

WHSPA Meeting April 13, 2019 Reel Inn Necedah, WI

Joe Lewis opened the meeting at 9:08 am

Attendance: Region 1: Jeff Hahn, Steve Mealman Region 2: none Region 3: Allan Thompson is no longer coaching and they need to nominate a voting member, Erich Mach, Jerome Leak, Brian Shekels Region 4: Joe Lewis Dennis Smits, Region 5: Russell Johnston Don Norwick Judges Repts Tonya Lambeth, Shawn Cain

Absent: Coty Schmidt, Brian Kaczmarek, Glen Woychik, John Kleinhaus, Jon Steffenhagen, Ryan Bott Allan Thompson, Dave Adamovich, Jason Kallas, Scott Schubert, RG Luckow

Treasurers Report: Dennis Smits Feb & Mar is the uptake of revenue. State meet deposits made to the bank referee's paid in cash. The 2 day meet revenue : entries total \$69231.00 less expenses \$44,756.20 Profit \$24,474.80 minus Eagle Graphics \$3564.75. Paypal was not entered as +8,037.22 staging was not paid \$2,000. Additional discussion that programs were not paid. Dispute that USAPL took out \$4500 from Paypal. Tonya is checking if that was for drug testing. If so there is a dispute because WHSPA paid \$3840 for drug testing. No Motion to accept Treasures report as it was incomplete. A modified Treasure's report will be emailed to all members. Tonya Lambeth is checking on the additional \$4500 that USAPL took out of paypal.

Joe Lewis discussed Than You's. Good facility good judging nice appearance. Some programs and some regions stepping up months before the meet. Debt of gratitude for Mealman's, coaches, parents, booster. Weakness preorganization who is responsible for what?

State Meet Review: Joe Lewis Open Discussion of Hyatt Appleton for State meet at Hyatt Appleton next year.

Jeff Hahn made a motion to approve the Fox Valley location for the Wisconsin State Meet Eric Mach 2<sup>nd</sup> the motion 11 yay 0 nay. Discussion: Dennis Smits is sending the contract to Joe Lewis who will send it to all voting members for review of language.

Tonya Lambeth wanted to clarify that WHSPA establish a conduit to the Executive Committee and there should be a spend cap. Brian Shekels I motion for the WHSPA to have a state meet coordinator 2<sup>nd</sup> Joe Lewis.

Erich Mach made a motion that Sallie Nicoli be the State Meet Coordinator. Joe Lewis 2<sup>nd</sup> the motion 11 Yay 0 Nay

Discussion Shawn Cain Motioned that Sallie Nicoli be the WI State meet coordinator to pay \$500 /2020. Jordan Whipple has agreed to shadow Sallie Nicoli for future event coordinator. Tonya Lambeth brought up the fact that a 1099 must be sent if we pay her. Dennis Smits brought up this year would be \$500 and the remaining \$500 would be next year if a bonus was decided. 11 yay 0 nay

Discussion Steve Mealman wants to clarify that Sallie would be the person who coordinates the details of the event but technical questions would remain with the technical service. Jeff Hahn Sallie will work in conjunction with executive committee.

Joe Lewis Motion each region supplies 1 coordinator for the state meet 11 yay 0 nay Brian shekels 2<sup>nd</sup>

Discussion: go back to your region and decide who the (1) person

Jeff Hahn Region 1

Region 2 is not here

Brian Shekels Region 3

Matt Peroutky Region 4

Scott Shubert Region 5 Don will notify Schubert

Joe Lewis discussion of taking responsibility for the State Meet and moving forward with the nomination of Sallie to be the coordinator it will be better. Regional contact sheets would be helpful for communication. Set up on website

Motion that Jeff Hahn take responsibility for managing safe sport, certifications, and communication. Joe Lewis 2<sup>nd</sup> 11 yay 0 nay

Discussion on How do you advertise better and make a professional appearance. Companies that print our WHSPA logo USA Powerlifting on table clothes. Tanya has an agenda item that someone would seek Grant, look at our revenue streams, solicit vendors more opportunity to gain sponsors. Don Norwick thought these are two separate items. Joe Lewis would like to brand the meet.

