

**The 2023 AGM will take place online using the Zoom platform and in person at Charleswood Library**

**Link to the meeting will be posted on MPA website and social media**

**2023 MPA AGM Minutes**

a) Call to order

**13:09**

b) Determination of a quorum

<b>Members Present</b>	<b>Board Members Absent</b>
<i>Amanda Burg</i>	<i>Bea Deloria</i>
<i>Thea Olalia</i>	
<i>Janet Loesel Sitar</i>	
<i>Dino Camire</i>	
<i>Tiffany Lepla</i>	
<i>David Hrynkow</i>	

c) Appointment of scrutineers

*Sara Duncan and Trish Roche*

d) Approval of the agenda

- All in favor: 1st by Thea, 2nd by Amanda All oppose: none e)

Declaration of any conflicts of interest

Referees

f) Adoption of minutes of the previous Annual Meeting

- All in favor: Thea, Janet 2nd All oppose: none

g) Board, Committee and Staff reports

President's Report – Thea Olalia (Appendix 1)

Vice President's Report – Amanda Burg (Appendix 2)

*posted on website pending the meeting end*

Officiating Chairperson Report – Janet Loesel Sitar (Appendix

3) Treasurer Financial Report – David Hrynkow (Appendix 4)

Volunteer Coordinator Report – Jannelle Van den Bosch (Appendix 5)

h) Business as specified in the meeting notice

- i) Elections
- j) Nominations and voting for awards
- k) Discussion Items
- l) Other Information
- m) Adjournment

**h) Business as specified in the meeting notice**

**- OLD BUSINESS**

**Inventory list and updates - Amanda Burg**

- *32 sheets of plywood*
- *1 para bench*
- *2 eleiko racks*
- *12/16 carpets*
- *1 strong arm collars*
- *2 sets eleiko plates*
- *1 Rouge set of plates*
- *strong arm collars x1*
- *2 eleiko collars*
- *2 youth bars - 10 kg and 15 kg + bumper plates*
- *1 eleiko bar*
- *1 strong arm bar*
- *1 hansu bar*
- *1 other power bar*
- *plus other misc supplies*
- *list will be active by end of weekend on mpa website*
- *Brock Haywood suggested a secure wi-fi to ensure the screen/tech doesn't crash when the meet is on-going*
- *80% of the technology from Westerns was procured by MPA from Matt & Amanda Moffat*
- *Eleiko warranty: Matt Bowen*
  - *Eleiko equipment is damaged from westerns 2023 this past august, on going warranty claim*
  - *Wanda Bosek asked who decides what to buy and when.*
  - *Amanda Burg: the board decides all purchases and votes on it*
- *MPA trailer is being stored on the Haywood's property*

- DRL system is no longer held under MPA property - it was stolen from Amanda Burg's car on August 25, 2023
- 2 deadlift jacks were procured from Westerns

## - NEW BUSINESS

### ● **Calendar Process / Meet Dates for 2024 – Amanda Burg**

- Meet directors will have to bid. Amanda Burg will make up a bid form and it will be posted on the meet director section of the website.

- Calendar was created in August

- Notes: This is a draft for the upcoming year. If you want to make a new date, propose it to the board!

- 17 Wing is firm and a deposit is on the location- more information to come - applications are due 6 months out for sanctioning

- Feb 2-4 is Provs 2024

- March 16 2024: The One family meet at Glenlawn collegiate

- April : sanctioning app is due Nov 13

- not currently on website- see instagram for dates instead. website will be updated soon - If results are not submitted within 7 days post meet, MPA faces \$500 fee

### ● **Bylaw Proposal: New Policy**

#### ● **Dino Camire proposals:**

### **Create Policy 2.15: Fundraising Coordinator**

The Fundraising Coordinator will be responsible for planning and executing fundraising events for MPA.

Rationale: As a non-profit, there should be an organized effort to keep funds coming into the organization aside from meets and membership fees. This will assist international athletes, inventory upgrades, potential legal fees, etc. Socials, Bud Spud and Steak, BBQs, Rumors Comedy Club, selling merchandise, and raffles are some examples of potential fundraising events.

- 1 st by Thea, 2nd by Matt Bowen/Tiffany Lepla

- Matt Bowen: fundraising has been delegated to board members, and sponsorships are obtained towards meets not athletes and gets pushed to the wayside and not of importance

- All in favour: yes : 18 Opposed: none Motion carried **Amend Policy**

## **7.2**

The standard MPA Record Application form must be submitted to the Provincial Records Chairmanperson no later than fourteen days from the date of any sanctioned competition (or final day of a multi-day event). ~~Applications sent by regular mail must be~~

~~postmarked within seven days unless exigent circumstances apply.~~ The MPA Records Chairperson will produce digital record certificates no later than fourteen days after a sanctioned competition (or final day of a multi-day event).

Rationale: Many events are back to back within a month between for example, we have provincials in February, westerns in March, and then the one in March, so they'll be records broken and people should know going in whether or not their lifts are potential records.

- *Meet Directors should update the information / records*
- *is 14 days average?*
- *Amendment proposed by Janelle V.B. : change to record application must be submitted within 7 days, accepted by Dino*
- *Amendment: Janet Sitar- update the online records within 7 days, digital certificates offered by 14 days.*
- *Motion: Thea, 2nd by Janet/Tiffany*
- *All in favour: yes : 18 Opposed: none Motion carried*
- **Janelle Van den Bosch proposals:**

#### **Bylaw 4.1(i) Proposal: Create Inventory Chairperson**

#### **Policy 2.15 Proposal: Create Inventory Chairperson**

Rationale: At previous AGMs, the whereabouts of all MPA-owned equipment was unclear. Equipment was located in many different locations, including private gyms, and various members' houses. At meets, some pieces were difficult to locate, missing, or found to be damaged. There was talk of renting out equipment, which would also require tracking payments.

