

**USA Weightlifting Board of Directors**  
**August 31, 2019**  
**Elegante Hotel, Colorado Springs CO**

**Present:** Ursula Garza Papandrea (Chair), Jenny Schumacher (Vice Chair), Butch Curry, Jasha Faye, Paula Aranda, Lou Lauria, Nick Maietta, Sean Waxman.

**Guests:** Rachel Crass (Representing the USAW AAC)

**Staff Present:** Phil Andrews (CEO)

**Guest Speakers:** Steve Smith (Outside Counsel) and Brad Suchorski (Membership Manager).

**1. Membership System Transition**

The staff gave an overview of the functionality of the new membership system, as well as initial financial risks and operational risk during transition, anticipating launch on 29 October.

**2. Background Check Appeals Policy**

Andrews and Steve Smith talked the Board through the proposed Background Check Appeals process, which takes a conservative approach to an appeal to a Background Check, including the exclusion of serious crimes.

**To approve the Background Check Policy as stated (JS, UP):**

**In Favor: ALL**

**ACTION:** To implement the Background Check policy as read.

**ACTION:** To provide a reporting mechanism for US individuals attending international meets to report incidents

**3. Operational & Financial Update**

Andrews talked through an extensive financial and operational update, the Board and CEO engaged in a robust Q&A as the update continued exploring detailed elements of the operation.

Subjects covered include current topics at the US Center for SafeSport, Anti-Doping, Ethics, Membership, Marketing & Media, Coaching Education,

**4. Legal & Governance Update**

An update on litigation was given by Steve Smith and Phil Andrews during a brief executive session.

Outside of executive session, Andrews gave an update on the current Acts before the US Congress as well as a copy of the USOPC Borders Commission report and potential changes occurring within the Olympic & Paralympic movement together with what that mean for our NGB, including how the need for further non-Elite athlete representation may look in the future.

JS raised the idea of a Finance Committee, after discussion it was agreed the CEO & JS would investigate best practices from other NGBs on the matter

**ACTION:** Andrews & JS to investigate and report back findings to full board.

## **5. International Relations Update**

UP and CEO updated the Board on the current status of the International Relations strategy of the organization, covering important landmarks on the road to the 2020 Pan American and 2021 IWF elections, with a detailed breakdown of what International Relations looks like in this space, and took advice and comments from the Board.

The Board acknowledged that travel for both individuals would have to increase as campaigns for re-election and election ramp up, as well as for Committee seats.

LL commented that in his international experience it is extremely rare for a US National Federation to have such a large presence within their International Federation.

## **6. Committee Updates**

Updates were presented based upon the minutes of each of the Committees regarding the Athlete Advisory Council, Competition Committee, Coaching Committee, Technical Committee, LWC Presidents Committee, Diversity & Inclusion Committee and Hall of Fame Committee. The decisions of the committees were not challenged by the Board.

The Board discussed the discussions occurring on both the Competition and Technical Committees for the need of better rules knowledge by coaches, particularly those in their first competition. Acknowledging the proposals of those committees together with existing resources, it was decided that the best way forward was to implement the LWC Referee test as a requirement to register as a coach from Jan 1, 2020.

**ACTION:** To implement the LWC Referee test from January 2021.

## **7. Succession Planning**

The Board & CEO engaged in a discussion around planning succession on the Board of Directors regarding upcoming re-elections in 2020, and board members were asked specifically to think about addressing knowledge gaps on the Board and those who might be able to assist in the challenges the organization faces today and in the next quad.

The Board & CEO also took time to discuss potential succession plans for both the CEO and internal staff in the event of those individuals leaving the organization.

## **8. Marketing Discussion**

The Board engaged in a discussion around plans to market the sport, and the need to jump start the growth of the sport in a market that is topping out. Various ideas were discussed, and the issue of marketing budget was also discussed.

The Board also engaged in a brief discussion about funding priorities between competition funding, athlete and coach stipend funding and additionally the marketing budget.

A further meeting was set to discuss the 2020 Budget based upon priorities set by the Board, and selection procedure proposals from the staff.