

**USA Climbing Board of Directors Meeting**  
**Saturday-Sunday, October 26-27, 2024**  
**8:30 a.m. | AC Hotel Salt Lake City | In-Person/Hybrid**



**Board Members in Attendance:**

|                              |                 |                 |
|------------------------------|-----------------|-----------------|
| Kate Felsen Di Pietro, Chair | Maureen Beck    | Joey Molko      |
| Meagan Martin*, Vice Chair   | Laura Domoto    | Jason Pill      |
| Trace Harris, Treasurer      | Bret Johnston   | Steve Struthers |
| Kyra Condie, Athlete         | Deana Labriola  |                 |
| Jesse Grupper, Athlete       | Connie Lightner |                 |

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

|   |  |
|---|--|
| Marc Norman, Chief Executive Officer    | David Patterson, USOPC                       |
| John Muse, VP of Sport                  | Steve Brown, Millcreek Consulting (Saturday) |
| Caitlin Curry, Finance & Admin Director | Zack DiCristino*                             |
| Lisa Valiant, Chief of Staff, Secretary | Matthew Maddison*                            |
| Avery Cook, Nominating Committee Chair  | Josh Larson* (Saturday)                      |

*\* Denotes virtual attendance*

**Saturday, October 26**

The meeting commenced at 8:42 AM MDT. Kate Felsen Di Pietro presided.

Call To Order. Kate Felsen Di Pietro called the meeting to order and welcomed Dave Patterson; ; Board members and staff introduced themselves.

**I. Call To Order and Board Business.**

- a. Kate Felsen Di Pietro called the meeting to order and welcomed Dave Patterson; Board members and staff introduced themselves.
- b. *On motions duly made and seconded, the minutes of the September 11, 2024 Board meeting were approved.*
- c. The draft 2025 Board Meeting Schedule and draft 2025 event schedule was discussed. Two in-person Board meetings were proposed for 2025.

**II. Board Training.** Dave Patterson facilitated the first of two training sessions for Board and Staff, focused on board effectiveness and alignment.

**III. FY24 Financials & Budget Preview.**

- a. Caitlin Curry reviewed current year-to-date FY24 financials, noting cash balances and drivers of any significant budget variances.
- b. USA Climbing's budget and legal entity structures were reviewed, in addition to historical revenue and expense trends. Year-over-year budgetary changes were discussed, noting favorable impacts and challenges going into FY25. Major budget assumptions were reviewed, and detail by area was discussed. Partnership status was discussed. The FY25 budget process and timeline were reviewed.

c. The final FY25 budget will be presented for approval at the December 11 Board meeting.

**IV. National Training Center.**

- a. Marc Norman noted the information session held for the Board on October 17 in preparation for this agenda topic. A recap of the discussion was provided, including the candidates and staff who participated in the RFI process, and the key evaluation criteria used to analyze the proposals and potential partners.
- b. Caitlin Curry and Trace Harris reviewed the Audit Committee's comments on the proposed financial models.
- c. A comparison of Momentum, Touchstone, and USA Climbing's business models was reviewed and discussed. A comparison of each candidate's financial revenue assumptions was discussed in detail, including implications and risk to USA Climbing over time with the various business models. Continued dialogue ensued and key factors in staff's recommendation were reviewed.
- d. Discussion was continued to Sunday morning.

**V. Strategic Planning Discussion.** Steve Struthers and Marc Norman reviewed strategic planning efforts to date toward a 2025-2028 Strategic Plan. Engagement metrics were shared for email communications, surveys, and stakeholder listening sessions. Board members shared reactions and feedback to the draft strategic plan structure. The Board engaged in a prioritization exercise and discussion to guide the details and direction of the final strategic plan.

VI. High Performance funding and USOPC allocations were detailed.

VII. The meeting adjourned to Closed Session at 5:57 PM MT.

VIII. The Board recessed until Sunday morning.

**Sunday, October 27**

**I. Call To Order.** Kate Felsen Di Pietro called the meeting to order at 8:30 AM MT.

**II. Board Training.** Dave Patterson facilitated the second of two training sessions for Board and Staff.

**III. National Training Center.**

- a. Discussion continued toward selecting an operating model for the National Training Center project. The Board discussed and identified goals to explore as staff continues discussions toward a final operating agreement with the selected candidate.
- b. *On motions duly made and seconded, the Board voted unanimously to advance Momentum Option B to final operating agreement discussions.*

**IV. Nominating Committee Update**

- a. It was noted that Owen Graham serves in the required Independent seat on the Nominating Committee.
- b. *On motions duly made and seconded, Vanessa Brias was approved as a member of the Nominating Committee.*
- c. The process for removing inactive members of committees was reviewed and open athlete seats on the Nominating Committee were reviewed.

- d. *On motions duly made and seconded, Trace Harris, Connie Lightner, and Jason Pill were approved for second terms on the USA Climbing Board of Directors, with terms ending December 31, 2028, noting abstentions from each candidate for their respective votes.*
  - e. *On motions duly made and seconded, Deana Labriola was approved for a new term on the USA Climbing Board of Directors, term ending December 31, 2028, noting Deana's abstention. It was noted that Deana was appointed to the Board in August 2023 to fill a partial term; therefore, she is eligible under the current bylaws for up to two additional full terms.*
- V. **Governance Committee.** Steve Struthers provided an update on a Board Social Media Policy and a Board Leadership Succession Policy. He also reviewed initial considerations and work toward amending the USA Climbing Bylaws for general cleanup and to bring USA Climbing into compliance with the updated USOPC Bylaws.
- VI. **Athlete Safety Committee.** Laura Domoto introduced a proposed name change from the Athlete Safety Committee to the Athlete Safeguarding Committee. An overview of the purpose and function of the committee, the "Safer Sport for Athletes Bill," the number of 2024 Safe Sport cases, and a SafeSport app were reviewed.
- VII. **DEI Committee / TAPP Update.** John Muse and Connie Lightner reviewed status toward a revised Transgender Athlete Participation Policy. Items requiring Board direction were discussed. A Board information session for deeper discussion will be held prior to the December Board meeting ahead of any potential action by the Board.
- VIII. The meeting adjourned at 12:02 PM MDT.