#### **Change: 4.1(i) Inventory Chairperson**

- a) The Inventory Chairperson is responsible for maintaining a current database of all equipment owned by the Manitoba Powerlifting Association.
- b) The database tracks the current location and condition of all equipment.
- c) The Chairperson communicates with the MPA President or delegate and the Officiating Chairperson in accordance with policy 6.14

Rationale: At previous AGMs, the whereabouts of all MPA-owned equipment was unclear. Equipment was located in many different locations, including private gyms, and various members' houses. At meets, some pieces were difficult to locate, missing, or found to be damaged. There was talk of renting out equipment, which would also require tracking payments.

- *Motion: Thea, 2nd by Nathan Eisbrenner*
- *N.B. : Person needs to be present at each meet*

- *D.C.: I suggest someone needs to be present to note condition and check equipment inventory upon arrival (Dino Camire)*
  - *A.B. : Janet and I are the ones currently doing it*
  - *M.B.: if it's in your names, are you ok with adding in a designated person*
  - *L.S: can you add in a sign in/out tracking sheet*
  - *T.O: good idea*
  - *J.V.B. : you have to be in person to track it and check*
  - *A.B: it's currently an excel sheet*
  - *W.B.: inventory management*
  - *A.B. : added amendment to policy*
  - *S.H.: if we have 20 meets a year, going there every meet is too much, chairperson is a good word if we have 2 or 3 people on the committee ●*
- All in favour: Opposed: Motion carried*
- Motion 2nd by Amanda. 22 approved Opposed: none*

### ● **Thea Olalia proposals:**

#### **Amend Policy 2.14 Outreach Coordinator to Outreach Chairperson**

Outreach Chairperson will be responsible for connecting with other organizations (Schools, Sport Manitoba) in ways to grow the sport.

a) The Outreach Chairperson will also be responsible for aiding with apparel.

Rationale: Outreach with the intention to grow the sport should be a prioritized role, and that of a voting officer. This individual will be the face of the association with 3rd parties and events. This individual needs a say / input in decisions that are being made.

- *Motion: Thea, 2nd by Tiffany Lepla*
- *All in favour: Opposed: Motion carried*
- *Discussion*

#### **Amend Bylaw 5.1 (also from Amanda Burg)**

Composition – The MPA Executive Membership will consist of Voting Officers (i.e. the Board of Directors) and Non-Voting officers. Voting officers will consist of the President, Vice President, Treasurer, Secretary, Officiating Chairperson, Registration Chairperson, Media Coordinator, **and Outreach Chairperson**. Non-Voting Officers will consist of the Past President, Records Chairperson, Volunteer Chairperson, Social Media Manager, Webmaster.

Rationale: Outreach with the intention to grow the sport should be a prioritized role, and that of a voting officer. This individual will be the face of the association with 3rd parties and events. This individual needs a say / input in decisions that are being made.

- *Motion: Thea, 2nd by Tiffany Lepla*
- *All in favour: 18 Opposed: none Motion carried*
- *Discussion*
- **Create Policy 3.7**

#### Disabilities Integration Committee

The Disabilities Integration Committee will work with outside bodies such as but not limited to Special Olympics and Para Powerlifting Canada and the MPA Board of Directors to create space for athletes with limitations or disabilities within MPA. The Disabilities Integration Committee will also provide leadership in the development and application of future policies and practices relevant to the inclusion of such athletes.

Rationale: Inclusion of athletes with limitations or disabilities should be a priority of the MPA. Having a committee dedicated to this ensures that this task is not overlooked.

- *Motion: Thea, 2nd by Matt Bowen*
- *All in favour: 17 Opposed: none Motion carried*
- *Discussion:*
  - *M.B.: being able to integrate para powerlifting into the MPA could be huge* -
  - *B.H. : Is there a committee set number? Does it need to be set for policy?* -
  - *T.O.: amendment to chairperson not committee*
  - *N.B.: is this a response to cpu policy? I've only seen para powerlifting from other provinces not MPA athletes*
  - *A.B. : last year there were different symposiums we can explore, accessibility sports committee. The board is spread too thin, CPU is trying to integrate the most para athletes as possible. MPA has the highest amount of para refs in cpu.*

#### **Amend Policy 6.28 (also from Wanda Bosek)**

6.28 The following MPA Referee expenses reimbursement policy will apply for MPA events.

CPU Referees that referee at an MPA event will be entitled to the following reimbursements:

- Referee Stipend
  - o ~~\$35~~-\$50 per session that they referee / jury or TC
- Travel Reimbursement
  - o Referees will be reimbursed for travel for events that are a minimum of 75 km distance from the referee's home address using the following schedule:
  - o ~~\$0.10~~ \$0.35 per kilometers driven both ways if applicable (mileage taken from

home/city address to venue).

o Note: In the event of a multi-day MPA event, referees who lift will only be compensated for their accommodations expenses (not their travel) according to the schedule above. Accommodations will not be paid on the day(s) the referee competes.

