

USA Weightlifting Board of Directors Meeting
September 17, 2018
Westgate Hotel, Las Vegas NV.

Present: Ursula Garza Papandrea (Chair), Travis Cooper (Athlete Rep), Cortney Batchelor (By Phone, Athlete Rep), Lou Lauria, J. Butch Curry, Jasha Faye, Paula Aranda, CJ Stockel (By Phone, for part), Jenny Schumacher and Dan Foester.

Committees Present: Michael Cohen (Masters)
Members Present: Sheryl Cohen, Walt Neubauer.

Staff Present: Phil Andrews (CEO).

1. CEO Update

Phil Andrews gave a brief update on current initiatives and referred the board to the monthly reports distributed to the Board of Directors.

The Deloitte NGB analysis and maturity model was distributed to the Board of Directors and each present in the building filled out the maturity analysis.

2. Committee Reports.

a. Masters Committee.

- i. Michael Cohen gave a general overview of the current state of the Masters inclusive of the challenges currently being faced with meet sites and the upcoming Masters competitions.
- ii. Michael Cohen additionally explained that there are upcoming challenges which will not be comfortable for Masters members in the likely reduction of entries permitted for the IWF Masters World Championships by each nation.
- iii. Phil Andrews & Michael Cohen shared the agreements made that the staff would take over the accounting responsibility for the Masters, per auditor recommendation.
- iv. Phil Andrews & Michael Cohen shared the agreement that all athlete members over 35 would default to being a Master.
- v. Michael Cohen did also comment on the AO Series and it's success but was concerned about the etiquette of some coaches.

1. This was discussed and it was agreed that:

ACTION: Staff to look to create a Coach and Athlete Etiquette education series.

b. Ethics & Judicial Committee.

- i. An overview of the revised process was given, and some of the highlights and challenge that this new process has caused – and what is being done to solve.
- ii. In particular there was a review of what constitutes each type of complaint (SafeSport – Sexual, SafeSport – Emotional & Physical, Ethics, Administrative Grievance)
- iii. Phil Andrews presented the new Code of Ethics draft, with such an important document it was agreed that it would be taken away to read.

ACTION: Board to read the materials and send any questions or amendments.
Future call to approve.

- iv. The Judicial Committee report and recommended Sanction in the case regarding Troy Pfeiffer was reviewed.
 1. **MOTION:** To approve the Judicial Committee recommendation regarding the sanction imposed on Mr. Troy Pfeiffer. (Papandrea, Aranda). In Favor: CS, DF, BC, LL, JF, PA, TC, JS. Abstain: CB.
- c. Athlete Advisory Council.
 - i. Athlete Advisory Council Chair Travis Cooper fed back that this weekend's meeting had to be cancelled due to athlete commitments at the competition.
 - ii. Generally, athletes and other committees feel like their voice is heard.
 - iii. Two items are hot buttons that need to be discussed at AAC level soon:
 1. The need to ensure those who are likely to go to the Olympic Games are protected in the ROBI ranking (AAC raised).
 2. The need to modify to account for the deficit on ROBI in the heavyweight categories to ensure those who are in the Top 8 in the World are able to compete. (Staff raised, AAC for discussion).
 3. Phil Andrews briefly discussed solutions proposed to these two issues and pointed out that the AAC must approve any change to our procedure. It was agreed that the AAC and then the Board would meet as soon as possible after the World Championships to review both matters.
- d. Diversity & Inclusion Committee.
 - i. Phil Andrews gave an overview of latest Diversity and Inclusion initiatives including Pride Month, Women's Camp and others.
- e. Marketing Commission.
 - i. Phil Andrews gave a brief update that the first meeting of the Commission will occur shortly.
- f. Coaching Committee.
 - i. Travis Cooper (Athlete Rep, Coaching Committee) and Phil Andrews gave a brief overview of discussions at the Coaching Committee level including a meeting this weekend.
- g. Competition Committee.
 - i. General discussion was held regarding the American Open Series 3 and its' performance and size.
 - ii. Entry Fees.
 1. In recognition of the rising costs of hosting quality and the need to continue to build sustainability financially.
 2. **MOTION:** TO raise the Entry Fees, as approved by the Competition Committee, to \$125 for Adults, \$75 for Youth (Frozen) and \$25 for Elite Athletes as defined in the proposal. (Aranda, Schumacher).
IN FAVOR: ALL.
 - iii. Calendar.

1. Discussion was held regarding the recommendation and alternative proposal vetted by the Committee for the 2020-2024 Quadrennial Calendar.
2. The for and against was discussed regarding the combining or not of events.
3. There was a feeling expressed that in an ideal world, the Junior National Champion should be the last athlete on the platform.
4. A discussion regarding doping control of American Records was held, MOTION: TO ensure the testing within 3 days (or 3 days of the return to the USA), an athlete who breaks an American Record in the Senior or Junior Categories (PA, UP). In Favor: ALL.
5. Two motions were made:
 MOTION: To combine the National Juniors, National University and National U25 Championships in the Month of February run concurrently. (Cooper, Faye). In Favor: ALL
 MOTION: To combine the American Open Series 2 and the National Youth Championships. (Schumacher, Papandrea). In Favor: UP, DF, BC, PA, CB. ABSTAIN: LL. Against: TC, JF.
6. The calendar therefore is as follows:

Feb	Nat Jnr/Uni/U25
Mar	AO1
May	National
Jun	AO2/Youth
Sept	AO3
Dec	AO Final

7. A Hardship fund to allow individuals to attend events based upon objective criteria without paying USA Weightlifting fees.
 MOTION: To approve the hardship fund as stated (Aranda, Faye).
 Approve: ALL.
8. A discussion regarding holding the AO Series 1 with the Arnold occurred and it was discussed about the need to cap, and the need to ensure elite athletes are able to register.
 MOTION: To cap the competition at 600 registrations in chronological order, with no cap for those registered in the USADA RTP and/or ranked in the Top 20 in any current ranking list. (Faye, Aranda). In Favor: ALL

3. American Records for Collegiate and Youth Categories.
 The proposal for the American Records in Collegiate and Youth Categories was brought forward, and the methodology explained.
 MOTION: To approve as stated the proposed records (Aranda, Schumacher). Abstain: LL,
 Approve: TC, UP, CB, CS, BC, JF, JS, PA.

4. USAW Scholarship Program.
 The proposal for the Scholarship fund with detailed matrix was discussed.

MOTION: To approve as stated the proposed Matrix. (Papandrea, Schumacher). Approve: ALL.

5. SafeSport Review

The latest policies of the US Center for SafeSport were discussed and our obligations, in particular how those policies affect adult-on-adult contact.

6. Auditor Appointment.

Upon the recommendation of the Audit Committee, it was approved to appoint Waugh & Goodwin LLP as our 2018 outside auditor. (Faye, Curry). In Favor: ALL.

7. Pan American Representative

The Pan American representative of USA Weightlifting was allocated to Phil Andrews. MOTION (Papandrea, Aranda). In Favor: ALL.

The following items were tabled for further discussion:

- The supplement category for sponsorship.
- Motion from CJ Stockel regarding the use of the USA Weightlifting logo for political, social or other purposes.
- Motion from CJ Stockel regarding the nationality of athletes.

Next In-Person Meeting set for December 10 in Milwaukee, WI to include newly elected Board Members for a handover meeting and policy/decision review.