



USA Climbing: Board of Directors Meeting – 7/11/2021 and 7/12/2021

Board Members in Attendance:

Bruce Mitchell, President	Dustin Skinner
Avery Cook, Vice President	Constance "Connie" Lightner
Matt Roberts, Treasurer	Jessie Grupper, Athlete
Maureen Beck, Athlete	Trace Harris
Kate Felsen Di Pietro	Jason Pill
Meagan Martin, Athlete	Joel Litvin
Kyra Condie, Athlete	

USA Climbing Staff and Others in Attendance:

Marc Norman, Chief Executive Officer
John Muse, VP of Sport
Caitlin Curry, Finance and Administration Director
Kelly Feilke, VP of Marketing, Communication, & Development
Sharlee Holland, Membership Services & SafeSport Manager
Rebecca Ingraham, Education Manager
Joanne Carilli-Stevenson, Nominating and Governance Committee
Malcom Godowski, DEITF Chair

July 11, 2021

The meeting commenced at 3:07pm PST. Ms. Curry acted as Secretary at the meeting. Mr. Mitchell presided.

I. Call To Order and President's Remarks

- a) Mr. Mitchell provided a brief overview of the positive feedback received at the Youth Festival.
- b) Mr. Mitchell introduced Joanne Carilli-Stevenson, who will be assuming the role of Chair of the NGC and Malcom Godowski who is the DEITF Task Force Chair.
- c) On motions duly made and seconded, the board approved the May 26, 2021 meeting minutes.
- d) Introductions around the room were made.
- e) Mr. Muse provided an update on the Youth National Team's attendance to the Youth World Championship. Mr. Muse requested an amendment to the Youth World Championships invitation process requiring qualified athletes to express interest in attendance to the World Championships post-finals at Youth Nationals to allow timely

visa processing. Qualified athletes would need to present their passport immediately post-finals for the event for which they qualified by 11:59pm the same day. Discussion on the topic took place. On motions duly made and seconded, the Board agreed unanimously to Mr. Muse's request.

- f) Mr. Norman relayed a Coaching Committee request to extend all members' service terms by one year due to disruption to the industry because of COVID-19 pandemic. On motions duly made and seconded, the Board agreed to allow the Coaching Committee service terms to be extended by one year.
- g) Mr. Norman provided an overview of recent recommendations surrounding committees including:
 - 1. Changing all Committee Charters to reflect the athlete representation requirement of 33.3% for up to 6 members per the current Bylaws, except for the Risk Management Committee,
 - 2. Turning the DEITF into a standing committee,
 - 3. And combining the NCAATF and the Collegiate Committee into one Committee.

On motions duly made and seconded, these recommendations were adopted by the Board.

- h) On motions duly made and seconded, the Board approved Joanne Carilli-Stevenson as Chair of NGC and Michael Sprague as Chair of Judges Committee.
- i) Mr. Norman provided an update on recent grievances and hearing panel decisions.

II. DEI Training – The Power of Inclusion: Creating a Community For All

- a) Marion Moore, Ph. D presented a training to the Board and Staff on Diversity, Equity and Inclusion.

III. Judicial Committee Issues

- a) Mr. Norman gave an update on two new complaints; the first complaint was filed by USA Climbing against a Level II Coach for cheating at a Youth Regionals event which resulted in a one-year suspension. The Board expressed that they would like to publish the incident but leave out the name of the individual. The second complaint surrounded foreign nationals competing in National Championships and representing Team USA. The discussion did not yield any specific conclusions.

The meeting adjourned at 6:49pm PST.

July 12, 2021

The meeting commenced at 8:05am PST. Ms. Curry acted as Secretary at the meeting. Mr. Mitchell presided.

I. Strategic Planning

Ms. Cook opened the meeting by providing the objectives for the strategic plan discussion.

- a) Ms. Cook turned over the discussion to Mr. Godowski to provide an overview of the DEITF strategic plan and how to best integrate the objectives in this plan with the USA Climbing strategic plan.
- b) Ms. Cook discussed then led an exercise which involved breaking the attendees into smaller groups to discuss elements of the existing strategic plan and propose updates. The discussion and updates were collected by Ms. Cook and will be incorporated into a revised Strategic Plan document.

II. President's Remarks

- a. Mr. Norman reviewed changes to the Risk Committee Charter, which increases the committee member requirement to 9 in order to reach the 33.33% athlete representation requirement. On motions seconded and duly made, the ratifications got passed unanimously.
- b. Mr. Mitchell gave an update on the Bill of Rights for Children in Sports from the Aspen Institute and expressed interest in having USA Climbing officially endorsing the bill. On motions duly made and seconded, the Board voted for USA Climbing to endorse the Bill of Rights for Children in Sport.

III. SafeSport Closed Session

- a. The Board received the annual SafeSport training from the US Center of SafeSport and then commenced a closed session to discuss sensitive SafeSport issues.

IV. Financial Update / FY2022 Budgeting

- a. Ms. Curry provided an educational overview surrounding the Statement of Activities, an update of year-to-date financials, and net income/cash flow forecasts through year end. Short-term financial challenges were highlighted relating to higher than anticipated event expenses and revenue setbacks related to the COVID-19 pandemic. Management and the Board will continue to monitor the financials closely as we enter the Fall months and work through the FY2022 Budget.

V. Foundation

- a. Mr. Mitchell introduced Patti Rube, Past USA Climbing President and now President of the USA Climbing Foundation.
- b. Ms. Rube provided a presentation to the board outlining the goals and structure of the new USA Climbing Foundation, how board members and interested supporters can get involved, and concluding with an overview of next steps for the foundation.

VI. USA Climbing New Website Implementation

- a. Mr. Feilke provided the Board with a walkthrough of the new website to be launched pre-Olympic games.

VII. Executive Closed Session

The meeting adjourned at 7:00pm PST.