Rationale: Refereeing is hard work. Referees work early mornings and late nights upholding the standard in our sport. \$50 still wouldn't equate to anything close to a fair wage, but it is a better gesture than \$35. With the rising cost of gas, \$0.10 per kilometer was barely enough to cover gas, much less the wear and tear on ones' vehicle and time and effort driving out to the venue.

- *Motion: Thea, 2nd by Susan Haywood*
- *All in favour: Opposed: Motion carried*
- *Discussion: - current 4 refs on the board + Brock/Susan Haywood -*
  - W.B.: was trying to update the policy to compare to CPU*
  - B.H. : is this affordable? Is this passed onto the meet directors? can meet directors afford this? is it fair?*
  - N.E.: let's clarify that its all MPA sanctioned events. There's a number of MPA events that refs go to.*
  - D.C. : is there a list that has which lists which refs can be there and which ones cannot attend?*
  - A.B.: is this affordable? any cost assoc. with meet directors falls on the athletes instead. \$350- portage for example 200 km round trip. \$70/ ref. \$420- \$700 just in ref costs in my opinion it should be effective Jan 1/24 not now due to meet director costs and registration fees. Any cost assoc with meet directors trickles down to the athlete.*
  - M.B: i think it's two different points \$50 is a lot .*
  - J.S. : I wonder if it's affordable for MPA. I vote to split into two motions -*  
*W.B. I agree with Janet*
  - N.B. splitting into 2 amounts, maybe not 35 cents to be discussed, \$100 to be discussed. that's a lot of driving if we have a meet in Dauphin for example. 100 km dependent on where it is being held.*
  - T.R. : what if you set it at over 100 km, you can pay 35 cents*
  - W.B ; I accept to split between stipends and mileage.*
  
- *Amendment: Thea, 2nd by Janelle All in favour: 18 Opposed: none - tabled to meeting of non-referees*

### **Amend Policy 8.0**

The MPA shall maintain standardized medals for presentation to the first three place

finishers at ~~Provincial Championships~~ **all MPA sanctioned events**. The medals may be purchased from the MPA by the meet director(s) at the cost the MPA pays for them. Optionally the meet director(s) can produce their own medals. However they must be of high quality and be approved by the Executive Committee.

Rationale: For some athletes, they will not go on to set records, or move onto Regional or National level meets. Recognizing their performances at local meets with medals should not be optional.

- *Already passed. see above*

### **Amend Policy 16.2**

For National AND Regional qualification purposes, an MPA member who has attained a national qualifying total must within the calendar year volunteer ~~once~~ **twice** in some capacity within an MPA board approved activity.

Rationale: As the sport grows, so does the need for volunteers. Yet in the past few years, we have seen many of the same volunteers meet to meet, and sometimes run into shortages of volunteers at meets. Requiring athletes to volunteer twice ensures that there is a steady stream of volunteers and that athletes are also giving back to the sport.

- *Motion: Thea, 2nd by*
- *All in favour: Opposed: Motion carried*

### **● Amanda Burg proposals:**

**Amend By-Law 4.7 Election and Term** – The election of directors will take place at an Annual Meeting of

Members. ~~The following positions will be elected every three~~

~~years: a) President, Vice-President, Treasurer, Secretary~~

~~The President will be elected every three years. The Vice-President will be elected every two years and on alternating years the Secretary will be elected.~~

Rationale: If all three are replaced in the same year, only the past-president will have knowledge of the rationale for prior history. The past president only stays on for 1 year and does not have a vote.

Example of voting year layout:

2023 – President / Vice / Secretary



2024 – Secretary

2025 – Vice President

2026 – President & Secretary

2027 – Vice President

2028 – Secretary

2029 – President & Vice President

- *Motion: Thea, 2nd by*
- *All in favour: 18 Opposed: none Motion carried*
- *J.S. : Amendment for VP*
- *D.H.: amendment for*
- *A.B. amendment- take secretary out, president and VP alternating years*

### **Amend Bylaw 4.18 Number of Meetings**

The board will hold at least ~~one (1)~~ **six (6)** meeting per fiscal year.

Rationale: With the growth in membership and the work that is being done among the board, this is not enough time. By meeting a minimum of 6 times a year, that works out to every second month, which will allow for proper follow up on important information, such as membership, financials, meet sanctioning, and equipment.

- *Motion: Thea, 2nd by*
- *All in favour: 16 Opposed: none Motion carried*

### **Amend Bylaw 4.19 Quorum**

At any meeting of the board, quorum will consist of ~~three (3)~~ **five (5) Directors**. With the increase of voting board members, the number of quorum must be increased.

- *Motion: Thea, 2nd by*
- *All in favour: 16 Opposed: none Motion carried*
- **Mathew Bowen proposals:**

### **Defining Coach Membership under its present membership subtype in the bylaws.**

Coach Membership

Anyone coaching or handling at any MPA meet will be required to obtain a valid MPA Coaching Membership and be a member in good standing who otherwise will not compete or officiate during the calendar year. Officials and athlete members may act as coaches for no additional cost if already registered as members. Should a coach register as an athlete before the expiration of their coaching membership, the full athlete

membership rate will still be charged.

Proposed initial annual cost: \$20

Rationale:

- a) Personal information collected for directors reference and liability b) Maintains a more affordable membership for those people who may be on layoff from competing
- c) Gives a voice to those members involved in the sport without any intention to referee or compete

Coaches are very important personnel and it is time to treat them as members.

