



**Board of Directors | Regular Meeting | December 16, 2024
Meeting Minutes**

Location: Held Remotely via Zoom

Present: Jenny Schumacher (Chair), Shameeka Quallo (Vice Chair), Erin Andica, Mike Choi, Andy Coggins, Mario Dispenza (joined 4:17pm MT), Tayler Harris, Adam Kleinfeld, John McGovern, Sara Soto, Sally Van de Water.

Staff Present: Matt Sicchio (CEO), JP Nicoletta (COO), Anna Swisher (Director of Sport Science & Coach Development)

Guests: Dan Schmidt (EBCFO; finance and accounting contractor), Joe Triolo (Director-elect), Meredith Alwine (Director-elect), Sean Waxman (Director-elect), Ryan Paiva.

1. **Call to Order.** JS called the meeting to order at 4:04 pm MT and welcomed all guests, BOD members and staff. It was determined a quorum exists.

2. **Declarations of Conflicts of Interest.**
 - a. Sara Soto: Blanket declaration; IWF Cat-1 Technical Official, member of a USAW Club based in Brooklyn, NY.
 - b. Sally Van de Water: Blanket declaration; IWF Cat-1 Technical Official, co-owner of a weightlifting club and married to a USAW course instructor/WSO President.
 - c. John McGovern: None.
 - d. Tayler Harris: Blanket declaration; married to a USAW contractor.
 - e. Erin Andica: None.
 - f. Andy Coggins: None.
 - g. John McGovern: None.
 - h. Shameeka Quallo: None.
 - i. Mike Choi: Blanket declaration; Club President, IWF Cat-1 Technical Official, UMWF General Secretary and USAW course instructor.
 - j. Adam Kleinfeld: None.
 - k. Jenny Schumacher: Blanket declaration; IWF Cat-1 Technical Official, Club President/Owner. Meeting conflict declaration for IWF election agenda item. Recused herself from discussion and voting.
 - l. Mario Dispenza: None.

3. **Approval of Minutes.** JS motion to approve meeting minutes from October 21, 2024, as presented, seconded by AC. Motion carried.

4. **2025 Board Meeting Dates/Schedule.** MS presented the following dates for 2025 regular BOD meetings:
- January 6, 2025 (virtual)
 - April 11 – April 12, 2025 (in-person)
 - June 10, 2025 (virtual)
 - September 6, 2025 (virtual)
 - December 16, 2025 (virtual)

It was noted that a typical year has four regularly scheduled meetings, however 2025 will have one additional meeting for BOD leadership election and BOD training. After discussion, MS suggested locking in the January 6th meeting and revising the proposed schedule for the rest of the year for distribution no later than that meeting. Motion made by AC to confirm the January 6th meeting. Seconded TH. Motion carried.

5. **Chair Report.** JS moved directly to discussion and opportunity to review a proposed USA Weightlifting Board of Directors Guidelines document distributed to the BOD in advance of the meeting. Some clerical/formatting edits were suggested. TH made a motion to approve the USA Weightlifting Board of Directors Guidelines with the formatting changes as discussed. Seconded by JM. Motion carried. The guidelines will be posted to USAW's website.
6. **CEO Report.** MS presented a year in review summary noting a similar version would be shared in the General Assembly scheduled for December 17,2024. Opened the floor to questions/comments.

MS moved to the topic of International Relations and upcoming 2025 IWF elections. JS recused herself and left the meeting for the duration of this topic. A slate of candidates was presented for BOD consent pursuant to Sec. 6.27.a. of the USAW Bylaws.

MC made a motion to support CEO Matt Sicchio's recommendation that USAW nominate the following slate of candidates for election at the upcoming 2025 IWF elections:

- Executive Board Positions: Ursula Papandrea (incumbent First VP)
- Medical Committee: Dr. Mark Lavalley (incumbent)
- Coaching and Research Committee: Dr. Kyle Pierce (incumbent)
- Technical Committee: Jenny Schumacher (new candidate)
- Development and Education Committee: Paula Aranda (incumbent).

Seconded by EA. Motion carried.

MS then summarized the headquarters re-designed organizational chart and future staffing expectations. Closed by making special thanks to SV, SQ, JS and EA who are ending their BOD terms in 2024.

7. **2024 Budget Report and 2025 Budget Proposal.** MS and DS addressed the BOD to summarize USAW's 2024 financial performance. The 2025 budget was presented for BOD discussion and approval. JS moved to approve the 2025 budget as proposed. SQ seconded. Motion carried.
8. **2025-2028 Strategic Plan.** JS and MS presented the final draft version of the 2025-2028 Strategic Plan and opened the floor for discussion. After discussion, motion by SV to adopt the 2025-2028 Strategic Plan as amended with the current mission statement restored. Motion did not carry. JS then made a motion to approve the 2025-2028 Strategic Plan as proposed. Motion carried.

Upon approval, MS advised the plan will roll out publicly mid-January 2025.

9. **Executive Session.** At 7:04 pm MT, JS made a motion to move into Executive Session. Seconded by TH. Motion carried. At 7:06 pm MT the Board moved into Executive Session. The topics of BOD elections, CEO review scheduling was discussed. Motion made by JS and seconded by AC to exit Executive Session. Motion carried and the BOD exited Executive Session at 7:14 pm.

10. **Adjournment.** EA moved to adjourn the meeting at. Seconded by SV. Motion carried and the meeting adjourned at 7:15pm.