Jeff Hahn motioned that WHSPA purchase as many USAPL/WHSPA table clothes not to exceed \$2000 Erich Mach 2<sup>nd</sup> further discussion regarding why we cannot have only WHSPA since we have USAPL on chairs. Brian Shekels is concerned that we have it printed correctly. Jeff Hahn would like table clothes at registration. 11 yay 0 nay

Discussion Joe Lewis about awards. By the time Division 1 athletes and their parents got awards. Joe Lewis would like to have a courtesy that teams support each other and stay to honor all divisions.

Discussion: Don Norwick change the times start Friday and go to only 1 session on Sunday. Jeff Hahn the issue with Friday afternoon needed 5 platform and judges cannot take off another day of work. Could we put a 3<sup>rd</sup> session on Saturday. Brian Shekels asked why don't we move away from divisions. Joe Lewis suggested staggering the divisions so that Division 1 isn't always last.

Jeff Hahn motioned State meet team awards all 3<sup>rd</sup> place team then all 2<sup>nd</sup> place then all 1<sup>st</sup> Eric Mach 2<sup>nd</sup> 11 yay 0 nay

Discussion Safe Sport Requirements and WHSPA membership requirements. Joe Lewis wants to close the loophole that it is on the WHSPA memberships need to be secured by meet entry deadline. Brian Shekels mentioned that with Jeff Hahn taking this communication this could be part of his responsibility.

Erich Mach motioned that all Safe Sport requirements and WHSPA requirements are done by the meet entry deadline. 10 yay Jeff Hahn opposed.

Discussion on State meet platforms & equipment. Too many weights & racks were brought to the warm up room. Continue with format we used this year.

Thoughts on new trophies and medals? State meet medals were larger the trophies were good.

Jerome Leak mentioned at the State Meet the Boys could see through the weigh in curtains and could see the girls. Jeff Hahn as an association can we weigh in in a singlet. Joe Lewis said get thicker curtains

and allow the kids closer in weight to have the opportunity to make weight. Do we know if there are any other rooms available? Joe said that will be addressed no motion necessary.

Jeff Hahn Motion that State Meet provides 1 meal to the ref per session or a voucher and \$50 per session. 2<sup>nd</sup> by Eric Mach 11 yay 0 nay

Discussion of Team Awards at the State Meet. Should WHSPA maintain 1<sup>st</sup>-3<sup>rd</sup> place? Bill Novak from Beaver Dam deterrent to program to win 1<sup>st</sup> with 1 lifter. Briget Kyle Marionette trophies were less expensive so what's the harm? Joe what does a placing mean this isn't a financial discussion. What should a State trophy mean? Don Norwick I think it depends on what we are doing about divisions. LA MS TX may have multiple State champs. I like that we have 1 State champ. Brian Shekel's I'd like to make it a bigger event? There are so many team trophies. It doesn't seem special. Briget Kyle can we do away with divisions and have 1<sup>st</sup> through 5<sup>th</sup> place? Brian Shekels we still have gear and raw that is not everyone on your team. They train together make your team your team raw and equipped. Joe Lewis raw gear and combined? Build equipped interest. Brian Shekels I have division in my program between raw and gear. Joe Lewis raw and gear are all together at Neenah. Chip Thompson I don't like giving everyone a medal. I think they need to earn it. Jeff Hahn how to run raw and geared together use a multiplier for the raw take all the WILKES top 5 lifters from gear and raw and sum that total. Wilkes is no longer and the IPF points have formula problems. Internationally they are not happy with the IPF Formula. Jeff Hahn produced a sample of how the 2019 State meet would've looked had WHSPA done away with divisions. Jeff wrote the formula.

