

**USA Climbing Board of Directors Meeting  
Monday, March 6, 2023  
Lone Star Court, Austin, TX and via Zoom**



**Board Members in Attendance:**

Kate Felsen Di Pietro, Chair	Jesse Grupper, Athlete	Chris Park*
Meagan Martin, Vice Chair	Sienna Kopf, Athlete	Steve Struthers*
Trace Harris, Treasurer	Alice Kao	Geoff Smith*
Maureen Beck, Athlete	Constance Lightner	
Kyra Condie, Athlete	Jason Pill	

**USA Climbing Staff and Others in Attendance:**

Marc Norman, Chief Executive Officer	Ben Lowe, Marketing & Communications
Patti Rube, USAC Foundation	Zack DiCristino, Team PT & Medical Mgr
JoAnne Carilli-Stevenson*, Nominating & Governance Chair	Sharlee Strebel*, Membership & SafeSport Manager
John Muse, VP of Sport	Wendy Vinhage, Development Director
Caitlin Curry, Finance & Admin Director	David Patterson, USOPC
Lisa Valiant, Chief of Staff	

*\*denotes virtual attendee*

The meeting commenced at 9:09 AM CST. Kate Felsen Di Pietro presided. Lisa Valiant acted as Secretary.

- I. Call To Order and President's Remarks
  - a. Kate Felsen Di Pietro called the meeting to order welcoming new board members Chris Park, Geoff Smith, and Laura Domoto as well as USA Climbing's new development director, Wendy Vinhage.
- II. Board Business
  - a. *On motions duly made and seconded, the minutes from the January 25, 2023 Board meeting were approved.*
  - b. *On motions duly made and seconded, the minutes from the February 9, 2023 Board meeting were approved.*
- III. CEO Update
  - a. Regular Updates to the Board
    - i. Red Cards were reported as follows:
      - **D4-Divisional** A registered Level 2 coach, knowingly brought an electronic communication device into isolation and denied doing so directly to designated event personnel at check in.
    - ii. Yellow Cards were reported as follows:
      - **R42-OE** Three competitors entered the venue through spectator entrance, rather than the isolation entrance.
      - **R11-OE** Competitor in the building prior to competition.
      - **R71-OE** Use of profanity while on the wall

- iii. Sport Discretion
  - One instance of Sport Discretion was reported for a reduced climbing period to the 4-minute flash format due to the shortness of walls.
- b. FY23 Financial Update
  - i. Caitlin Curry reported that the annual financial audit is underway with positive early feedback. Completion is expected late April with the 990 following in early May. An update to USAC's Financial Fiscal Policies and Procedures is in process. Cece Kopf and Alice Kao were welcomed to the Audit & Compensation Committee. USAC's current cash position was reviewed. YTD financials and Foundation revenue were reviewed.
- c. USOPC Donor Gift
  - i. Discussion occurred on possible uses of a USOPC donor gift benefitting high performance and youth, including setup of the lead wall for training and/or replacement pads. *On motions duly made and seconded, the Board approved advanced spending of the \$75,000 USOPC donor gift to FY23 to build the lead wall and replace Training Center padding.*
  - ii. Discussion occurred on creating more awareness for giving opportunities, including messaging around donation impacts.
- d. U.S. Congressional Commission on the State of U.S. Olympics and Paralympics.
  - i. USAC is working to respond to a Congressional Commission request of NGBs for extensive documentation to assist in educating Congress on the state of the Olympic Movement. USAC intends to utilize this opportunity to communicate critical needs, challenges, and opportunities within the Movement and across all levels of sport.
- e. Partnership Update
  - i. Marc Norman reviewed current status of FY23 partnership agreements and categories, including para-specific support. Board members Alice Kao, Chris Park, Geoff Smith, and Kyra Condie offered informal support for partnership development.
- f. Paraclimbing Update
  - i. The IPC granted an opportunity for LA28 to add 1-2 additional sports, specifically Paraclimbing and/or Parasurfing, to the Paralympic program for LA28, at LA28 discretion. USAC will continue to encourage LA28 toward Paraclimbing inclusion. A final decision is expected by the end of the year.
- g. Dave Patterson from the USOPC joined the meeting as a governance and team selection expert.
- h. Sport Update
  - i. John Muse reviewed the 2023 National Teams and Development National Teams. Maureen Beck offered information on Paraclimbing classifications.
  - ii. Team Selection procedures were reviewed including National Championship eligibility, pre-selection, funding, and discretionary spots. The importance of qualifying as many athletes as possible to the Olympic Qualifying Series (OQS) was noted in order to ensure as many athletes as possible qualify for the Olympic Games. Discussion occurred around timing challenges with OQS and National Team Trials / Championships.
  - iii. The Olympic Qualification Pathway and quotas were reviewed. It was noted that Sport Climbing has the fewest quotas in the Games. IFSC quota for participation in the current World Cup season was unconfirmed until after

