



USA Climbing: Board of Directors Meeting – 10/14/2021

Board Members in Attendance:

Bruce Mitchell, President	John Brosler, Athlete
Avery Cook, Vice President	Dustin Skinner
Matt Roberts, Treasurer	Constance "Connie" Lightner
Maureen Beck, Athlete	Trace Harris
Kate Felsen Di Pietro	Joel Litvin
Meagan Martin, Athlete	Jason Pill
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 Strebels, Membership Services & SafeSport Manager
Rachel Owens, Paraclimbing & Collegiate Coordinator
Rebecca Ingraham, Education Manager
Meg Coyne, National Team Manager
Joanne Carilli-Stevenson, Nominating and Governance Committee Chair

The meeting commenced at 5:06PM MST. Ms. Curry acted as Secretary at the meeting. Mr. Mitchell presided.

I. Call To Order and President's Remarks

- a) On motions duly made and seconded, the Board accepted the meeting minutes from the August 25, 2021 Board meeting.
- b) Mr. Mitchell passed the discussion over to Mr. Muse to explain a proposal to move Southern Utah from Region 32 to 31 per a recommendation from the Regional Coordinators. On motions duly made and seconded, the Board approved this change.
- c) Ms. Cook provided an update on the Strategic Plan revision. Ms. Cook described her analysis of the activity that took place during the July Board meeting. She highlighted a couple of opportunities highlighted at the July Board meeting including storytelling media, finance, and business value for climbing gyms. The USA Climbing Board will establish a working group to revise this plan to address these elements. The target goal is to have an updated strategic plan for January/February 2022. If any Board

members are interested in partaking in the working group, they should reach out to Ms. Cook directly to be included.

- d) Mr. Mitchell highlighted that the topic surrounding Foreign Nationals competing at the National Championship has been brought to the Board's attention. Mr. Muse then discussed several changes to the Rulebook, the most significant change relating to the Foreign National debate. Additionally, there are proposed changes by the Rules Committee surrounding clarifications on qualifying event point structure, false starts at youth events being applicable only to that specific race in which the false start occurred, and the Foreign Nationals advancement in speed. After some discussion, the board proposed that Foreign Nationals be allowed to advance to semi-finals but not finals at the Youth National Championship for Speed. On motions duly made and seconded, the Board approved the 2022 Rulebook addendum including the changes as discussed by the Board surrounding disallowing Foreign Nationals to advance to finals at the Youth National Championship but allowing them to advance to semi-finals.
- e) Mr. Muse gave an update on a change to the Team Selection document surrounding the National Championship eligibility point system. On motions duly made and seconded, this change was approved for publication in the Team Selection document.
- f) Mr. Norman provided an update on the solicitation for committee members. Mr. Norman proposed that Ty Hardaway move to the Risk Management Committee from the Competition Belaying Working Group and Jane Chin to be named as Chair of the Medical Committee (previously Interim Chair). On motions duly made and seconded, these changes were approved by the Board.
- g) Mr. Norman then sought approval to extend committee position terms that expire before the end of 2021 to the end of the calendar year 2021. On motions duly made and seconded, this was approved by the Board.

II. Marketing Update

- a) Mr. Feilke provided an update on partnerships and partner sales in the apparel category for the new fiscal year.

III. CEO Update

- a) Mr. Norman gave an update on the Foundation. The Foundation's 501(c)(3) status has now been officially recognized by the IRS. Mr. Norman applauded Patti Rube for leading the Foundation's efforts in searching for Trustees.
- b) Mr. Norman provided an update on the training center relocation. The assets have been moved to the new temporary location with the intention of moving to a permanent space a few blocks away from the existing office space. More information regarding a potential award from the State to support a permanent training center build is expected in January/February 2022 around when the Utah Legislative Session takes place.
- c) Mr. Norman communicated that the IFSC approached USA Climbing to host back-to-back World Cups, as Munich can no longer host. If accepted, this would look similar to USA Climbing's May 2021 World Cups (Boulder and Boulder/Speed). The Utah Sports Commission pledged another \$150k to support the additional World Cup. Mr. Norman sought the approval from the Board to host this additional World Cup. Concern was raised regarding the increased workload for staff a two-weekend event would hold. On

motions duly made and seconded, the addition of a second bouldering World Cup was approved.

- d) Mr. Norman presented an update on the Pan American Council presidential election and mentioned that he did not win the presidential seat.

IV. Finance Update

- a) Ms. Curry highlighted some financial updates including discussing the FY21 financial audit, the organization's intention to seek additional EIDL funding and Employee Retention Credit funding. Ms. Curry also showed the preliminary FY21 year end financials, which yielded a net loss as expected and discussed in the July 2021 Board meeting.

V. Sport Update

- a) Mr. Muse provided an update on the High Performance plan, specific to competitive events. Depending on how the USOPC HP funding situation unfolds – the best-case scenario is that all World Cups are funded with a full team. The FY22 budget will be adjusted as necessary depending on the USOPC funding allocation, which is expected to be known in November 2021.
- b) Mr. Muse overviewed Team Selection – moving forward, USA Climbing will utilize a two-event model (2021 National Championships and 2022 Team Selection) to determine the National Team for international competition. The expectation is that this will lead to a more accurate and consistent process for Team Selection. This Team Selection process has been removed from the Rule Book and isolated as a separate policy document.

VI. Closed Executive Session

- a) The Board discussed updates SafeSport actions by USA Climbing, including any additional cases, closed cases, and updated status of preexisting investigations.
- b) Further, the Board discussed the long time required for some investigations by the USCSS, particularly in light of recent Congressional testimony on the Larry Nasser scandal, and discussed periodic reminders to USCSS about the time needed for such investigations.
- c) The Board reviewed USCSS background check review policies.