



USA Climbing: Board of Directors Meeting – 2/23/2022

Board Members in Attendance:

| | |
|----------------------------|------------------------|
| Bruce Mitchell, President | Kyra Condie, Athlete |
| Avery Cook, Vice President | Trace Harris |
| Matt Roberts, Treasurer | Joel Litvin |
| Connie Lightner | Jason Pill |
| Kate Felsen Di Pietro | Jesse Grupper, Athlete |
| Maureen Beck, Athlete | Dustin Skinner |

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 and Communications
Benjamin Lowe, Marketing and Communications Director
Sharlee Strebel, Membership Services & SafeSport Manager
Rachel Owens, Paraclimbing & Collegiate Coordinator
Rebecca Ingraham, Education Manager
Meg Coyne, National Team Manager
Zackary DiCristino, Medical Manager/Physical Therapist
Joanne Carilli-Stevenson, Nominating and Governance Committee Chair

The meeting commenced at 5:02PM 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 minutes from the 12/15/2021 board meeting were approved.
- b) Mr. Mitchell requested a vote on approval of NGC recommendations for Committee members appointments
 - a. Ethics – Matt Londrey, Cody Steveson (athlete)
 - b. Paraclimbing – Mark Fisher, Amy Griswold
 - c. Routesetting – Quinn Mason (athlete)
 - d. Judicial – Nekaia Sanders (athlete)

On motions duly made and seconded, the recommendations for appointments were approved. Mr. Mitchell commended Ms. Carilli-Stevenson on her and the NGC's efforts in filling committee vacancies. Ms. Carilli-Stevenson reiterated that there are still several committees with open athlete roles. Mr. Norman emphasized the importance of encouraging athletes to apply for these roles.

- c) Mr. Mitchell congratulated Ms. Condie on being elected as the AAC athlete representative, through which she will still remain on the Board of Directors.
- d) Mr. Muse provided an update on red and yellow cards that were issued at the Bouldering Divisionals events.

II. CEO Update

- a. Mr. Norman welcomed the new Marketing and Communications Director, Ben Lowe.
- b. Mr. Norman provided an update on the appropriation for the Training Center that is currently going through the Utah State Legislature. There is not yet a determination by the Legislature for the funding request. Additionally, Mr. Norman is seeking funding support from the Federal government as well.
- c. Mr. Norman updated the Board on the growth of the Foundation and the Transformation Grant Program. There has been a good amount of interest and questions regarding the program. Ms. Carilli-Stevenson updated the group on the informational meeting that took place recently regarding the program.
- d. Mr. Norman informed the Board that the open call for the Athlete Director Election has been completed and the process for the election is underway.
- e. Mr. Norman reminded the Board that we will be transitioning Board communications over to the OnBoard software. Mr. Norman stated that he will send out the informational videos regarding OnBoard to the Board.
- f. Mr. Norman provided an update on membership numbers. The current trend shows that it is possible that USA Climbing may exceed its previous top membership year.

III. Finance Update

- a. Ms. Curry and Mr. Roberts relayed that the Audit Committee reviewed the 990 and now recommends the 990 for Board approval. Mr. Mitchell called for a vote on the 990. On motions duly made and seconded, the Board approved for the 990 to be finalized and posted publicly on the organization's website.
- b. Ms. Curry provided a financial update to the Board. Now that we are in 2022, USA Climbing has transitioned to a fiscal year that aligns with the calendar year, and all YTD financials for the current year will represent January 2022 forward. USA Climbing currently shows ahead of budget for net income, though this is driven by expense timing.
- c. Mr. Norman informed the Board that he, Mr. Muse and Ms. Curry are in process of re-analyzing the 2022 budget and known changes.
- d. Mr. Mitchell mentioned that there is an updated Board meeting schedule in the Pre-reads folder.

IV. Marketing Update

- a. Mr. Feilke provided an update on new/renewed partnerships and media buys, including the renewal of the apparel partner, The North Face.

- b. Mr. Feilke informed the Board that USA Climbing will be terminating the agreement with Team IP, USA Climbing's merchandise partner, after multiple consistent customer service and execution challenges.

V. Sport Update

- a. Mr. Muse informed the Board that we finished the last Divisional for Bouldering completed this past weekend with strong participation. The most significant challenges continue to surround the pandemic and mask mandates.
- b. Mr. Muse recapped the High Performance Training Opportunity that occurred recently for all National Team Trials participating athletes in Salt Lake City. There were about 65 total athletes that took advantage of the opportunity. Mr. Muse mentioned that the Team Trials event is coming up quickly at Stone Summit gym in Atlanta, GA.
- c. Mr. Muse sought approval from the Board on the updated Team Selection procedures while providing a summary of the changes. Ms. Lightner expressed concern with the timing of the approval of the Team Selection process and requested that changes to the Selection procedure be released more in advance of the season. On motions duly made and seconded, the Board approved the new Team Selection procedure document with a change to 1.6.2.b.ii to include "only members of Board of Directors".

Mr. Mitchell adjourned the general portion of the Board meeting at 6:20pm, and the Closed Session commenced.

VI. Executive/Closed Session

- a. The closed session discussion focused on recent SafeSport cases and overall communication to membership on SafeSport issues.