

USA Climbing Board of Directors

Meeting Minutes

Wednesday, June 18, 2025

4:00 p.m. (Virtual via Zoom)



ATTENDING

Voting Board Members

Kate Felsen Di Pietro, Chair
Meagan Martin, Vice Chair, Athlete
Maureen Beck, Athlete
Kyra Condie, Athlete
Sophia Curcio, AAC Rep

Bret Johnston
Deana Labriola
Connie Lightner
Joey Molko
Jason Pill
Steve Struthers
David Landman
Brian McAndrews

Non-Voting Ex Officio Board Members

Marc Norman, President & CEO

Observers

Danny Popowski, USAC AC Chair
Avery Cook
Patti Rube

USA Climbing Staff and Others in Attendance

Sharlee Strebel, Membership and Compliance Director (Secretary); Caitlin Curry, CFO, John Muse, Chief of Sport; Stephanie Dooper, Development Director, Trevor Clay, National Events Manager

The meeting commenced on Wednesday June 18th, at 4:04 PM MDT. Kate Felsen Di Pietro presided. Sharlee Strebel served as Secretary.

- I. Kate Felsen Di Pietro called the meeting to order.
 - a. The meeting agenda was reviewed for any conflicts of interest, with none declared.
 - b. *The April 26 and 27th draft Board Meeting minutes were presented; a motion was made to make an amendment to the minutes. The amended minutes will be approved electronically prior to the next scheduled meeting.*
 - c. *Acknowledgement was made of the approvals of the Strategic Plan, and the Grievance Policy that were made electronically.*

Governance Committee.

- d. *On motions duly made and seconded, the Board approved the Social Media Policy.*
- e. *On motions duly made and seconded, the Board approved the Bylaws revisions.*

II. Committee Matters.

- a. *On motions duly made and seconded, the Board appointed Libby Weaver and Wrigley Kline to the DEI Committee*
- b. *The Ethics Committee appointed Jeff Mellenthin as an athlete member.*
- c. *The Judicial Committee appointed Vail Everett as an athlete member.*

1. **Nominating Committee.** The Nominating Committee Chair reported that a committee tracker is being updated to show all open positions, and a new solicitation round will be conducted for all

open positions once the tracker is complete. The Board discussed the nomination process for committees in accordance with the USAC governing documents, and the Board acknowledged that such process will be implemented for next round of nominations.

2. Ethics Committee

The Ethics committee presented a revised Code of Ethics and Conflicts of Interest policy, which was approved by the Board. Updates to each were made based on USOPC recommendations, and the material changes included the process for handling conflicts of interest forms, which are made continuously available to the Board and will be updated as needed.

- a. On motions duly made and seconded, the Board approved the updated Code of Ethics and Conflicts of Interest Policy.*

III. Finance and Audit.

The Board reviewed the FY24 audit, had the opportunity to ask questions of Finance Committee members, and approved the audited financials. It was determined that the Audit Committee and Ethics Committee will work together to determine whether there are operational changes that may be implemented to improve financial transparency of USAC to its stakeholders in the future. The Board also was informed the FY24 audited financials will be submitted to the State of Utah by the end of June as is required under the grant agreement for the NTC stats funding. The Board then discussed updates that may be required to the FY25 Financials, to include NTC operating and capital expenses.

- a. On motions duly made and seconded, the Board approved the Audited Financials*

IV. CEO Update.

a. ITC/NTC/Fundraising update.

CEO Marc Norman reported on progress made to the Interim Training Center. The CEO also reported to the Board information related to the ongoing negotiations with potential wall providers for the National Training Center and status of same. The Board also reviewed fundraising efforts for the CEO to date to raise money for USAC and the NTC specifically. The CEO emphasized the importance of 100% board participation in fundraising efforts and requested same moving forward.

b. Transgender Update.

The CEO reported on the change to the USOPC athlete safety policy to comply with the federal executive order regarding women's sports and the Ted Stevens Act. USAC is consulting with counsel and the USOPC on how this order impacts our policy. The Board noted that it would like to continue

to advocate, as appropriate, for a more inclusive policy that provides more protections for qualified athletes.

c. Youth Series Discussion.

The CEO then presented various recommendations of the Youth Series Task Force to youth climbing competitions, and the current plan to combine this upcoming season's schedule for bouldering and lead seasons/competitions. The CEO also presented the feedback that USAC had received on the changes from the various USAC constituencies. The group discussed qualification paths for different age categories and the benefits and challenges of implementing this change at this time

d. USOPC Compliance Audit.

The Board reviewed the results of the USOPC compliance audit, which reflected compliance and/or improvements in most areas. For the few areas requiring remediation, the CEO report on the remediation period and plan to address same.

e. Other Updates.

An update was provided on the REDs and youth categories, including clarification on how and when to seek information from athletes for youth world championships. An update on finalizing the strategic plan was provided to the Board, noting thanks to the task force that has dedicated time and effort to the Plan. Finally, a short conversation was had around the consideration of applying for NCAA recognition for climbing in the future. The conversation ended with a brief update on Olympic hospitality plans for LA 2028.

Meeting Adjourned at 6:11pm MDT and went into closed session