

## USA Climbing Board of Directors Meeting Minutes

Wednesday, February 19, 2025  
4:00 p.m. (Virtual via Zoom)



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### ATTENDING

#### **Voting Board Members**

Kate Felsen Di Pietro, Chair  
Meagan Martin, Vice Chair, Athlete  
Trace Harris, Treasurer  
Sophia Curcio, Team USA AC Rep  
Maureen Beck, Athlete  
Kyra Condie, Athlete  
Jesse Grupper, Athlete

Laura Domoto  
Bret Johnston  
Deana Labriola  
Connie Lightner  
Joey Molko  
Jason Pill  
Steve Struthers

#### **Non-Voting Ex Officio Board Members**

Marc Norman, President & CEO  
Nekaia Sanders, Team USA AC Alternate

#### **Observers**

Danny Popowski, USAC AC Chair

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

Lisa Valiant, Chief of Staff (Secretary); Caitlin Curry, Finance & Admin Director; John Muse, VP of Sport;  
Zack DiCristino; Madeleine Palmer;

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The meeting commenced at 4:06 PM MDT. Kate Felsen Di Pietro presided. Lisa Valiant served as Secretary.

- I. Kate Felsen Di Pietro called the meeting to order.
  - a. Danny Popowski was welcomed and introduced as a new Board observer in his role as USAC Athletes' Commission Chair.
  - b. The meeting agenda was reviewed for any conflicts of interest, with none declared.
  - c. *On motions duly made and seconded, minutes from the January 8, 2025 Board Meeting were unanimously approved.*
  - d. Details for the April in-person meeting were reviewed.
- II. **Governance Committee.** The Board discussed the need for a Social Media Policy. The Governance Committee will update and format the policy and then bring it to the Board for possible approval at the April meeting.
- III. **Committee Matters.**
  - a. *On motions duly made and seconded, the Gym Partner Task Force (GPTF) and Strategic Planning Task Force (SPTF) with thanks to all who served on those committees.*
  - b. *On motions duly made and seconded, the Board appointed Joey Molko to the Audit & Compensation Committee and Deana Labriola to the Ethics Committee; Joey and Deana abstained from their respective votes.*
  - c. *On motions duly made and seconded, the Board reappointed Maureen Beck as a member of the Governance Committee, Jason Pill as a member and Chair of the Ethics Committee, and Marcia*

*Cohen as a member of the Judicial Committee; Maureen Beck and Jason Pill abstained from their respective votes.*

- d. With Trace Harris's reappointment for a second Board term and continuing as Board Treasurer, it was noted that she will continue to serve as Chair of the Audit & Compensation Committee as required by the USA Climbing Bylaws.
- e. It was noted that the USAC Athletes' Commission appointed Charlie Barron and Nathan Sato to serve on the Nominating Committee, Palmer Larson to serve on the Athlete Safeguarding Committee, and reappointed Nathaniel Coleman to a second term on the Judicial Committee.
- f. Open Board Committee seats were reviewed.

IV. **Strategic Plan.** Prior to the meeting, Board members provided feedback on the draft Strategic Plan created by the SPTF. A summary of that feedback was reported. A writing group consisting of Steve Struthers, Brian McAndrews, Maureen Beck, and led by USAC Executive Staff will compile a working document for review and approval at the April Board meeting.

V. **ITC.** The progress, timeline, and costs for the Interim Training Center were updated. Preliminary designs were reviewed. Marc was thanked for maintaining positive relationships with Salt Lake City and the Community Reinvestment Agency (CRA).

**NTC.** Status of the NTC design was provided with access, infrastructure, and property lines being confirmed. Progress on the necessary legal agreements with the CRA was reported. Interviews for a Development Director are in progress, which will focus on the NTC Capital Campaign. An Outdoor Recreation grant is also being submitted. A report was provided on Staff's recent meeting with the UTA and their future development plans in the Rio Grande District area. A timeline for check-ins and Board approvals for the NTC project was reviewed and discussed, including discussion of identifying a threshold with which the Board would be comfortable financing the project

Thanks were expressed to Mike Bockino, who is departing USA Climbing, for all he has done to advance USA Climbing's routesetting program.

VI. **FY25 Financials.** It was reported that FY24 Financials have closed, and the financial audit is underway. Cash balances were reviewed. The unaudited FY24 year-end financials and NTC financials were reviewed, including any notable variances to budget.

VII. **Audits.** In addition to the FY24 financial audit, a Utah State Unemployment Insurance audit is underway, the annual Center for Safe Sport Audit was just completed, and the USOPC NGB Compliance and Recertification Audit is underway. NGB recertification is required every four years.

VIII. **Partnerships.** Status of current partnership agreements and discussions was reported.

- IX. **Transgender Athlete Participation (TAP).** Given the current and evolving landscape regarding transgender participation in sports, recent counsel received from Ballard Spahr, and feedback from the USOPC, the Board, Staff, and counsel agreed to continue to monitor legal developments to ensure compliance with relevant law.
- X. **Non-U.S. Citizen Participation.** The Board clarified its direction on non-U.S. citizen eligibility for the Collegiate National Team and advancements. The Board also clarified its direction on non-U.S. citizen participation at the Para National Championships.

*On motions duly made and seconded, the Board approved non-U.S. Citizen participation at Para National Championships with extra advancement.*

- XI. **IFSC Executive Board Elections.** The candidates for the four open Executive Board seats were reviewed, including American Anne-Worley Moelter's candidacy.
- XII. *On motions duly made and seconded, the Board adjourned to closed session to review the President & CEO goals and staffing updates.*

The meeting adjourned at 6:38 PM MDT.