

WW ANNUAL GENERAL MEETING 2025 AGENDA

Location: Zoom

Date: 3rd December 2025

Time: 6pm

Agenda Items

Welcome

Chair Joanne Calvino welcomes the members, staff and directors to the Annual General meeting. 2025 has been a busy and successful year for the organisation and this will be discussed throughout the meeting.

For the members – please use the group chat to raise any issues, or you can raise your hand if you wish to ask a question during the meeting.

Introduces attending directors:

Ross Miller, Ceri Wynne, Yuk Lam

Apologies

Sarah Jones was not present

Minutes of previous AGM

Approved by CW, YL, RM

Election of Members

JC explains that two directors who were elected onto the board by the membership have stepped down; Sophie Harrison and Filip Taylor, presenting two vacancies to be filled in this election. JC thanks both FT and SH for their contributions to WW during their service.

Vote: Matthew DE Filippo – 5 people in favour

Vote: Taylor Probets – 6 people in favour

Both Matthew De Filippo and Taylor Probets are welcomed onto the board.

It is noted that the Athlete Representative, Catrin Jones has also stepped down from her role, the role will be reviewed and advertised in the new year.

Vote on Special Resolution

“That the members of Weightlifting Wales approve the adoption of the Community Interest Company (CIC) structure, and that the company’s Articles of Association be replaced in their entirety with the CIC Articles presented to members in advance of this meeting.”

Vote: 8 people in favour

JC thanks the staff and those who have worked on this, increasing funding opportunities and investment in WW.

Finance Report

Delivered by Amy Jones

Chair's Report

Delivered by Joanne Calvino

There has been a full operational and structure review in 2025 to align with the new strategy to be launched in 2026.

Funding and investment in sport is declining nationally, so it is important for sport to consider their systems, sustainability and efficiency.

There was feedback from the membership that they were unclear about who did what, within the WW organisation, so we have made staff roles clearer in their alignment with the strategy, with the use of Operational Plans to direct staff, provide a clear vision and focus on objectives, and encourages collaboration with partners.

Wales had its highest representation at this year's British Senior Championships, and we have seen an increase in Welsh events entries through the year.

Progress with events is easier said than done; we appreciate that we do not have venues in every area of Wales, in Cardiff in particular, this has been particularly difficult to source a venue.

Para Powerlifting is developing in Wales.

The 2026 Commonwealth Games are a very important event for WW and there have been some financial challenges faced with the qualification process that has been set. WW have sought to enable its lifters to qualify. There are 232 days until the Games, and there is work to do yet to get athletes to qualification events.

Performance squads have been successful and the performance on the development squad has increased.

The Commonwealth Youth Games have been confirmed to be hosted in Malta in 2027, Weightlifting is confirmed in the programme for the 2030 Commonwealth Games to be held in India.

There have been a number of Community programmes running through Wales this year and national and local authority awards have been given to clubs for their work; example Llanelli Weightlifting (club owner, Matthew De Filippo is present). These are a tribute and recognition for the opportunities provided.

WW have maintained good governance throughout the year and compliance with its stakeholders, securing and maintaining funding.

JC thanks the board and the staff for their work behind the scenes and continuing to build on the vision for WW. We look forward to launching the new strategy in 2026, and to the Commonwealth Games.

Taylor Proberts asks a question regarding venues in Cardiff, suggests he may be able to support, JC advises TP to contact the office directly and he will then be directed appropriately to discuss.

Strategic Report

Delivered by Simon Roach

SR firstly congratulates the newly elected members, and also mentions that he is very pleased that the special resolution was accepted, this is great news for WW.

There has been a huge amount of work completed throughout the year to develop the organisation.

We now have new Company articles to accompany the transition to a Community Interest Company.

There are 4 newly established sub-committees which support the structure of the organisation. Plus sub-groups which work with staff operationally.

A new strategy has been written to launch in January 2026.

Staff roles and the overall structure have been changed to strengthen the organisation.

