

## **Pacific NW WSO Board meeting minutes 2/20/2022 430pm Zoom**

Present: Lauren Hatmaker, Joe Beck, Shane Sevcik, Mira Kwon Gracia, Nicole Kupfer

**Discussion, decisions, action items:** group proposes monthly meetings, one hour, one Sunday afternoon/evening a month while we get the WSO kicked off and moving. This can move to quarterly and then twice a year once we get our foundation set. Propose next meeting for Sunday 3/20 at 430pm pacific time.

### **Competitions and sanctioning events:**

- per USAW, all competition sanction requests should be approved unless there are specific safety concerns;

### **Communication and social media:**

- We all agree that more communication in various forms will better reach our membership and prospective membership;
- Member feedback: they already receive a lot of emails from USAW and don't always read it or notice details there;
- How can we best utilize social media moving forward as well as build our new relationships between the three states?
  - Need a social media coordinator
    - Mira volunteered. She has been managing the social media profiles for Oregon LWC weightlifting and has reserved some handles for Pacific NW WSO;
    - Mira will prepare and present for board review/discussion before our next meeting (in the next 2 weeks) a proposal for us to review and approve.
  - Much discussion about the benefits of creating cohesiveness and building relationships between all three states;
  - Goals for WSO social media per USAW should include: highlights about USAW clubs and promote grassroots weightlifting and competitions.
  - Group consensus was to combine and use WSO social media going forward rather than trying to keep multiple states updated;
- Alexandra, our main WSO point of contact, stated that some WSOs may prefer to send emails outside of the USAW email blasts.

### **Budget and account balances at USAW sub accounts:**

- As of June 2021: Washington \$1267.99, Oregon \$12773.79, Alaska \$2225.68
- July 2021-December 2021: -1798.03
- Combined three state total as of 12/31/2022: \$14,469.43
- Joe Quinn sent cashier's check for add'l WA funds to USAW CFO on 2/11/2022: \$4778.25
- Minimum total combined funds, as of 2/21/2022: \$19,247.68
- CFO Andrea Andrews reports they did a system conversion mid-2021 which has caused delays in combining data and ability to run accurate detailed reports.

- Discussion included how best to create a budget once we know annual projections for our new region:
  - Annual income is thought to include only a flat amount for each member each year as they renew their membership;
  - For example, incoming for Oregon LWC was \$2160 for 2019 and \$1715 for 2020 (thank you for the data, Mira.)
  - Suggest we consider approving smaller non-line item budget amounts at board meetings or by email vote. Can we prioritize some smaller spending items while we create a budget?

**Local variance request process:**

- USAW has wiped out the previous bylaws for all states and WSOs and only the USAW bylaws currently apply;
- There is a developing policy for WSOs to make local variance requests so each WSO can develop their own flavor per USAW.
  - Lauren to follow up with Alexandra for the variance request form, timeline and process for USAW board approval; this form was previously promised.
  - Discussion about the trans athlete policy that currently exists with USAW.
  - For example: Oregon LWC worked to include trans athletes in competitions so that they can compete in the gender they identify. Our goal was to increase participation with athletes who have traditionally felt excluded. Our policy did not circumvent the USAW policy, rather it enhanced it. Meet directors had/have the ability to allow trans athletes to participate and meet directors still uploaded results to USAW by member ID number so that the results and rankings were only applied to the gender which had been accepted by USAW. Goal was inclusion and participation, rather than circumvention of the USAW trans athlete process. Would like to propose we discuss a similar variance request for WSO meet directors and trans athletes.

**State and WSO Records:**

- Discussion about state records and WSO records:
  - Consensus was that members value state records and most won't know what a WSO record means;
  - Which of us will volunteer to manage and update state records?
  - Joe Beck reports from last week's BARS training that there may be a way to capture data from BARS that would reduce the manual nature of how we've been tracking state records in Oregon up to now. He will research and report back at our next meeting;
  - BARS training isn't available as video yet but Joe reports it should be soon.

**For future board meetings:**

- Mira's report on social media (goals, types of communication, creating an effective megaphone to reach more members in more ways);
- Budget creation, spending requests and process, smaller spending items?
  - Mileage reimbursement for national and higher level referees to local meets?

- Athlete/coach stipends for national and international meets?
  - Logo creation for Pacific NW WSO to use on social media, swag, etc.
- Creating resources / links and infographics to help our members navigate BARS
- Scheduling upcoming 2022 board zooms and events
- State championships and regional WSO championships