

**APPROVAL PENDING**

**Board of Directors Meeting Minutes  
In-Person April 8, 2016  
Olympic Sport House, Colorado Springs, CO  
Email Votes April 11, 2016**

**Present: Ursula Papandrea (Chair, UP), Emmy Vargas (AAC Rep, EV), Terry Grow (TG), Dan Foerster (DF), J Butch Curry (BC), Jasha Faye (JF), Paula Aranda (PA)**

**Present by Phone: Ari Sherwin (AS), Colin Burns (CB) – Both participated for only part of the call. CJ Stockel (CS) – all of the call.**

**Staff Present: Phil Andrews, Laurie Lopez**

1. Judicial Committee Athlete Representative Appointment.
  - a. The board reviewed recommendations from the Nominating & Governance Committee.
  - b. It was noted that a staff member who is also qualified as an Elite Athlete may be able to stand for nomination to a committee as an Athlete Representative only, per written advice from Bryan-Cave Law Firm.
  - c. Athletes standing for appointment: Chioma Amaechi, Rachel Crass, Carissa Gump.
  - d. Carissa Gump appointed by majority vote.
  
2. Coaching Education – USA Weightlifting Coaching Symposium
  - a. It was presented to hold again the USA Weightlifting Coaching Symposium as an open coaching education opportunity.
  - b. The board instructed the staff to organize the aforementioned symposium, to be held July 29-August 1, 2016 at the Olympic Training Center.
  - c. Votes: Unanimously approved by all present at the time of voting.
  
3. Hall of Fame Awards
  - a. Two Athletes (names to be added after award at 2016 National Championships) were unanimously approved for induction to the Hall of Fame.
  - b. A discussion was held at the request of the Hall of Fame Committee on a program for long serving Employees of USA Weightlifting.
  
4. IWF & PAWF Delegates
  - a. The board and staff discussed who should represent the organization in upcoming congress and electoral items. It was emphasized identified candidates must be willing and able to be backed regardless of their being on the board of directors or not.
  - b. Motion (PA), Seconded (JS): To approve Ursula Papandrea as our lead IWF Delegate, and Emmy Vargas as our lead PAWF delegate. Both individuals to develop task force groups to seek increased influence at the international level. Passed unanimously.

5. Ethics & Judicial Committee Report

- a.** The Ethics & Judicial Committees each reported on an alleged ethics infraction concerning the alleged falsification of a meet result.
- b.** The Ethics Committee report confirms the Judicial Committee's (view Vote 5-0) that there is an ethical issue at hand.
- c.** The Judicial Committee (Vote 4-0), proposes a set of sanctions reviewed by the board.
- d.** The Board discussed the sanctions concerned, and several actions were noted:
  - i.** Instructed the staff to investigate proper process has been followed with Legal Counsel, and if a hearing panel should be convened at this stage. (Unanimous)
  - ii.** Instructed the staff to investigate with legal counsel if the proposed sanctions are legally compliant with a particular focus on the Ted Stevens Act. (Unanimous)
  - iii.** Various views were shared on the proposed sanctions. There was a consensus that membership of the coach involved should not be suspended, and that any sanctions should not impede the training and competition of the coach's athletes.
  - iv.** The board recommended the Judicial Committee modify their proposed sanctions to:
    - 1.** The athlete to face a two-year suspension of membership, through to the completion of the 2018 USA Weightlifting National Championships.
      - a.** Unanimous.
    - 2.** The administrator to face a deferred two-year suspension of membership, two calendar years from the day they join USA Weightlifting.
    - 3.** The meet director/coach to face a two-year suspension as a meet director and as a coach on behalf of USA Weightlifting (defined as USA Weightlifting-funded).
      - a.** Yes: PA, UP, TG, DF, EV, AS
      - b.** Lower Time Period: BC, JF, CS
      - c.** Abstained/Not Present for Vote: CB
    - 4.** All three parties to not be able to stand for election to a USA Weightlifting governance position (Committees or Board) until the completion of the 2020 Olympic Games.
      - a.** Yes: CS, PA, UP, TG, DF, EV, AS
      - b.** Lower Time Period: BC, JF
      - c.** Abstained/Not Present for Vote: CB

**6. CS report on Youth Committee.**

- a. *Proposed to develop a long-term training program;*
  - b. *Requests USAW support in conducting testing at youth events; testers to provide equipment and follow up;*
  - c. *Two qualified testers with Sports Science credentials have been identified and approved;*
  - d. *Collect data from former competitors no longer lifting.*
  - e. *None opposed to trying it this year.*
- 7. Executive Session Called – Unanimously approved for the purpose of discussing CEO candidate interviews and drug testing updates. Return from Executive Session.**

**Follow Up Email Votes, Week Commencing April 11**

Q: Upon advice of legal counsel and per the USA Weightlifting bylaws, instruct the Judicial Committee to form a hearing panel for the aforementioned alleged Ethics violation issue. Passed Unanimously.

Q: Authority to vary budget by \$6000 to provide for additional doping controls out of competition for Trials athletes to ensure each athlete is tested at least once prior to Olympic Trials. Alternative: Leave to USADA's discretion.

In Favor: UP, PA, EV, AS, BC, TG, DF, CB, JF

Against: CS

Q: To invite Pyrros Dimas to the USA Weightlifting National Championships as a guest of USA Weightlifting.

In Favor: UP, PA, EV, AS, BC, TG, DF, CB, JF

Against: CS

Comment, CS: "Prefer to direct such invites to our US Gold medalist athletes."

Q: Vote by confidential ballot for CEO, two candidates. Phil Andrews approved by majority vote.