet directors must return results within 14 days or will face sanctions, that meet director and their associated club will have future sanctions suspended for 6 months (13 months for second offense). Board will set the penalty above 2.		ACTIVE
12/11/2014	Disallow results where less than 6 athletes are in the competition		Review 2/27/2017 Meeting
12/11/2014	To allow foreign athletes who are legally resident in the United States to compete at Youth & Junior events provided it less than 5% of total entries		Review 2/27/2017 Meeting
12/11/2014	Jennifer Ullman allocated to the NGC		COMPLETED
1/12/2015	Add Cheryl Haworth to USA Weightlifting Hall of Fame		COMPLETED
3/1/2015	Recind limited selection procedure-		COMPLETED
3/1/2015	LWC referee tuition to be included in WSPCC Test	Never implemented	Review 2/27/2017 Meeting
3/1/2015	LWC officials required for any sanctioned competition		ACTIVE
3/1/2015	All WSPCC instructors must have passed LWC Test	Need to check	Review 2/27/2017 Meeting

3/1/2015	International and Senior International Coaches to be considered LWC Referees		Review 2/27/2017 Meeting
3/29/2015	All Pan AM & World meets to be fully funded		Active
4/29/2015	World University 2014 Women's coach to be suspended for 2 years from being a funded coach		Active
5/31/2015	USA Weightlifting will institute a policy for named coaches and support staff that provide the following consequences if those individuals fail to attend (or arrive late) to a scheduled competition through their own actions or inaction: One year prohibition from any official position for such a competition, the actual financial costs to be reimbursed to USA Weightlifting, reprimand of the coach		Active
7/18/2015	SafeSport Training Mandatory for Club Coach or Higher		Review 2/27/2017 Meeting
7/18/2015	Create a task force to deal with weight management issues.		Review 2/27/2017 Meeting

7/18/2015	Ask Sports Medicine Society to create a list of recommended nutritionists	Never implemented	Review 2/27/2017 Meeting
7/18/2015	TO create the American Development Model video that club coach or higher must take	Check implementation is correct	Active - for Youth Nationals coaches
2/12/2015	Board to review Zipcode policy for LWC allocation at first 2017 meeting	Need to calendar	Review 2/27/2017 Meeting
2/12/2015	LWC Council to be formed after election process is completed	Later formed early at the request of LWC Presidents	COMPLETED
2/12/2015	Coaching course minimum 8 people per course	Later moved to a dynamic structure	COMPLETED
2/12/2015	Rebate to instructor \$125 per person		ACTIVE
2/12/2015	Clubs no longer able to host unless at their own facility		ACTIVE
2/12/2015	Rebate no longer paid to international organizations, instead to instructor		ACTIVE
2/12/2015	1 week out instructor and coordinator to be informed of numbers		ACTIVE
2/12/2015	Medicial insurance for additional dependents to be fully paid for new employees.		ACTIVE
2/12/2015	Vacation days to be paid out on the basis of time served with the organization		ACTIVE
2/21/2015	4 year event calendar determined		ACTIVE
2/21/2015	Coach Rating system updated		ACTIVE
4/8/2016	Coaching Symposium to be held annually, subject to financial results of first symposium		ACTIVE
4/8/2016	Oscar Chaplin III to be added to USAW Hall of Fame		COMPLETED
4/8/2016	Laurie Lopez to be recognized at the National Championships		COMPLETED
4/8/2016	Ursula Papandrea to be IWF Candidate going forward, Emmy Vargas the PAWF Candidate.		ACTIVE
Nationals	Re-structure approved (ES)		COMPLETED
5/31/2016	Late registration to Youth Nationals denied		COMPLETED
5/31/2016	Life membership granted to Olympians		ACTIVE
5/31/2016	To host 2016 Pan American Championships		ACTIVE
7/8/2016	NOT to take on Disabled Powerlifting management responsibility		COMPLETED
7/8/2016	Bylaw task force to be appointed, to be amended 2017 annual meeting		ACTIVE

7/8/2016	Decentralized training, Centralized leadership concept approved		ACTIVE
7/8/2016	Pay officials at National events		ACTIVE
7/8/2016	Pay bonus for World Records \$1000 WYR, \$2000 WJR, \$5000 WR, capped at \$15,000		ACTIVE
7/8/2016	Present Gold Barbell to CJ Cummings		ACTIVE
7/8/2016	New membership costs for 2017 Quad, including monthly payment system		ACTIVE
7/8/2016	Athletes must be entered into USADA RTP (or request to be in the RTP) at least 6 months ahead of competition at all levels.		ACTIVE
7/8/2016	Re-endorsed the "no late entries" policy		ACTIVE
7/8/2016	Endorsement of the creation of a NACCI style championships	Ongoing	ONGOING
7/8/2016	Approval of 2017 IWF Election Candidates.		ACTIVE