



Board of Directors | Meeting Minutes | December 19, 2022

Location: Meeting conducted fully remotely via Zoom

Present: Paula Aranda (Chair), Jenny Schumacher (Vice Chair), Erin Andica, Jordan Cantrell, Mike Choi, Mario Dispenza, Jasha Faye, Jessica Lucero, Nick Maietta, John McGovern, Shameeka Quallo, Sally Van de Water

Staff Present: Matt Sicchio (CEO), Andrea Andrews, Mike Gattone, Pedro Meloni, JP Nicoletta, Suzy Sanchez

Guests Present: Andy Coggins (Board Member Elect – term to begin 1/1/2023), Sara Soto (Board Member Elect – term to begin 1/1/2023), Ursula Papandrea (Contractor - General Secretary), Kyle Pierce (Volunteer – International Relations)

1. **Call to Order.** The Chair called the meeting to order at 9:03am MST and welcomed the Board to the meeting and recognized guest board-elect members Sara Soto and Andy Coggins joining on the call. Additionally, Paula recognized both the outgoing Board members Jasha Faye and Jessica Lucero.
2. **Declaration of Conflicts of Interest**
 - a. Mike Choi: Category 1 International Technical Official, club president and WSO president
 - b. Jessica Lucero: Assistant Coach at Vero Beach Weightlifting
 - c. Jasha Faye: WSO president, club president, club owner, referee
 - d. Sally van de Water: spouse of a Committee Chair (Michael McKenna) and a club owner, husband on WSO Board, Category 1 International Technical Official
 - e. Jenny Schumacher: club owner, club president, Category 1 International Technical Official
 - f. Mario Dispenza: coach instructor, club owner, referee
 - g. John McGovern: coach for Crossfit Invictus
3. **Looking to the 2023 Budget and Beyond.** The Chair discussed the vision for the future of the organization and shared priorities in governance, Board professionalization, and following best practices for NGBs. The Chair also noted the need to consider our coach and athlete funding paradigms in future budget as we pursue growth of the organization.
4. **Election of Independent Director.** Nick Maietta put forth as the nominee, which would be his second term as an Independent Director.

- a. Motion from Paula Aranda to elect Nick Maietta for a second term as an Independent Director
 - b. Second from Sally Van de Water
 - c. Vote: approved unanimously (Nick Maietta abstained)
5. **Approval of Meeting Minutes.**
- a. Motion from Paula Aranda to approve September 19, 2022 as presented in pre-meeting materials.
 - b. Second from Sally Van de Water
 - c. Vote: approved unanimously
6. **Chair Report.** Paula Aranda (Chair) reported on a number of topics.
- a. CEO onboarding of Matt Sicchio is on track.
 - b. New BOD member onboarding started a few weeks ago with Paula Aranda onboarding Andy Coggins and Sara Soto. Onboarding included history of the organization, role of the Board, and transitioning into a BOD role.
 - c. Update on the USA Weightlifting Foundation. The Foundation Board voted to renew the contract with its consultants (CFC) for another 2 years. The Foundation is planning for a gala event in Austin, TX in the first half of 2023. The Foundation is working on a grant-making process that USAW Inc will need to follow for grant requests in the future.
7. **CEO Report.** Matt Sicchio (CEO) provided an operational update to the Board and invited members of the headquarters team to present summary operational reports to the Board to supplement what was submitted to the Board by Matt and team in the pre-meeting materials.
- a. Matt Sicchio and the Board put forth thank you messages and best wishes to outgoing Chair Paula Aranda.
 - b. Matt's first two months on the job have included attendance at a local event (Colorado State Championship), a national event (North American Open Finals), and an international event (2022 IWF World Championships).
 - c. Initial observations of the business and the team, including how passionate the team is about weightlifting, using their diverse perspectives to propel the sport and organization forward.
 - d. There is an extraordinary regulatory burden from the USOPC and US Center for SafeSport.
 - e. Need for updated and harmonized governance documents, echoing the Chair's report on need for continued professionalization of the organization.

- f. Matt presented his vision for becoming a top-five performing national governing body, and his approach on communications between the Board and the CEO.
 - g. High Performance updates were presented by Mike Gattone. We have earned 129 medals in 2022 across World Championships (Senior, Junior, Youth), and Pan American Championships (Senior, Junior, Youth). Our medal results at the Senior and Junior World Championships during the Tokyo quad was 82 compared to 4 during the Rio quad, demonstrating the ascension of Team USA. In addition to performance results, Mike presented on innovations (including our biometrics work) and our ongoing partnerships with the USOPC around high performance. Mike described the Olympic qualification period/schedule in the lead-up to Paris 2024.
 - h. Coaching Development updates were presented by JP Nicoletta. JP shared our increasing use of real-time data to track and drive our membership results. He covered upcoming updates to the BARS/Sport80 system and the rebranding of Coach Education to Coach Development, which reflects our commitment to, and support of, the full coach experience beyond completing a course.
 - i. Event and Sponsorship updates were presented by Pedro Meloni. He shared a data-driven roundup of our 2022 events, which demonstrate a strong finish to our in-person events and a diminishing interest in online events the further we get into the post-COVID new normal. The sponsorship market has become more challenging over the course of the year – we are projecting lower cash revenue year over year from 2021 to 2022.
 - j. Grassroots and outreach update were presented by Suzy Sanchez. She presented data and results related to our high school (e.g., High School Throwdown) and collegiate (e.g., university incentive program) efforts.
8. **2023 Budget Review & Approval.** Andrea Andrews presented a 2022 YTD financial update and a proposed 2023 budget.
- a. Motion from Paula Aranda to approve the 2023 proposed budget as presented.
 - b. Second from Mario Dispenza
 - c. Vote: approved unanimously
9. **2023 Board Meeting Dates Review & Approval.** Matt Sicchio presented proposed dates for 2023 Board Meetings as follows:
- a. April 12-13, Colorado Springs (CO)
 - b. August 23-24, Dallas (TX)
 - c. December 18, virtual (Zoom)

10. Executive Session.

- a. Paula Aranda made a motion to enter executive session.
- b. Mike Choi seconded the motion.
- c. Board entered executive session at 12:54pm MST.
- d. Subjects covered included USAW's international relations work, USOPC relationship, and LA2028.

11. Adjournment. The Chair adjourned the meeting at 2:47pm MST.