

**USAW BOD MEETING
Colorado Springs, CO
February 12-14, 2016**

Friday, 2/12/16

PRESENT: CJ Stockel (Chair), Colin Burns, Daniel Foerster, Emmy Vargas (AAC Rep), Ursula Papandrea, Paula Aranda, Terry Grow, J. Butch Curry. ABSENT: Jasha Faye, Ari Sherwin.

Staff Present: Phil Andrews, Laurie Lopez, Michael Conroy, Renee Gundolff

Session called to order at 6.37pm MTN time by CJ Stockel.

1. Membership System Update.

Renee Gundolff gave a general update on the new membership database, Webpoint, the salient points of which were:

- a. There are a number of areas where the new system is much better than the previous system, particularly in the Coaching Education area.
- b. We are looking at approximately one year of getting the system full operational, and our membership fully educated on using it.
- c. USA Weightlifting has one-point person with the vendor, AI, through whom we are working to improve the system, and get it to the operation originally envisioned.
- d. Renee gave an update on the priority fix list, including the top priorities – Results and Rankings.

2. LWC Update

- a. Renee Gundolff gave a general update on the LWC structure project, highlighting the LWCs who have already held elections and brought their bylaws and finances into the proposed structure. The remaining LWCs are due to hold elections by July.
- b. A conversation across the two items was held on the allocation of LWCs by either club locale or zip code or to provide rebates directly to clubs. A particular issue regarding the border between the Pacific and Southern Pacific LWCs was raised.
- c. There are three actions arising:
 - 1) The staff will work with the Presidents of the Pacific & Southern Pacific LWCs to establish the correct zipcode boundaries for the two LWCs.
 - 2) The board will review the operation of the zip code policy in the first meeting of the 2016 Calendar year.
 - 3) Upon completion of the last LWC election, an LWC Presidents Council will be formed. The staff will seek volunteers from amongst the new round of LWC Presidents and bring forward the suggested roster to the board for approval no later than 1 August 2016.

No formal vote was taken on any action, but no dissenting view was raised to any of the noted actions by those present.

Session was adjourned at 8.30pm. Proposed: J. Butch Curry, Seconded: Emmy Vargas.

Saturday, 2/13/16

Board members present: CJ Stockel, Colin Burns, Dan Foerster, Emmy Vargas, Ursula Papandrea, Paula Aranda, Terry Grow, Butch Curry. Via teleconference: Ari Sherwin, Jasha Faye

Staff present: Carissa Gump, Phil Andrews, Michael Conroy, Laurie Lopez. Others present: Steve Smith, Counsel

Session called to order at 8:10 a.m.

1. Executive Session, concluding with CJ Stockel's removal as Chair, without cause; Ursula Papandrea was elected to fill the Chair position for the remainder of the year.

Steve Smith left the meeting.

2. Marketing report, Carissa Gump/Phil Andrews:
 - a. Web casting
 - i. Evaluation of current vendor and other options presented and aspects of pay-per-view, sponsorship, revenue sharing, reliability and accessibility discussed.

Motion: To empower Carissa to move forward with contract with FloElite thru 2016.

Motion passed unanimously. Amended to include Phil Andrew's suggestion to make a deal through 2020 with break clauses; no objections were raised.

- b. Apparel sponsor
 - i. Nike will be in effect 2016 for all teams
 - ii. increased VIK outfitting
 - iii. free to work with other vendors at events, exclusive only for singlets, shoes.
 - iv. Colin expressed dissatisfaction with outfitting on behalf of the athletes.
- c. Website
 - i. Hits on the website are close to IMM
 - ii. USOC contract offers potential for increased revenue

Colin Burns left the meeting. Jasha and Ari disconnected from teleconference.

