



**Board of Directors | Regular Meeting | December 18, 2023
Meeting Minutes**

Location: Meeting conducted fully remotely via Zoom

Present: Jenny Schumacher (Chair), Shameeka Quallo (Vice Chair), Erin Andica, Jordan Cantrell, Mike Choi, Andy Coggins, Mario Dispenza, Tayler Harris, Nick Maietta, John McGovern, Sara Soto, Sally Van de Water

Staff Present: Matt Sicchio (CEO), JP Nicoletta, Andrea Andrews

Guests Present: Dragomir Cioroslan (USOPC), Ursula Papandrea (USAW General Secretary)

1. **Call to Order.** JS called the meeting to order at 4:10pm MT and determined that a quorum exists.
2. **Declarations of Conflicts of Interest.**
 - a. SS: Cat 1 ITO, NY WSO rep, masters athlete
 - b. SV: Cat 1 ITO, gym owner, married to WSO President, masters athletes on club team
 - c. MD: Cat 1 ITO, head coach at club, coach ed instructor
 - d. TH: married to a contractor for HP team, WSO President until January
 - e. MC: Cat 1 ITO, instructor, masters athlete, WSO President for a few more weeks
 - f. AC: masters athlete, coach masters athletes, gym owner, acting WSO President
 - g. EA: masters athlete
 - h. SQ: none
 - i. JC: none
 - j. JM: none
 - k. NM: none
 - l. JS: Cat 1 ITO, club owner, national coach
3. **Approval of meeting minutes and actions taken without a meeting**
 - a. SV noted some technical corrections to minutes
 - b. SQ motion to approve minutes with SV corrections for 6/13/23, 8/8/23, 8/14/23, 9/6/23, 10/25/23 and electronic votes taken 11/5, 11/10, 12/5, which JS seconded.
 - c. Motion carried.
4. **Chair Report.** JS shared that important progress/strides have been made with Board emphasizing its role in governance rather than operations and speaking with one voice. JS also thanked MS and the headquarters team for all of their work, with a special thanks for MS and his team's intentional efforts to communicate with the Board and our membership at large at an effective frequency and level of detail.

5. **CEO Report.** MS walked the Board through a 2023 Year-In-Review presentation. Much of this presentation will be repeated in a presentation to the membership at this week's Annual Assembly. The headlines of the presentation included:
 - a. Our overall operational health is better today than it was a year ago.
 - b. We have stabilized and formalized financial systems.
 - c. We are officially on the program for LA2028!
 - d. Our status as the National Governing Body was renewed by the USOPC Board on 9/14/23.
 - e. We navigated the grief and restoration process after losing a close friend & colleague (Brandon Penny) and are finding our footing again with Will Edmonds driving our communications.
 - f. Our membership is growing, passionate, and highly engaged.
 - g. We had an off-year in Coach Development.
 - h. We had a strong year in Events.
 - i. Our Team USA athletes had a strong year on the international platform.

6. **2024 Budget Review – Part I.** AA led a presentation of USAW's financial position. This included a year-to-date update on the 2023 budget versus actuals, the 2023 balance sheet through October, a summary of the leading revenue and expense categories for 2023, and a deeper dive on event revenue and expenses. In addition, AA walked the Board through the proposed 2024 budget, which was also shared with the Board in the pre-meeting materials. Detailed discussion was had around the headquarters team's proposal to change the way WSO funding is accounted for on the USAW books and distributed to WSOs to support grassroots weightlifting. Specifically, the proposed 2024 budget includes a dedicated annual budget allocation for WSOs, which ensures WSOs have access to the same resources they have had over the last few years. WSOs will have access to their existing balances, which will be spent down prior to any spending of the annual budget allocation. Discussion was paused for time reasons and then restarted in "Part II" noted below.

7. **International Relations.** DC and UP presented to the Board on the state of international relations generally in the Olympic movement and some USAW-specific opportunities and challenges. DC shared some of the USOPC's high-level goals around increasing U.S. representation in international sport governance. He also shared details about some forthcoming (over the next 12-24 months) educational programs being developed by the USOPC to increase the knowledge and skills of NGB representatives serving (or aspiring to serve) on international sports governance bodies.

8. **Masters Task Force Report.** JN led a presentation and discussion around the results of USAW's Masters Community Task Force work. This included reviewing the results of the membership survey conducted by the task force, as well as the task force's recommendations. JN recognized the members of the committee for their dedicated and thoughtful work. We expect to implement most of the task force recommendations in short order, including the election of new members to the Masters Council in Q1 2024 (timed in conjunction with Masters Nationals), introduce a masters-specific award, continue to provide international competition opportunities (as of right now through the UMWA), and intentionally tell the stories of our masters community.

9. **2024 Budget Review – Part II.** Discussion continued from the earlier session. The Board emphasized with the headquarters team the importance of clearly communicating with WSOs around the budget changes. JN is leading on this communications task for the headquarters team and has a planned

approach to ensure our WSO understand the change. Following conclusion of discussion, NM moved to approve 2024 Budget as proposed, which motion was seconded by AC. The motion carried.

10. **Miscellaneous.** We covered a number of miscellaneous topics in rapid succession:

- a. JS discussed the process for CEO evaluation and Board self-evaluation.
- b. JS and MS updated the Board on next steps in the process to develop proposed bylaws amendments for a Board vote in Q1 of 2024.
- c. MS provided an update on strategic planning work to come in 2024.
- d. MS and JS reminded the Board of the 2023 Annual Assembly scheduled for 12/19 at 5pm MT.

11. **Adjournment.** The meeting was adjourned at 8:00pm MT.