Motion was made by Joe Lewis change the current format of the State meet to go with no divisions to all division 1<sup>st</sup> through 5<sup>th</sup> 2<sup>nd</sup> by Brian Shekels. 9 yay 1 opposed Jeff Hahn.

Motion was made by Don Norwick 2<sup>nd</sup> by Russell Johnston. Move to add a combined boys raw gear team and combine girls raw gear team each team has to have 1 scoring number in each category to be considered 1<sup>st</sup> through 5<sup>th</sup> place 7 yay 3 opposed Steve, Shawn and Jeff.

Safe Sport \$5 per user cost we were the pilot they were pleased with the number of coaches. The current rate is \$20. In recognition of WI being the pilot the cost through July is \$8 July -December \$14 per coach. Tonya Lambeth if we don't stress the importance the coaches won't realize the value. Shawn Cain any slip of paper cannot prove you're a good person. It's a CYA. Joe Lewis these are the expectations I cannot argue that it makes you a good person. I don't see this going away. Jeff Hahn how often do we have to reup? 2 years? Not a mandatory their recommendation (SafeSport) is 2 years. It seems feasible that WHSPA can fund the fee through WHSPA membership. Brian Shekels you get the code when you purchase your WHSPA membership.

Joe Lewis Motion WHSPA will continue to carry the fee for Safe Sport through 2021 to be paid through the WHSPA membership. 2 years will mean 2 PL seasons 2020/2021. Brian Shekels 2<sup>nd</sup> the motion 10 yay 0 nay

Discussion of qualifying totals. Matt P (Neenah) average of top 10. To determine new QT. Jeff Hahn class trends based on how many competitors by weight class. If we want to start trimming 67.5 and 82.5 have over 30 lifters. (sample from girls raw). Do we drop the total? Joe Lewis I don't believe this is the question. Maybe 4 classes need to be adjusted for raw. Shawn Cain said you need to look at 5 year total but we are only 3 years into raw lifting. Jeff Hahn we only have 3 years of data. Brian Shekels 82.5 QT (raw girls) then the 67.5 weight class is higher for that weight class. Joe Lewis could we just bump them up by 10? Matt P (Neenah) 10<sup>th</sup> place average is 600 in the 181's. Dennis Smits we need to be careful not

to cut the number of lifters they bring in revenue. Tonya Lambeth we need to know cost per lifter? Less platforms less ref's less expense.

Motion made by Joe Lewis Girls raw QT 97- 132 stay as is. 148weight class moves to 575, 165 stays at 580 181 weight class goes to 585 198weight class 595, 242 605 and 242+ 615. Steve Mealman 2<sup>nd</sup> the motion. 10 yay 0 nay.

Brian Shekels motion to 2 changes for female gear QT. Lower the 165 QT down to 665 and to increase the 181 QT to 670. All others will stay the same. Shawn Cain 2<sup>nd</sup> the motion 10 yay 0 nay.

Shawn Cain said we need to change the Boys QT so that 4 weight classes cannot qualify at the bare min and change weight classes where they might have less competition.

Motion by Joe Lewis For Raw Men change the QT the 242 1025, 275 1030 SHWT 1035 an increase of 5 lbs to show progression. For men gear change the 275 to 1205, SHWT 1210 Don Norwich 2<sup>nd</sup> the motion 10 yay 0 nay.

WHSPA code of conduct Don suggested a digital signature. Jan Mealman asked how are we going to enforce the code of conduct. The event needs to be reported to the executive board. If it is grievous then the coach will be corrected. First of all getting them to agree to the code of conduct. Matt P proposed the meet director or any board of director has authority to represent the WHSPA. The AD should be notified of the behavior and determine punishment.

Motion Brigit Kyle that at Regional meets there will be a coaches code of conduct for each team to sign one form. Joe Lewis will put it on the website under proof of good standing. It will also be part of the WHSPA membership application. Joe Lewis 2<sup>nd</sup> the motion. 10 yay 0 nay.