- *Motion: Thea, 2nd by Janelle Vandebosch*
- *All in favour: 18 Opposed: 1 Motion carried*
- *Discussion:*
- *S.H. : this is needed due to the amount of youth lifters attending meets, liabilities -*
- *M.B. : this is affordable at \$20 fee per event*
- *M.B. This is an MPA thing, not CPU*
- *J.S. : coach memberships- are they required to do the cces program online? -*
- *A.B: can we work it into e-sports?*
- *D.C. : what's the logistics for meet directors?*
- *B.H. : we should put this on the registration form*
- *A.B. : handler/coach id number on the form*
- *M.B. : you should verify they're an actual person*
- *A,B. : you need to have an actual person for a handler/coach*
- *M.W. : when will it take into effect?*
- *J.S; Jan 1 likely*
- 

## **Create Policy**

All memberships purchased by the Executive Members and Committee Chairpersons while serving for MPA will have their CPU/MPA Memberships reimbursed

Rationale: Significant service work should be rewarded with a free membership. A stipend isn't really a stipend when a loss is incurred for non-voters and athlete directors pay away half their stipend.

- *Motion: Thea*
- *All in favor: 4 Opposed: 6 - Motion failed*
- *Discussion:*
  - *B.H.: none of the cpu executive members have ever been reimbursed -*
  - *S.H. : doesn't part of being a member have an umbrella insurance covered for you?*

- *M.B: financial reimbursement but still covered as a member. Reward for stepping up and given stipend of up to \$5000*
- *A.B. Matt has a good point, I don't pay a membership. Social Media is constantly being bounced around. It should be allowed. Someone to get a membership when they don't compete but they still work for us.*
- *L.S.: i would like to offer a different perspective, incentive for juniors to be on the board or a part of a committee. Subsidized due to membership on the board. An incentive to have all hands on deck and be more likely to participate.*
- *J.V.B. : I know I maintained my membership to just vote at AGM's - L.S. : if you want people to participate you should give them incentive. - B.H. : it may help to increase junior lifters to be on a committee or a board member. Volunteering and being an executive member looks good on a resume as a young person looking to join the professional work force - J.S. if you lift anyway you pay your membership, if you're on the board and not lifting, reimburse*
- 

### **Create Policy - Associate Membership**

MPA Executive / Committee members will be permitted free MPA memberships for time served outside of the scope of referee, coach and/or athlete memberships.

This covers family, friends, previously-connected folks who are not currently members and don't have interest in the other memberships we have.

- *Motion: Thea, 2nd by*
- *All in favour: 16 Opposed: 0 Motion carried*
- *Discussion:*
- *Amendment in wording*

### **i) Elections**

- *President: Amanda Burg nominee (accepted by acclamation)*
- *Vice President: Dino Camire nominee (accepted by acclamation)*
- *Secretary: Leah Shore nominee (accepted by acclamation)*
- *Registration Chairperson: Susan Haywood nominee (accepted by acclamation)*
- *Treasurer: David Hrynkow incumbent*
- *Officiating Chairperson: Janet Losel-Sitar incumbent*
- *Outreach Coordinator:*
- *Media Coordinator: Mathew Bowen nominee (accepted by acclamation)*
- *Social Media Manager:*
- *Webmaster: Riley Bertrand incumbent*
- *Records Chairperson: Kurtis Tallaire incumbent, Nathan Eisbrenner*

- nominee (*by vote: 20-3 Nathan*)
- Volunteer Chairperson: Janelle Van den Bosch incumbent (*accepted by acclamation and vote*)
  - Inventory Chairperson (if motion passes): *Krista Sanger\**
  - *Coaching Committee: Kyla Camire nominee*
  - *Competition Committee:*
  - *Disabilities Integration Chairperson* (if motion passes): Liat Schultz nominee\*
- *Note: Thea Olalia will be removed from financial signatory and Alyssa Amanda Burg will be added as a financial signatory*

## **j) Nominations and voting for awards**

Athletes of the Year Nominees:

### **Females:**

Francine Ma-ao: broken 14 provincial records in the 5 competitions she's done, holds records in both the 57kg and 63kg classes, currently holds all the 57kg Junior and Open records. Best female Junior in  $\frac{4}{5}$  meets, currently holding #4 in our female rankings with 91.4 GL Points

Christine Palapuz: first place in every meet she's done, holds all the 52 kg Junior records, and some Open ones. Broke the 52 kg Junior National squat record, which had remained unbroken for almost 4 years

Gail-Ann Breese: first place at Nationals and best Masters 3. All the MPA records and most of the CPU ones. Most recently won at Master Worlds, 4 gold medals in the individual lifts

*Winner: Gail-Ann Breese*

### **Males:**

David Hrynkow: Commonwealths - all 4 events - 1st in all - 3rd best lifter as M2 equipped. Nationals - all 4 events - 1st in all except 2nd in Equipped 3 lift. Westerns - 3 lift equipped - 1st. Master Worlds - 4th in 3 lift unequipped, 3rd in 3 lift equipped, Gold in individual deadlift.

