



USA Climbing: Board of Directors Meeting – 4/22/20

Board Members in Attendance:

Patti Rube, President	Joel Litvin
Bruce Mitchell, Vice President	Kate Felsen Di Pietro
Matt Roberts, Treasurer	Dustin Skinner
Avery Cook	Kyra Condie
Brett Rogers	Jesse Grupper

USA Climbing Staff and Others in Attendance:

Marc Norman, Chief Executive Officer
John Muse, VP of Sport
Kyle Jablon, Finance/HR Manager
Kelly Feilke, VP of Marketing, Communication, & Development
Zachary Brinchi, Marketing/Communications Manager
Sharlee Holland, Membership Services & SafeSport Manager
Rebecca Ingraham, Education Manager
Meg Coyne, National Teams Manager
Bree Robles, Events Manager
Charles Lamb, Chair of Nominating and Governance Committee (“NGC”)
Josh Larson, National Teams Coach (joined midway through meeting)

The meeting commenced at 5:00pm MT. Mr. Brinchi acted as Secretary for the meeting. Ms. Rube presided.

- I. Call To Order and Initial Business
 - a) On motions duly made and seconded, the Board took the following actions, with Mr. Grupper, Mr. Roberts, and Mr. Litvin joining the call after the votes were taken.
 - i) Approval of minutes of February 19, 2020 regular Board Meeting
 - ii) Approval of minutes of March 10, 2020 special Board Meeting
 - iii) Approval of minutes of April 2, 2020 special Board meeting
 - iv) Ms. Rube instructed the staff to post the minutes to the web site of USA Climbing.
 - b) On motions duly made and seconded, the Board approved the following recommendations from the NGC with regard to membership on Committees:

- i) Risk Management Committee:
 - (1) Renewal appointment of Jason Pill as member and Chair of the Risk Management Committee for an additional two-year term effective as of April 1, 2020
 - (2) Renewal appointment of the following additional members of the Risk Management Committee, effective as of April 1, 2020 for two-year terms:
 - (a) Keegan Cole as the athlete representative (with approval of the USAC Athletes' Advisory Committee ("AAC") having been confirmed;
 - (b) Colt Brumm and Pete Torricollo as members of the Committee.
 - ii) Judicial Committee: Renewal appointment of Tamara Ogier to a two-year term on the Judicial Committee commencing June 1, 2020.
 - iii) Rules Committee: Renewal appointment of Matt Ornes as member and Chair of the Rules Committee for an additional two-year term beginning June 1, 2020.
 - iv) Coaching Committee:
 - (1) Renewal appointment of Meghan McDonald as member and Chair of the Coaching Committee for an additional two-year term effective as of July 1, 2019.
 - (2) Renewal appointment of the following additional members of the Coaching Committee, effective as of January 1, 2020 for two-year terms:
 - (a) Justin Wyse as the athlete representative (with approval of the USAC AAC having been confirmed;
 - (b) Rosie Bates and Steven "Chi" Harris as members of the Committee.
- c) On motion duly made and seconded, the Board approved the Medical Committee Charter pending adding explicit reference to infectious disease transmission as being within the scope of the Committee's purview.
- d) On motion duly made and seconded, the Board approved the NCAA Development Task Force Charter.

II. CEO Update

- a) Mr. Norman provided an update on the various USA Climbing event seasons that have been suspended. With respect to each Series, discussions included current and anticipated health and safety guidelines related to the COVID-19 pandemic, potential changes in competition formats, potential alternative dates for postponed events, the possibility of the need for event cancellations, potential impact on the following year's season, the preliminary results of the member survey currently being conducted, and the importance of considering the input of all stakeholders.

- i) Youth Sport & Speed Season:
 - (1) In addition to the general discussion, there was particular concern expressed for the Youth athletes in their final year of eligibility for the Youth series.
 - (2) The Board and Mr. Norman discussed plans for a update to be provided to members by no later than May 1, 2020.
 - ii) 2020 Sport & Speed Open National Championships. This event would serve as a team selection event for the upcoming Sport & Speed World Cups. USA Climbing will learn by May 1st whether the IFSC Sport & Speed World Cups scheduled for July will take place.
 - iii) Collegiate Season and the Collegiate National Championship: In addition to the general discussion, there was particular concern expressed for graduating college seniors.
 - iv) Paraclimbing National Championships and Paraclimbing international events: In addition to the general discussion, there was particular concern expressed regarding the need to assess any heightened health and safety concerns for applicable categories of Paraclimbing athletes.
- b) Mr. Norman provided an update on the postponement of the Tokyo 2020 Olympic Games.
 - c) Mr. Norman updated the Board with regard to the USA Climbing Foundation, which has been established.
- III. Financials
- a) Mr. Norman updated the Board with regard to the FY20 Q2 Financials.
 - b) Mr. Norman provided an overview of the March Financials.
 - c) Mr. Norman provided a summary of the FY20 Reforecasted Budget. Two scenarios were submitted to the Audit Committee and discussed with the Board.
 - i) On motion duly made and seconded, the Board approved the Reforecasted Budget.
- IV. Mr. Norman provided an update regarding the Annual Meeting which had been in the early stages of planning for September 2020.
- V. Mr. Norman provided an update regarding USA Climbing's progress on its Strategic Plan, including in light of the disruptions caused by the COVID-19 pandemic.
- VI. Mr. Norman reported regarding a recent report issued by the Diversity, Equity, and Inclusion Task Force, which had been provided to Board members for review. A discussion ensued regarding the well-researched and well-presented report and the eagerness of Board members and staff to continue with progress in this area.
- VII. Sport / High Performance Update

- a) Mr. Muse updated the Board on efforts to recruit and review candidates for a Routesetting Program Manager Position.
- b) Mr. Muse provided an update on the 2020 IFSC World Cup Season in light of the COVID-19 pandemic.
- c) Mr. Muse updated the Board on the use of the USAC National Training Center during the COVID-19 pandemic.
- d) Mr. Muse provided an overview on proposed changes to version 4 of the USA Climbing Rulebook.
- e) On motion duly made and seconded, the Board approved version 4 of the 2020 USA Climbing Rulebook.
- f) Mr. Muse updated the Board on a letter submitted by the Routesetting Committee, a copy of which had been provided to Board members. A discussion ensued among the Board and staff, including certain Board members who were members of the Competition Task Force (“CTF”). Ms. Rube asked Mr. Mitchell, who had served as Chair of the CTF, to review the letter from the Routesetting Committee and to consult with the Rules Committee on possibilities for incorporating the Routesetting Committee’s recommendations into the version of the Rulebook that will take effect in or about September 2020 (the “September 2020 Rulebook”), to the extent consistent with the spirit and goals of the CTF’s final report previously approved by the Board, and with the caveat that the September 2020 Rulebook will be subject to Board approval in the usual course.
- g) Mr. Muse provided an update to the Board on the Regional realignment being considered by the Realignment Task Force.

VIII. Markeing Update

- a) Mr. Feilke provided an update on current sponsorship obligations and conversations.
- b) Mr. Feilke provided an overview of current communication objectives and goals for the upcoming season.

IX. Membership / SafeSport

- a) Ms. Holland provided an update on current membership trends.

The Board entered closed session at 7:40pm MT.