Motion Brian Shekels to read the PA announcement provided on the code of conduct before all regional meets 2<sup>nd</sup> by Joe Lewis 10 yay 0 nay.

Discussion of Inventory where are all of our racks? Do we need to spend money being a 501C? Brian Shekels said there is no limit. We are not for profit organization. Joe Lewis do we want to get a 5<sup>th</sup> set of kilo plates. All plates would be Eleiko. Does the State meet need any equipment? Weight tree's being used by the big time meet directors. Limitless has a WHSPA rack.

Motion by Joe Lewis 1 blue ER Rack will be purchased for region 5. Not to exceed \$3200. The agreement is the rack will be brought to the state meet. Russell Johnston 2<sup>nd</sup> the motion 9 yay 1 abstain Shawn Cain. Joe Lewis will work out shipping to Waterford HS with Don Norwich.

Discussion: Joe Lewis- Geared and classic lifting at the WHSPA State Meet. Strong rumor about killing geared lifting. If it dies a natural death that is one thing but we cannot stop training geared lifters. If this is a discussion we need to have? Jeff Hahn part of whats going on is frustration with USAPL. If raw is this big why are we not breaking away?

Discussion: Joe Lewis future of the WHSPA many have seen the evolution. There has been great progress. What are our core values? What are the non negotiables? I am not saying we have to open this for discussion today. I task you to think about this. We don't have a mission statement. We have a bylaw. What do you want to be known as? Please think about that.

Discussion Joe Lewis: Tonya Lambeth warned you at HS Nats if we are not proactive in telling USAPL what we need they may decide all National meets need to be 100% uniform. The entry deadline is 30 days

prior to the 1<sup>st</sup> day of competition. WI clearly follows after that entry deadline. What would we do? USAPL is not seeking our input. HS is a seasonal sport. We are limited by budget, dates in our season , transition into spring sports. This is a Winter sport. When I go to the NGB in May I can tell them what WI is thinking. Brian Shekels we could shorten our season. But the next 2 years we are contracted for the State meet. Each region could hold their own USAPL qualifier. Stress to the NGB that they will lose HS lifters. Tonya Lambeth USAPL would've been out \$31,000 in fees(2018/19). We need to educate when our season is starting and ending. Shawn Cain we could have a meet that is WHSPA one side of the gym and USAPL meet same day/time. Tonya Lambeth there are 22 meets in the state where kids can qualify. We will find a way for a qualifier. They will lose the membership for State. Joe Lewis The VP of USAPL is paying attention and is listening.

Motion by Tonya Lambeth Develop and introduce a RFQ to seek out individual or business to fulfill web master role by August 1,2019. 2<sup>nd</sup> by Don Norwich.

Discussion: Joe Lewis you are really making more work for me initially. When we transition I am missing 1976 girls 165 weight class. I will miss the ability to put out immediate notices. Don Norwich: you would have an advisory role but taking that off your plate is time consuming. Looking towards the future you'd be mentoring. Jan Mealman introduce request for quote.... Paying someone to run the website. Brian Shekels how much would that cost? Joe if I retire I give the pw to the next person. They would have access to the Webly system. Tonya I think you're making it undesirable for the next person take your role as President.

7 yay 1 abstain Joe Lewis 2 nay.

Motion by Tonya Lambeth Establish volunteer role to identify revenue streams, procure funds and vendors for the WHSPA State Championship. This individual is to seek out and complete grant documents. This individual to work with potential, appropriate vendors to be present at the state championship. Vendor arrangement to possibly extend to competitions within the regions if compliant with hosting school policy and meet director is willing to support. Joe Lewis is 2<sup>nd</sup> the motion.

Discussion: Joe Lewis we can do independent grants. Brian Shekels we are interested in bringing HS Nats in 2022. Jordan Whipple send it to University that support PL programs. Applications would be sent to the board to review. 9 yay 1 abstain Tonya Lambeth.