There has been a new Delegation of Authority and Decision-Making Framework put in place.

We will be sharing more information via the website soon, on all of the above information, so that members have a good understanding how things work within the organisation.

Staff:

There are 6 staff members, mostly part-time:

Chief Operating Officer – Simon Roach

Head of Governance and Compliance – Hannah Powell

Head Coach – Gareth Evans

Performance Pathway Manager – Christian Pszyk

Club and Community Officer – Christie Williams

Business Support Officer – Jake Eastwood

Compliance:

We are compliant with the mandatory requirements, including UKAD, Safeguarding, Finance, Equality etc. and will be working towards the Moving to Inclusion Framework in 2026. There is a lot of ongoing work in this area, and we are subject to reviews and quarterly check-ins with Sport Wales and the Child Protection in Sport Unit to monitor our compliance, we also adhere to the Sport Wales Governance Improvement Plan which is monitored, updated and submitted annually ahead of funding applications for the next financial year.

Strategy:

We are about to launch a new strategy in January 2026. This has now been condensed into 4 key areas:

Engaging the Strength Community, Bringing People Together, Building Champions, Leading a Well-Governed Organisation.

There are ongoing projects throughout Wales, including the Innovation Project in North Wales which received £40k in funding, the Kit Recycling Scheme in West Wales.

Events:

WW have progressed from 3 to 4 events in the calendar. SR would be keen to discuss with TP if he is able to support a location in Cardiff.

Performance Report

Delivered by Christian Pszyk

A busy year for performance, the below events having taken place:

- British & Welsh Championships
- Commonwealth Championships
- World Championships
- EU Small Nations Tournament
- Celtic Championships
- Masters Competition
- World NextGen Para Powerlifting
- EU Youth and Junior Cup

The following achievements at events and squads:

- Eight medals won at British Senior Championships (one gold, four silver, three bronze).
- Ten athletes represented Wales in India for Commonwealth Championships, winning one senior bronze.
- Two more lifters competed at the World Championships.
- Celtic Championships second place for Wales, including best youth female for Bethan Harry.
- Three European Masters Champions in Norway
- Evelyn Thomas won Silver with a 75kg PB at NextGen.
- Nikole Roberts represented GB at European Seniors; Thomas Duggan at European Youths.
- Bethan Harry inducted on GB youth squad; Laura Hughes onto GB senior squad

Important events in 2026:

- Commonwealth Games qualification
- Commonwealth Games in Glasgow
- Welsh and British Championships
- Celtic Championships
- New weight categories announced by the IWF for LA 2028

Some areas of work completed by performance team through 2025:

- Adjusted National Squad standards, Welsh records and entry totals to new weight categories.
 - Athlete education around nutrition and psychology.
 - Commonwealth Games qualification.
 - Revising squad policies and structures with Sport Wales.
 - Sport Wales supported projects:
 - Injury prevention and nutrition for performance
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- Development of Para Powerlifting
 - Coach education and development, coaches attending squads and events.
 - Establishing inclusive pathways into Weightlifting Wales.

Conclusion of AGM

JC gives huge thanks to the performance team for their work on building and developing the performance programme. WW aim to create a culture and environment for athletes, and the progress is being reflected in the performance results. We have increased opportunities for lifters to gain international competition experience, and the work has been incredible, results are not always seen straight away but the long term effect will benefit all of WW including its staff.

There is always room for improvement and there is always lots of work going on behind the scenes to develop the organisation.

Congratulations to Matthew De Filippo and to Taylor Probets for their new positions.

Thank you to all the staff and directors including those who have recently stepped down. The future is exciting for WW.

Questions from the membership in relation to the business of the AGM.

Taylor Probets enquires about the kit recycling scheme- SR confirms this is in a pilot stage in the West, but it is hoped that in early 2026 will be rolled out nationally, and then the opportunity will be opened to other clubs. Information will be shared with the membership.

(Any other questions to be answered within 10 working days in writing/via email)

AOB

End of meeting