Justin Manalo: increased total by 47.5 kg this year, bronze in super stacked class at Westerns, increased MB deadlift record to 287.5 kg, top 4 ranking all time in MPA - GL Points 97.53

Ben Knook: 1st at BHPC, 1st at Provincials, Best Male Junior at Provincials, 2nd at Westerns

*Winner: David Hrynkow*

## **Volunteer of the Year Nominees:**

Gian Asuncion: Feb 2023 - BHPC8, Mar 2023 - The One, Oct - MPC 5.0 Dominic

Luyun: Feb 2023 - BHPC8, Mar 2023 - The One, Oct - MPC 5.0 Martin Demirov:

Mar 2023 - The One, Jun 2023 - Provincials, Aug 2023 - Westerns

Melodie Sitar: Nov 2022 - ASC Expo, Dec 22 - Total Fort, Feb 2023 - BHPC8, Mar 2023 - The One, May 2023 - Wheat Meet V, May 2023 - Invictus Games, Jun 2023 - Provs, Aug 2023 - Westerns

*Winner:* Melodie Sitar

### **MPA Junior Scholarship - Kenneth Morris**

Active member since late 2022, broken multiple provincial records in the Sub Junior category and hopes to represent MPA on the world stage one day. He comes from Flin Flon, MB, and hopes to one day help grow MPA up there, and says the money would allow him to be more active in the MPA. Last year of high school with a ~95% overall average. Kenneth wants to go into Pharmacy in university.

### **Hall of Fame Nominee - Krista Sanger**

*Policy 8.4: The MPA shall maintain an MPA Athlete Hall of Fame. This award shall be presented to lifters who have made outstanding contribution to the MPA through their lifting achievement at Provincial, National and the International level. To be eligible for this award, a lifter must have been an active member of the MPA for a minimum of 10 years. If there are multiple nominees per GENDER, the Annual General Meeting voters will first vote on which candidate will be considered for induction. The winners of this award shall be selected by 2/3 majority of the voting members at the AGM. Each year, one male and one female lifter may be inducted into the MPA Hall of Fame, however this award will not necessarily be presented each year if no suitable candidate can be chosen. Recipients may only receive this award one time.*

### Career Highlights

Over a decade on in her career, Krista has participated from the local to world level, set numerous records, most recently at MPA's most recent event, Bench Like A Mother 2023.

### **International**

2019 IPF Commonwealth Championships - St. John's, Newfoundland - Bronze in the 84+ KG M1

2019 IPF Classic World Championships - Helsingborg, Sweden: 5th Place in the competitive M1 84+ class in 2019

### **National**

2020 CPU Nationals - 84+ Equipped Powerlifting - Gold

2019 CPU Nationals - 84+ Classic Powerlifting - Silver

2018 CPU Nationals - 84+ Classic Powerlifting - Silver

National Gold Medal Equipped Bench Press 2016

-multiple medals, wins and records at the regional, provincial and local level -2019 MPA Athlete of the Year

#### Volunteer Work

- MPA Board of Directors 2014-2018

- participation at majority of events since start of career, setup/tear down at most/if not all events 2013-2017.

#### Refereeing

- Third most senior active MPA Referee behind the Haywoods

- MPA Provincial Referee since 2014

- CPU National Referee since 2018

*Vote: 23 votes total and approved*

#### **k) Discussion**

- **Dino Camire:** we need to be getting more media coverage, there should be a media release for every event with the results and any notable accomplishments, we should also definitely be pushing any of the youth, junior, open, master world athletes in order to demonstrate the diversity of the sport, and just how far people can go with the sport.
  - *Matt should cover this in his new role*
  - *contact Jess Antony for her points of contact within media*
- CPU/MPA Transgender Inclusion Policy
  - *Amanda attended the special meeting*
  - *IPF told CPU they need a policy in place*
  - *they made a policy*
  - *oct 1 to meet about the policy, came into effect nov 1*
  - *if you have concerns, please bring up to the board via email at the cpu agm*
  - *cpu cannot govern each province, applies to national and regional meets only*
  - *provincial and local meets cannot be governed*

- Does the membership have feedback? Please let the board know via email.
- Complaints committee: cpu wants each province to have their own. Separate from the transgender policy
- Send ideas and complaints to [manitobapowerlifting@gmail.com](mailto:manitobapowerlifting@gmail.com) - B.H. : the policy current aligns with the IOC, makes it easier for us in IPF - S.H. : we don't need to do anything, just ask the cpu and defer to them, adopt their policy. No one has to question anything, send complaints/information to them
- B.H. : what are the parameters of this role?
- A.B.: there is no clarification currently.
- fees are going up \$3 due to having third party to handle cpu complaints
- **Non-voting role- Ethics Chairperson**
  - Amanda has to recuse herself due to being president now
  - Trish Roche accepted the role
- **New CPU Qualifying Totals**
  - no more than 20 people per group in each weight class
  - to achieve more/less athletes in each weight group
  - looking at regional qt as well, but nothing is in motion yet
  - each regional competition may not have the same totals due to
    - Waiving Provincial Championships requirement for Regionals for Regionals 2024 - required to attend provincials by volunteering instead
  - if it's the athletes first time attending a provincials or regionals they must attend a mandatory rules clinic hosted by Janet
- **Wanda Bosek:** Brandon meet many athletes said they had problems with the platform carpets. Some athletes complained to the TC and others that the platform carpet negatively impacted their performances. During the event many potential solutions were tried with varying degrees of success. Whose responsibility is it to buy duct tape?
  - we supply the carpet and bring extra for that reason
  - chalking the feet is not allowed
  - S.H. I've been reffing for 20 yrs someone always complains
  - M.B. the jury has to determine whether the meet director replaces the carpet
- **Wanda Bosek: CPU Referee Scheduling Guidelines**
  - A request for referees must be sent out to all referees no later than 10 weeks before the date of the respective championships.
  - A tentative schedule will be shared with all referees no later than 6 weeks before the date of the respective championships.
  - A final schedule will be shared with all referees no later than 4 weeks before the date of the respective championships. no formal discussion over it.

