



**Board of Directors | Regular Meeting | April 8, 2026
Meeting Minutes**

Location: Salt Lake City, UT (in-person) and Zoom (for remote participants)

Present: Mike Choi (Chair), Sara Soto (Vice Chair), Meredith Alwine (joined remotely, left 2:15pm, rejoined 3:43pm), Andy Coggins, Mario Dispenza (joined remotely), Elizabeth Grossman, Adam Kleinfeld (joined remotely, left 3:15pm), John McGovern, Joe Triolo, Sean Waxman

Absent: Morgan McCullough

Guests: Dan Schmidt (Fractional CFO service provider), Peter Wollman (Finance & Audit Committee)

Staff Present: Matt Sicchio (CEO), JP Nicoletta (COO), Will Edmonds (Dir. Communications), Mike Gattone (Sr. Dir. Sport Performance)

1. **Call to Order.** MC called the meeting to order at 1:07 pm MT and determined that a quorum exists.

2. **Declarations of Conflicts of Interest.**

- a. Meredith Alwine: none on agenda, AAC rep
- b. Mike Choi: none on agenda
- c. Andy Coggins: none on agenda, club owner, masters athlete, NTP athlete coach
- d. Mario Dispenza: none on agenda
- e. Elizabeth Grossman: none on agenda
- f. Adam Kleinfeld: none on agenda
- g. John McGovern: none on agenda
- h. Sara Soto: none on agenda
- i. Joe Triolo: none on agenda
- j. Sean Waxman: none on agenda

3. **Executive Session.** Upon completion of COI declarations, MC motioned to enter executive session to discuss executive compensation and BOD best practices. AC seconded. The Board entered executive session at 1:15pm. Upon motion duly made and seconded, the Board exited executive session at 1:47pm.

4. **Chair Report.** MC motioned to amend the Board of Director Guidelines regarding Robert's Rules of Order pertaining to application of voting abstentions by BOD members. AC seconded. Motion carried.

MC stated a goal of shifting BOD direction in meetings toward more strategic long-term focused items over shorter-term operational/policy intervention, citing an imbalance of BOD time investment skewed toward operational/policy items. Creation of an ad-hoc sub-committee to refine future topics was suggested.

5. **CEO Report.** MS delivered a headline summary report of Q1 USAW results under the four pillars of USAW's Strategic Plan: high performance excellence, participation and sport development, revenue generation and diversification, and organizational effectiveness. Highlights included a review of the membership restructure coming in May, sell-out of the Virus Series 1 event at The Arnold, on-pace revenue results across key programs, engagement of a PR firm to invest in elevating our storytelling, 2025 USOPC audit results showing a dramatic improvement from 2021 (our prior audit), and a four-year picture of financial success and strength.
6. **High Performance Excellence:** MG shared updates on NTP developments highlighting increased 2026 support from the USOPC regarding training center usage and resources for NTP athletes. He also discussed upcoming international teams including the decision, due to regional turmoil, to pivot the Jr. World Team from the Jr. World Championships in Egypt to the British Championships (with a special thank you to British Weight Lifting for this invitation).
7. **Participation & Sport Development: Weightlifting State Organizations (WSOs).** JN shared summary information on WSO activities. The BOD discussed strategic guidance on WSO engagement and direction.
8. **Operational Effectiveness: Finance.** Peter Wollman joined the meeting and shared an update from the Finance & Audit Committee. This included a review of pre-audit 2025 financials for BOD visibility, recommendations for future financial presentations to the BOD, and the committee's responsibilities going forward. DS presented revenue and expense trend data and a framework for multi-year budget planning over a quadrennial.
9. **New Business.** A member request to remove a WSO committee member for lack of meeting attendance was raised to the Board, including facts and context gathered by the USAW headquarters team and presented to the Board. EG motion "to take no action against Carla O'Brien." SS seconded. Following discussion on the matter, motion carried.
10. **Adjournment.** The meeting was adjourned at 5:40 pm MT.