



USA Climbing: Board of Directors Meeting – 5/28/20

Board Members in Attendance:

Patti Rube, President	Joel Litvin
Bruce Mitchell, Vice President	Kate Felsen Di Pietro
Matt Roberts, Treasurer	Dustin Skinner
Avery Cook (until 5:30 pm MT)	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
Rachel Owens, Collegiate & Paraclimbing Manager
Meg Coyne, National Teams Manager
Mason Sorey, National Events Manager
Bree Robles, Events Manager
Charles Lamb, Chair, Nominating and Governance Committee (“NGC”)
Tab Stevens, Chair, Realignment Task Force (“RTF”)
Kyle Struthers, Member, RTF
Nicole Brandt, Member, RTF
Mark Vasta, Member, RTF

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

- i) On motions duly made and seconded, the Board approved the appointment of Nic Oklobzija to the Routesetting Committee to fill one open position.
- ii) Mr. Lamb updated the Board on the current recruitment request to fill open positions on multiple USA Climbing committees & task forces. Mr. Norman requested that Ms. Condie & Mr. Grupper encourage their fellow athletes to apply.

- iii) Mr. Lamb requested an extension of the deadline to June 15 to allow the NGC time to field additional applications to fill vacancies on the committees.
- iv) A conversation ensued regarding incorporating, into the anticipated election for seats on USA Climbing's Athletes' Advisory Committee (the "AAC"), positions that are up for renewal in August 2020.
- v) On motions duly made and seconded, upon the recommendation of the NGC and the AAC, the Board approved the renewal of Alex Fritz as an Athlete member of the Judicial Committee for a third and final term effective January, 1, 2020.
- vi) Ms. Condie & Mr. Grupper provided a summary to the Board on the significant work of, and progress made by, the Diversity, Equity, and Inclusion Task Force ("DEITF"), including with regard to a report of its efforts to survey the DEI steps taken by other amateur and professional sports. The Board encouraged Mr. Norman to work with Ms. Condie, Mr. Grupper, and the DEITF on making certain of the DEITF's work available to membership as appropriate and as recommended by the DEITF.
- vii) On motions duly made and seconded, the Board (with Ms. Cook absent) approved the recommendation of the DEITF that Malcom Godowski and Melanie Zurek serve as Co-Chairs of that Task Force. Ms. Zurek had previously served as Interim Chair pending recommendation of the Task Force as to a permanent Chair.
- viii) The Board discussed a proposed final DEITF Charter recommended by the DEITF. This would replace the draft Charter previously approved by the Board and presented to the DEITF for its formal review and recommendations. Mr. Litvin requested the opportunity to provide minor comments on the Charter before the Board's approval. Ms. Rube asked the Board to be available for an email vote on the final Charter following any modifications agreed among Mr. Litvin, Ms. Condie, Mr. Grupper, and the DEITF.
- ix) Ms. Condie & Mr. Grupper informed the Board of current DEI intentions and provided an overview of the DEITF's intended steps to achieve its goals for the benefit of USAC as a whole.

II. RTF Update

- a) Mr. Stevens along with Ms. Brandt provided an overview of the draft recommendations of the Realignment Task Force.
- b) A conversation ensued between members of the Board and the RTF regarding realignment options and next steps for the RTF to take. The Board encouraged the RTF to present its draft recommendations to the Regional Coordinator community and to collect feedback before presenting final recommendations to the Board in June 2020.
- c) Mr. Struthers provided an overview of the current draft recommendations of the RTF for realignment of the Collegiate Climbing Series. The RTF had already secured comments from the Collegiate Committee with regard to

the recommendations. The Board encouraged the RTF to present its final recommendations to the Board in June 2020.

III. CEO Update

- a) Mr. Norman provided an update on the current status of the 2019-2020 competitive season, which had been suspended due to the COVID-19 pandemic.
- b) Mr. Norman provided a summary of the FY20 YTD Financials.
- c) Mr. Norman thanked Rebecca Ingraham, Education Manager, for her work on developing the inaugural USA Climbing Women's Conference, expected to be held via remote access in September 2020, and for putting together education resources to share via the USA Climbing website.

The meeting concluded at 7:29 PM