## Round Table

- M.B. : we should discuss who takes over for someone on the board if a person is not able to continue their role.
- J.B. : is there another ref clinic in the future? nothing planned in the next 3 months. Anyone can test without the clinic.
- **I) Other information**

Susan Haywood Bill Jamison (Appendix 6) and CPU Hall of Fame Award nominations (Appendix 7)

**m) Adjournment** Time: 16:25



## **Appendix 1 - 2023 MPA President Report**

Wow, has this year ever flown by! It hardly feels like it but it's been one year since I stepped into this role. It has been a busy and eventful year for the MPA. Since the last AGM, we have held seven MPA meets. We continue to welcome new, strong lifters in the MPA, while retaining many dedicated lifters and volunteers from years past. This year, we even welcomed the first three youth lifters onto our platform - Ella Camire, Eli Camire, and Mikhail Oleson!

Let's start with some stats: As of writing this, we now have 215 active members, whereas we had 167 at the last AGM. We currently have over \$16000 in our bank account, which feels like a good spot financially after being in recovery mode for a couple years after COVID. We had our biggest Provincials yet, at Iron Image in Selkirk, where 105 unique competitors put on a show over two days. We also sent our biggest team to any regional or national event ever. Under a very capable team of coaches led by Tommy Howell, 100 athletes represented MPA on home turf in Brandon, MB.

Speaking of Westerns, although not technically an MPA meet, let me brag a little bit: our Past President Mathew Bowen and long time MPA athlete, meet director, and volunteer Amanda Moffitt put on a world class meet right here in the prairies. Did you guys see that livestream?! MPA referees also manned 70% of the referee shifts all



weekend. MPA continues to have one of the best ratios of National or higher referees compared to its membership in the CPU. Many of these referees are also board members, meet directors, and continuous volunteers who dedicate so much of their time to the sport.

Amanda Burg and Janet Loesel Sitar have done significant work this past year in centralizing and organizing our inventory. We now have our equipment in a temperature- and humidity-controlled storage facility, well-organized and accounted for.

Tommy Howell and Kurtis Tallaire have started organizing the first meet of its kind here in the CPU - Keystone 2024 scheduled for February 17th, MPA's first money meet! It's truly a new era in powerlifting, and I know with these two enthusiastic organizers at the helm, this meet will be a huge success.

As many of you know, this past year in powerlifting, many conversations were had about inclusion policies, namely regarding Transgender athletes. I can vouch for the many, many, hours devoted by our Board at both the MPA and CPU levels trying to do right by our athletes by producing policies with both fairness and inclusion in mind. I am proud of the continued dedication of our Board of Directors while navigating such nuanced and critical topics.

This year we had a lot of changes within the board. I'd first like to thank long time volunteers within MPA - Lisa Smith, Jessica Antony, and David Gurvey, who stepped down this past year, but whose work through the years was absolutely invaluable to the MPA. Tiffany Lepla was voted in at the last AGM, and three more stepped in mid year - David Hrynkow, Bea Degloria, and Dino Camire. When there are holes to be filled, we can only hope that there are willing hands to help, and these four did just that. And finally, thank you to Mathew Bowen, Janet Loesel Sitar, and Amanda Burg, who have all been active in the MPA for nearly a decade now, for providing the continuity and many times the historical context we desperately needed as a new board.

As for me, I have learned so much in just a year in this role. It has been challenging, but just as often rewarding. I've realized even more how much this sport means to me, and the value it adds to my life. Ultimately, this role requires more time and effort than I can devote at this phase of my life, but I know I leave it in great hands with Amanda and the future board. I still plan to be an active referee, volunteer, and hopefully athlete in the MPA. And who knows, maybe during a slower pace in my life I will find myself wanting to help out once again.

Yours in Sport,

Thea Olalia  
Acting MPA President



## **Appendix 2 - Vice President Report**

To say this past year was a learning curve, doesn't describe it. I have a huge thank you to everyone on the board for the support and transition help from going from interim secretary to interim Vice-President.

Within the first month of my term, Thea and I started talks with the organizers from the World Police Fire Games, that were being held in July / August of 2023. This led to not only a \$5000 equipment rental agreement, between us (MPA) and their organization, but it also opened the doors for the MPA to engage in 3<sup>rd</sup> party rentals with other sporting organizations.

During the end of those games there was a three day wait period before the Western Regionals were happening. This was a event that the MPA was providing all of their equipment for. This gave us the opportunity to gather all our equipment in one place. Through a sponsorship deal with Pock-it Storage, we were able to obtain a climate control storage unit. This will allow us to have 24/7 access to our equipment, while keeping it preserved.

During the past year, I also took part in 2 CPU special meetings regarding the new Trans-Gender policy. From those meetings I was able to deliver questions from our board and give input on the new policy that was implemented this past November 1<sup>st</sup>.

As my interim comes to an end, I am happy to step down, as I have accepted the nomination for Presidency and I have nominated Dino Camire as your next Vice President.

Thank you for your support over this year.