3. Budget: Phil Andrews recommends approval until new CEO in place, re-visit in June.
 - a. The need to replace 3 competition platforms was discussed, Phil expressing a concern about cash flow. CJ suggests buying only 2 now, 1 later if needed consistently.
 - b. Discussion about possibility of having to move OTC program and that we do not want to outfit the OTC gym w/ equipment/platforms that we cannot take with us.
 - c. It was suggested that in light of potential elimination, to focus on regional training centers.
 - d. We need to think strategically about next 4 years.

Motion: To approve interim budget until June 30 and buy two new competition platforms now.
Motion passed unanimously.

4. 2014 Audit Review

Motion: To approve 2014 audit. Motion passed unanimously.

5. Direct Athlete Support Program.

- a. It was suggested to extend 2015 DAS program through Rio, review mid-year for next quad with proposed focus on ability to place and score;
- b. It was proposed that payment to juniors at highest level should not exceed lowest level for seniors.

Motion: To extend current DAS program through July 31st as drafted. Motion passed unanimously.

Motion: To create athlete compensation committee to review DAS program and make recommendation for a modified program for the 2017-2020 quad to Board by April 1st, with the expectation that the Board will approve program by 4/15/16. Motion passed unanimously.

c. Athlete Compensation Committee: Emmy Vargas, Colin Burns, Butch Curry, Peter Roselli

6. Coaching course registration procedures to be implemented March 1, 2015:

- a. extend registration deadline to Tuesday midnight
- b. remove late fees
- c. increase minimum to 8 people per course @ \$125 per participant to guarantee instructor \$1,000
- d. instructor & coordinator will be advised on Friday about # of registrations for course 1 week out
- e. additional marketing resources
- f. will no longer pay rebate to international host organization
- g. frontload rebate to military and other bulk-pay host organizations
- h. USAW clubs will no longer be able to 'host' unless course is at their facility

All are in agreement with the changes.

7. Discussion about coaching course program, challenges and opportunities, declining revenue, marketing development, balancing business with our mission; to be reviewed in June.

8. Michael Conroy, presentation on coaching advancement and alternative pathways (attached as Appendix 1):

- a. Only 3% of all coaches are advanced coaches (level 2 or higher) i.e. 367 of 10,904.
- b. 40% attrition rate on renewal of certification
- c. Coach Mentoring Program developed to give the coach the skills to take back to the athlete(s) after the camp.

9. Ethics Committee Report: Recommendations in a recent Ethics case.

Motion: To accept report and mail copy of report to both parties, including a letter that the LWC President's actions are not condoned by the Board and that LWC President is in violation of LWC guidelines as determined by the Ethics committee. Motion passed.

10. Staff benefits policy

Motion: To pass proposed changes in medical insurance benefits for new employees and vacation time for existing and new employees. Motion passed.

11. Board/Committee Elections

- a. AAC Rep – Successor to Emmy Vargas as AAC Rep needs to be identified by September.
- b. Nominating Governance Committee - Stan Bailey, Kyle Ernst to be replaced.
- c. Youth Committee – currently 5 members; C.J. will stay on youth committee and continue to be liaison to board.

12. Code of Conduct/General USAW Code of Ethics. Discussion re consequences for infraction of Cof C to include removal of stipends, camp opportunities, future teams.

13. Event Calendar was determined as follows, subject to changes in IWF calendar:

	2020	2019	2018 & 2017
JAN			
FEB	NJC	NJC	NJC
MAR	AO SERIES 1	AO SERIES 1	AO SERIES 1
APR	UNC	UNC	UNC
MAY	O TRIALS/NAT	NC	NC
JUN	YNC	YNC	YNC/PAC
JUL	OLY	PAG/AO SER2	AO SERIES 2
AUG	AO SERIES 2		
SEP	FINAL Q/ AO SERIES3	TRIALS	WTT/UTT/ AO SERIES3
OCT			
NOV		WC	WC
DEC	AO/WUC	AO	AO/FINALS

14. Qualifying totals for AO and discussion on how totals are being derived.

Motion: To accept qualifying totals, as presented, for AO.

Motion passed.

Session adjourned 6:15 p.m.