Team Selection procedures were formed. These timing challenges and implications of discretion were discussed.

- iv. At Marc Norman's request, David Patterson offered best practices on team selection and use of discretion.
  - v. High Performance staff and the Team Selection Committee will come back with a Team Selection/Discretion recommendation for Board consideration.
  - vi. Staff will communicate with athletes regarding access to the Training Center now that the National Teams have been named.
  - i. Broadcast Update
    - i. National Team Trials was fully produced and staff is sourcing a broadcast partner for distribution. New broadcast channels and formats are being considered going forward.
  - j. BMI Protocol & Implementation
    - i. John Muse reviewed IFSC actions relative to BMI protocols and recent changes in requirements. USAC is implementing its own screening protocols to get ahead of this topic and is working closely with IFSC. The Board discussed nutrition and mental health resources for athletes. Staff will continue to explore how to keeping athletes healthy, supported, and able to compete.
- IV. National Training Center Discussion
- a. USA Climbing was successful at the Utah Legislative session with \$15M in one-time funding, with thanks to Representative Jon Hawkins for sponsoring the Request for Appropriations. USAC is now working with Salt Lake City and others to secure ground. The project will serve as the headquarters for USA Climbing with dedicated National Team training space and will serve as a community asset. Preliminary discussion of structure, programming, communications, and capital campaign occurred, noting the need to emphasize that this is a national project.
- V. FY23 Initiatives & Indicators
- a. Steve Struthers reviewed the purpose of setting targeted annual key initiatives to help move the needle on performance indicators which measure progress in each of the outcome areas in USAC's current strategic plan. Discussion occurred of staging priorities over multiple years to allow meaningful engagement and focus for each. After discussion, the Board was asked to prioritize indicators via a poll to provide feedback to staff.
- VI. Foundation Update
- a. Trustee Jonathan Kessler will host a Friendraiser event in LA on March 18 in partnership with Board Member Alice Kao, to be held at Sender One. Preliminary Paris 2024 hospitality packages were reviewed. Pricing will be set once hotel accommodations are finalized with hospitality partner, OnLocation. Patti expressed gratitude to the Board for the many ideas shared on donor engagement, communications, storytelling, and others which we are excited to advance with a growing team.

VII. Governance

- a. Marc Norman reviewed the new board terms, committee structures, and committee leads. *On motions duly made and seconded, the updated composition of the Board Committees and Additional Board Committees were approved as presented.*
- b. David Patterson recapped governance highlights from his August 2022 presentation and advised on best practices for growing NGBs like USA Climbing following USAC's December bylaws update. He discussed perceptions, duty to dissent, board unity, and the creation of policies to document board-level principles that allow staff and committees to carry out the work of the NGB. A breakdown of the roles of committees was reviewed, insights were provided on risk management, and a sample monitoring schedule was shared for discussion. The Board expressed gratitude to David for his time and expertise.

VIII. Closed Session

- a. The status of SafeSport cases was reviewed.

IX. Adjournment – The meeting adjourned at 3:26 PM CST.

APPROVED