Respectfully,  
Alyssa Amanda Burg  
Interim Vice-President



## Appendix 3 - Officiating Chairperson Report

### **The current MPA referee roster:**

International referees:

Brock Haywood – Category 1

Sue Haywood – Category 1

### **National referees**

Krista Sanger – National

Mat Bowen – National

Janet Loesel Sitar – National

Thea Olalia – National

Amanda Burg – National

David Hrynkow - National

### **Provincial referees**

Wanda Bosek – Provincial

Andy Allden – Provincial

Jordan Smith – Smith

Riley Bertrand – Provincial

Ashleigh Wiebe – Provincial

Jorrel Marasigan - Provincial

### **New referees**

Euwe Makinano – Provincial

Melodie Sitar - Provincial

We currently have 16 active and qualified referees. Some others are taking breaks from powerlifting or refereeing and/or have not updated their memberships and are thus considered inactive. (A reminder. MPA referees are required to have a current membership and to referee at least once per year to be considered an active referee.)

Since the last AGM, we have had 2 people passing the written referee test. 4 others took the test and did not pass but have indicated they want to retest soon.

David Hrynkow took his National referee test at Westerns and is now a National referee.

This past year since the last AGM I have presented five CPU Rules seminars. Dec 4 2022 (before the Total Fortification meet), Feb 1 (before the Brickhouse meet), Mar 11 (before the The One meet), April 30 (before the Wheat Meet), and Oct 4 (before Movement). These seminars are offered to help lifters learn the rules and are aimed at first time lifters and to anyone interested to come and improve their knowledge of the rules and ask questions. Seminars are usually offered at the gym holding an upcoming meet and simultaneously online for those who cannot come in person. Attendance is typically between 6-15 people, mostly brand new lifters.

I have also presented three referee clinics. Two of these clinics were aimed at our current referees. The first clinic was in January, to discuss the new bench press rules, and the second clinic was on June 4. I also presented one on Oct 1 for interested people who want to become a referee. This had good attendance, 12 new people. Of those, 5 have taken the test, 2 have passed, at least one other has promised to take the test soon and 2 want to retake the test.

We have started using the SymPLmeet scoring and referee system consistently at MPA meets. It is a meet scorekeeping program with an online referee scoring option. Referees can use their phones or a tablet to indicate the white light/red light/errors for each lifter and it automatically updates the scoresheet. We have been giving feedback to Ryan Stinn, the developer, and he has been including improvements to the program regularly.

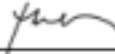
Janet Loesel Sitar, Officiating Chairperson



#### **Appendix 4 - Treasurer Financial Report**

**Manitoba Powerlifting Association  
Statement of Revenue and Expenses  
2022-08-01 to 2023-06-30**

	<u>2023</u>
<b>Revenue:</b>	
Individual Donations	\$731.20
MPA Club Fees	\$500.00
Meet Fees	\$23,999.28
Meet Sanctioning Fees	\$3,380.00
Membership Revenue	\$9,041.14
Record Application Revenue	\$60.00
Sales - Merch, Photos & Spectators, etc.	\$5,287.06
Sponsorships – Business Contributions	\$150.00
Sponsorships – Corporate Contributions	\$100.00
<b>Total Income</b>	<b><u>\$43,248.68</u></b>
<b>Expenses</b>	
Bank Charges & CC fees	\$818.53
Board & Annual Meeting Expenses	\$182.97
Board fees	\$4,750.00
Insurance	\$922.34
International Athlete CPU Fees	\$1,050.00
MPA Scholarship	\$250.00
MPA Team Coach Travel Expense & fees	\$3,161.46
Meet Expenses incl CPU Fees	\$31,265.67
Member Awards	\$670.50
Office Expenses/Supplies	\$722.01
Referees	\$1,999.80
Regional/National Athlete expenses	\$347.48
Storage, Transportation & Administration	\$2,675.36
<b>Total Operating Expenses</b>	<b><u>\$48,816.12</u></b>
<b>Net Profit</b>	<b><u>-\$5,567.44</u></b>
Opening Bank Balance	\$16,030.00
Cash Used in Operating Activities	-\$5,567.44
Cash Used for Equipment Purchases	-\$1,285.12
Receivable and Payable	-\$4,179.68
<b>Ending Bank Balance</b>	<b><u>\$4,997.76</u></b>

APPROVED BY  (President)



**Appendix 5 - Volunteer Coordinator Report**

I recorded 146 separate volunteers since last year's AGM over the course of 6 MPA meets. (This number does not include Westerns held in Brandon.) These volunteers, along with Referees, Board Members and other Organizers behind the scenes are what allow our organization to function and succeed. Since 2017, I have input 406 individual names. There are often names that go unrecorded for various reasons, including family and friends that help carry weights to the trailers after a meet, and gym members that help move equipment and set up chairs to host an event. We thank everyone who helps because meets require a lot of work.

Jannelle Van Den Bosch

Volunteer Coordinator

**Appendix 6 - Susan Haywood CPU Bill Jamison Award**

**Nomination** Dear MPA Executive and membership,

Below are the details summarized as per the CPU application procedure to submit Susan Haywood as a Nominee for the 2024 Bill Jamison Award.

*11.7 The CPU shall maintain a CPU Hall of Fame which shall consist of the following award categories: • The Bill Jamison Award – This award is named after our founder and is considered the CPU's highest honor. This award shall be presented to the registrant who best exhibits sportsmanship, perseverance, and dedication to the sport of powerlifting. The recipient must have also made a historically significant contribution to the growth of CPU. Nominees must have been an active Registrant for a minimum of 15 years. Nominations must be submitted by a CPU board member or a member province and must include detailed information as to the rationale for it 15 (fifteen) days prior to the AGM. There will be no nominations from the floor. The winner of this award shall be selected by 2/3 majority vote of the Board and member provinces and will be presented at the next appropriate National Championship. This award will not necessarily be presented each year, if no suitable candidate can be chosen, and recipients may only receive this award one time.*

Susan Haywood has been a member of the CPU since 1996. During that time, she has served the MPA in various executive roles and capacities. These have allowed her to be a consistent influence at the provincial and national level (CPU) by representing the MPA at numerous CPU AGMs over the years. Although Susan's contributions through proposals and debate at the CPU National level are not known to many her presence and consistency (often as the only female voice in the room) cannot be dismissed. Susan is a pioneer and a role model for women of all ages. This is part of her

significant contribution to the CPU.

