



Board of Directors | Regular Meeting | September 18, 2025
Meeting Minutes

Location: Remote via Zoom

Present: Mike Choi (Chair), Tayler Harris (Vice Chair), Meredith Alwine, Andy Coggins, Mario Dispenza, Elizabeth Grossman, Adam Kleinfeld, John McGovern, Sara Soto, Joe Triolo, Sean Waxman.

Absent: Morgan McCullough.

Guests: Dan Schmidt (fractional CFO service provider), joined at 5:20pm MT.

Staff Present: Matt Sicchio (CEO), JP Nicoletta (COO), Michael Gattone (Sr. Dir. Sport Performance) (joined at 7:28 pm).

1. **Call to Order.** MC called the meeting to order at 3:07pm MT and determined that a quorum exists.
2. **Declarations of Conflicts of Interest.**
 - a. Meredith Alwine: Inclusion Task Force AAC liaison.
 - b. Mike Choi: Club owner and coach of masters athletes.
 - c. Andy Coggins: Club owner and masters athlete.
 - d. Mario Dispenza: No conflicts on the agenda, will recuse from non-public discussion or voting regarding masters weightlifting.
 - e. Elizabeth Grossman: No conflicts on the agenda.
 - f. Adam Kleinfeld: No conflicts on the agenda.
 - g. Tayler Harris: Club Director, AAC member, spouse of USAW staff member.
 - h. John McGovern: No conflicts on agenda.
 - i. Sara Soto: Inclusion Task Force BOD liaison.
 - j. Joe Triolo: No conflicts on the agenda, will recuse from non-public discussion or voting regarding masters weightlifting.
 - k. Sean Waxman: Coach including two athletes on NTP, club owner.
3. **Approval of Minutes.** MC motion to approve 5/12/25, 5/13/25, 5/19/25 e-vote and 6/19/25 meeting minutes. Seconded by TH. Motion carried.
4. **USAW Bylaws.** MS presented a recommendation to amend USAW Bylaws to remove four references to the USAW Code of Ethics and offered a second consideration to resolve ambiguity in the bylaws regarding requirements of individuals who serve on the Nominating and Governance Committee.

Following discussion on the first matter, MC motion "I move to amend the USA Weightlifting Bylaws to remove all references to the Code of Ethics, which references are unnecessary due to the April 2, 2025 approval by the USAW Board of a new Code of Conduct which consolidates and replaces what were formerly a separate Code of Conduct and Code of Ethics." Seconded by AC. Motion carried.

Following discussion on the NGC matter it was agreed to spotlight the topic for further discussion soon.

5. **CEO Report.** MS reviewed the four pillars of USAW's strategic plan and delivered a headline summary of Q2 USAW activities. A brief period of questions and discussion followed.
6. **Executive Session 1:** MD and JT left the meeting at 4:23pm MT. MC motion to move to Executive Session to discuss the topic of masters weightlifting. Seconded by AC. At 4:25pm MT the BOD moved into Executive Session. MC motion to exit Executive Session, seconded by AC. At 4:40pm MT the BOD left Executive Session.
7. **Executive Session 2:** MD and JT rejoined the meeting at 4:44pm MT. MC motion to move to Executive Session to discuss the topic of a new Competition Category Policy. Seconded by TH. At 4:49pm MT the BOD re-entered executive session. MC motion to exit Executive session, MA seconded. At 5:20pm MT the BOD left Executive Session.
8. **Finance Report.** Dan Schmidt provided financial updates on 2025 YTD financial activity.
9. **Operations Reports.** USAW headquarters team members provided operational updates as follows:
 - a. **High Performance Excellence: Sport Performance Department.** MG joined the meeting and updated about NTP athlete progress, utilization of the USOPC in Colorado Springs, High Performance staffing, camps and the upcoming World Championships.
 - b. **Participation & Sport Development: Sport Development Department.** JN presented a summary of YTD activities in Membership Services, Coach Development and Events.
10. **Competition Category Policy and Athlete and Participant Safety Policy.** MS presented a revised Competition Category Policy and a revised USAW Athlete Safety Policy for BOD review and discussion. These policy revisions are required to complete requirements to align with recent USOPC and executive orders and remain in compliance. MC motion "I make a motion to approve the Competition Category Policy and the amended Athlete and Participant Safety." Seconded by TH. Motion carried.
11. **Other Business.**
 - a. Q4 Board Meeting: 12/16/25 tentatively scheduled 3pm – 7pm MT via Zoom.
 - b. Annual Assembly: 12/17/25 tentatively scheduled 6pm – 7pm MT via Zoom.
12. **Adjournment.** The meeting was adjourned at 7:21 pm MT.