

USA Climbing Board of Directors Meeting
Wednesday, February 15, 2024
5:00 p.m. | Virtual via Zoom



Board Members in Attendance:

Kate Felsen Di Pietro, Chair
Meagan Martin, Vice Chair, Athlete
Trace Harris, Treasurer
Maureen Beck, Athlete

Kyra Condie, Athlete
Laura Domoto
Jesse Grupper, Athlete
Deana Labriola

Connie Lightner
Chris Park
Jason Pill
Steve Struthers

USA Climbing Staff and Others in Attendance:

Marc Norman, Chief Executive Officer
Lisa Valiant, Chief of Staff | Secretary
Patti Rube, USAC Foundation Chair | Observer
Bruce Mitchell, Nominating Committee
Chair | Observer
Jason Leckerman, Esquire, Ballard Spahr LLP

Kevin Findlan, CCS | Guest
Eric Javier, CCS | Guest
John Muse
Caitlin Curry
Patrick Bodnar
Trevor Clay

Zack DiCristino
Rebecca Ingraham
Madeleine Palmer
Wendy Vinhage

All attendance virtual

I. Call To Order and Board Business

- a. The meeting was called to order at 5:01 PM MDT.
- b. *On motions duly made and seconded, the Board unanimously approved minutes from the January 24, 2024 Board Meeting as amended.*
- c. *The unanimous electronic approval of the Athlete Safety Committee Charter on January 25, 2024 was affirmed.*
- d. Chris Park was thanked for his service on the USA Climbing Board.

II. Eric Javier and Kevin Findlan presented interim findings from CCS Fundraising's work toward a feasibility study for the National Training Center project, noting a positive prospect landscape and suggestions for building development capacity within USAC. Work toward a capital campaign is currently paused.

III. Board Committee Updates

- a. The DEI Committee continues to engage stakeholders regarding transgender athlete participation and potential revisions to the paused TAP Policy. A facilitator is being sourced to lead working group sessions.
- b. The Athlete Safety Committee reported on impacts from the recent *Climbing* articles related to safe sport. The USA Climbing Safe Sport page now contains a direct link to a list of ineligible climbing-specific participants who have been sanctioned by the Center for SafeSport.
- c. The Nominating Committee reported on current board and committee openings and solicitations.
- d. The Ethics Committee is working to streamline the review process for board and committee Conflicts of Interest at regular intervals throughout the year for efficiency.
- e. The Audit & Compensation Committee noted that the annual financial audit is upcoming.

- f. The Governance Committee's work plan for the year was reviewed, including drafting additional Board policies, refining the onboarding process for Board and committee members, and providing support for Board training opportunities.
- IV. The USA Climbing 2025-2028 Strategic Plan process was discussed, outlining a potential structure and steering group composition for finalization in the coming weeks. Board members who would like to participate should notify Steve Struthers.
- V. National Training Center
 - a. Attorney Jason Leckerman (Ballard Spahr) provided legal advice related to the National Training Center project.
 - b. For context, the initial business plan and financial models were reviewed.
 - c. A financial risk analysis was reviewed.
 - d. The board explored new ideas for sustainable revenue models coming out of conversations with stakeholders, including a meeting with Salt Lake City gym owners and operators and the Gym Partner Task Force survey.
 - e. Board and staff will continue to engage partners and stakeholders through the project pause.
- VI. The rollout of Paris 2024 Hospitality Packages was reviewed.
- VII. The Board moved into closed session.
- VIII. The meeting adjourned at 8:44 PM MDT.