In 2006, Susan was instrumental in advocating for equal treatment and awards for the Masters Women present at the IPF Masters Worlds. The IPF at the time was not going to allow the female M2 competitors to be present on stage and were not going to receive placings or recognition. Susan and some of her compatriots from Canada, the USA and England successfully advocated for a change to the IPF ceremonies that year. They were recognized by the IPF and their peers as a result. This practice continues to this day.

In 2013 Susan became only the 2<sup>nd</sup> CPU National Referee in Manitoba. There were few female CPU National Referees throughout the country at that time. Susan then officiated at the local, regional and national levels gaining experience and influence. In 2018 Susan became the CPU's FIRST IPF International CAT II Referee at the 2018 IPF World Combined Classic Championships in Calgary, AB.

In 2022, at the IPF Masters World Championships in St. John's NL Susan became the CPU's FIRST IPF CAT I Referee! Stop and consider now that the CPU is a founding member of the IPF and on the 50<sup>th</sup> Anniversary of the IPF as an organization (and the CPU as well), Susan was Canada's first ever female to achieve this level of excellence as a Referee!

As to the topic of Sportsmanship; Susan is a consistent advocate for the sport of powerlifting. She will take time during events and through personal communications to encourage, teach and mentor lifters of all ages. As mentioned earlier, Susan's influence towards our female executives and competitors cannot be ignored. Many individuals have benefitted from seeing a Masters level competitor who is active in both administrative and officiating duties. Susan's presence and work in these areas is integral to the growth of the sport and the increased involvement of women in the sport of Powerlifting.

Susan is a worthy candidate for the CPU's highest honour of the Bill Jamison Award. Thank you for your consideration to nominate Susan for this award.

***Submitted to the MPA Executive by,***

***Brock Haywood***

***IPF CAT I Referee***

***CPU Officiating Chair***

*Approved by MPA board , submitted by before Dec 25 2023*

**Appendix 7 - Susan Haywood CPU Hall of Fame Nomination**

Dear MPA Executive and membership,

Below are the details summarized as per the CPU application procedure to submit Susan Haywood as a Nominee for the 2024 CPU Hall of Fame.

*• CPU Hall of Fame Inductee – This award shall be presented to registrants who have made significant and noteworthy contributions to the CPU, primarily through their lifetime lifting achievements at the National and International level and served as a role model to other registrants. Nominees must have been an active registrant for a minimum of 10 years. Nominations must be submitted by a CPU board member or a member province and must include detailed information as to the rationale for it 15 (fifteen) days prior to the AGM. There will be no nominations from the floor. The winner of this award shall be selected by 2/3 majority vote of the Board and member provinces and will be presented at the next appropriate National Championship. This award will not necessarily be presented each year, if no suitable candidate can be chosen, and recipients may only receive this award one time.*

Susan Haywood has been a competitive athlete in the CPU since 1996. She began her lifting career in the M1 age category and has sustained a high level of performance as she has aged through M2, M3 and now as an M4 competitor. That is a 27-year competitive career all as a Master level female lifter! During that time Susan has amassed 130+ CPU National Records, an IPF World Record as well as numerous Commonwealth records for her efforts. She has represented the CPU and competed at the IPF Masters World Championships in 2001, 2003, 2006, 2011, 2022. During these trips to the IPF Masters Worlds Susan earned Gold, Silver and Bronze as well as individual medals in the three events. At the Commonwealth Championships in 2015 and 2019 Susan earned Gold and set Commonwealth Records as well as often improving the CPU records.

It is worth mentioning that the number of CPU National Records earned by Susan may only be exceeded by possibly one other competitor within the current membership. Susan's longevity as a National and International competitor, her consistent high level of performance and her consistent setting of CPU National records cannot be ignored.

Possibly of more importance is the influence that Susan has exerted over the participation of women in the CPU past and present. By often being either the first or one of a few consistently competing at a high level, Susan has been present to inspire and influence several generations of Masters, Open and Junior level lifters. It has often been communicated to Susan that her presence at Powerlifting events within the CPU has encouraged others to, "take up the bar" and embark upon their own competitive careers. Susan has also been generous with her knowledge and her encouragement of all lifters that she has encountered throughout the years. When Susan notices a lifter having a hard day of lifting or exhibiting competition day nerves, she has often offered an encouraging word or a small piece of advice to help them through the difficult times



on the platform. These acts of generosity and kindness have not gone unappreciated and have served to endear Susan to generations of lifters throughout the years.

Susan has the athletic performance credentials, as well as a sustained high level of performance on both the National and International stages and a longevity within powerlifting that is unequalled by many of her contemporaries. Susan is worthy of consideration for the CPU Hall of Fame.

***Submitted to the MPA Executive by,  
Brock Haywood  
IPF CAT I Referee  
CPU Officiating Chair***

*Approved by MPA board submitted by before Dec 25 2023*