Motion by Tonya Lambeth Establish WHSPA officials Coordinator of Officials within the association performing officiating duties will agree to the following:

- \* Establish guidelines on how to become WHSPA official.
- \* Establish and maintain WHSPA official code of ethics
- \* Establish and maintain WHSPA Official Dress Code
- \* Must be current WIAA official or USAPL or both with min 2 years of experience
- \* Work Collaboratively with the USAPL elected state chair to procure and populate staff

\*Benchmark the standards and policies of WIAA sports for opportunities to provide a better competition structure for the association.

Tonya motioned to table this discussion. Recruit 1 or 2 people who have graduated in the last year. Push good candidates to Tonya. Level headed passion for the sport.

Tonya Lambeth Motioned Establish WHSPA official's code of ethics. All individuals performing officiating duties will agree to the following set of statements. 2<sup>nd</sup> Joe Lewis.

\*I will uphold WHSPA's policies and rule interpretations/applications, including those of promoting wholesome amateur athletics in the member schools, and conducting them in an atmosphere of sportsmanship, free from gender and ethnic bias and or harassment.

\*I will always speak and act professionally when addressing student/athletes, coaches, school personnel and spectators before, during and after WHSPA events. I realize in the emotional setting of sport competition, use of informal nicknames or slang may convey an attitude of disrespect or bias.

\*I have an accurate and working knowledge of the WHSPA rules and officiating mechanics of the sport.

Discussion: we are agreeing sign a code of conduct jot form document. 9 yay 1 abstain Tonya Lambeth.

Motion Tonya Lambeth All individuals performing officiating duties are to adhere to the same SafeSport requirements of the coaches. Exception, those in officiating duties must have the SafeSport certification completed before commencing duties.

Discussion: Brian Shekels it is hard to get help at regional meets. Joe this is important but we need to be realistic.

Tonya Lambeth we will table this for future.

Motion Tonya Lambeth Explore cost Officials accident and liability insurance program for all 2019-2020 season and forward. Should we have not already have this in place, the association is potentially at risk at all future competitions and events.

Discussion Dennis Smits said we already have a policy in place. Dennis table this discussion so I can find the insurance policy.

Motion Tonya Lambeth establish one sanctioned USAPL event each region with the intention of providing more WHSPA athletes with the opportunity to qualify for USAPL HS National Championship prior to the 30 day registration deadline.

Discussion: Joe Lewis we will no longer be doing \$75 drug tests it could move to \$800 drug tests. Jeff Hahn we would need to accept QT from WHSPA meet. Brian Shekels we need to see what the NGB decides.

Joe Lewis proposed to table discussion until Fall meeting.

RG is asking if you like the format of the State Trophy? If it is possible to change the team trophies to be in line with the individual trophies? They break easily.

Discussion: Joe Lewis we are looking at 30 trophies. Brian Shekels are increasing size? There is another material. Jeff Hahn we want it larger than individual trophy. If that means we make the 1<sup>st</sup> place individual smaller and keep the team trophy the largest.

Motion by Joe Lewis Brian Shekels seek new designs and RFQ for State Team Trophies from Artistry in Wood that would be approved by executive committee. Joe Lewis 2<sup>nd</sup> the motion 10 yay 0 nay

Dennis Smits Motion - to purchase Quickbooks online for WHSPA Treasurer to create report. It would be easier for executive committee to look up bills and get immediate information. When passing on responsibility for future you just change administrator. Jeff Hahn 2<sup>nd</sup> the motion. 10 yay 0 nay.

Joe Lewis Discussion when to schedule the next fall meeting. Can we propose a Saturday in October? Hunting and holidays and State playoffs are in November.

Motion made by Jerome to move the fall meeting to Saturday October 19,2019. 2<sup>nd</sup> by Joe Lewis

10 yay 0 nay.

Meeting adjourned at 3:28 by Joe Lewis.