Sunday, 2/14/16

PRESENT: Ursula Papandrea, Chair (UP), Colin Burns (CB), Daniel Foerster (DF), Emmy Vargas, AAC Rep (EV), CJ Stockel (CS), Paula Aranda (PA), Terry Grow (TG), J. Butch Curry (BC). ABSENT: Jasha Faye (JF), Ari Sherwin (AS).

Staff Present: Interim CEO, Phil Andrews

8:20am *Motion for Executive Session (ES) by UP. Second by EV. Vote: Unanimous.* Discussion of current IWF Doping Status relayed to BOD By Interim CEO PA. ES continues with dismissal of Andrews for BOD to further discuss issues regarding the CEO Search. 9:30am Motion to conclude by UP, second by BC, unanimous.

During report given by PA, CB requests update on stipends. BOD requests PA look into privacy issues regarding publishing the DAS stipend list USAW website. Discussion on stipend lists to update CB on Saturday morning's proceedings including potential changes to DAS distribution. Rio Games update regarding invites to test event, unknown during initial discussion.

Motion during ES: Motion by EV. Second by CS. EV requests the BOD recompose the CEO search committee, originally composed of CJ, EV, PA, AS, CB, to include the current chair UP and 4 non-BOD members to work with currently hired consulting firm Rick Mack, to identify final candidates to present to the BOD for hire. Vote 7-1 passes.

Motion during ES: Motion by CS. Second by EV. Motion to open 4 slots on CEO search committee to general membership with an open date of 2-15-16 to conclude 2-23-16. Request that national office notify all members 2-15-16 of the opportunity to be selected by BOD to serve on this committee. Four committee members to be selected by BOD via teleconference call to be held on 2-24-16. Vote: unanimous. (Announcement attached as Appendix 2)

Andrews returns to meeting. Discussion of financial status of Foundation, available funds and current update on solvency. Andrews agrees to provide exact financials at later date. Update by Andrews: we will receive invites to Rio test event.

Meeting adjourned 10:55am. Motion CS. Second UP. Vote: Unanimous.

APPENDIX 1

TO: BOD Members and Interim CEO Phil Andrews.

FROM: Michael Conroy, Director of Coaching Education

TOPIC: Criteria for advancement to National Coach Rating

The Current Policies for advancement to the National Coach Rating is as follows:

- 2 Athletes to either the National Championships, the National Junior Championships or the American Open.

With the addition of the National Youth Championships as well as the National University Championships, combined with the U-25 Championships it is proposed that the '2 Athlete production' requirement be applied to both the National University Championships as well as the National U-25 Championships as their qualifying totals exceed the current National Junior Championship totals. This requirement is the same as it was when the National University and U-23 Championships met the athlete requirement for advancement to the National Coach Rating.

Requiring 4 athletes at the National Youth Championships is a return to the original athlete production requirement that was in place at the time that the National Youth Championships also met the athlete production requirement.

If this proposal is accepted it is a return to how the athlete production requirement was linked to the National Coach Rating. Qualifying totals have only increased since the two stated championships were declassified. Re-instating these two events to count for the athlete production piece for the National Coach rating is recommended.

APPENDIX 2

USA Weightlifting seeks CEO Search Committee Members

The USA Weightlifting Board of Directors seeks members interested in serving on the Search Committee for USA Weightlifting's new Executive Director.

The board will select up to 4 (FOUR) members to join USA Weightlifting's Chair on the Search Committee. The role of the committee is to work with USA Weightlifting's external consulting firm, Rick Mack Consulting, to present final candidates to the Board of Directors for hiring to the currently vacant position.

Applications should be sent to Laurie Lopez – laurie.lopez@usaweightlifting.org by **5pm on 2/23/2016**. The board of directors will meet to discuss the applications to serve on 2/24/2016.

Please include the following:

Name:

Membership Number:

Member Since:

History in USA Weightlifting (e.g. Former BoD Member):

Brief Educational Bio:

Brief Professional Bio:

Other Information for the Board in this matter: