USA Climbing Board of Directors
Meeting Minutes
Wednesday, August 20, 2025
4:00 p.m. (Virtual via Zoom)

ATTENDING

Voting Board Members

Kate Felsen Di Pietro, Chair
Meagan Martin, Vice Chair, Athlete
Trace Harris, Treasurer
Maureen Beck, Athlete
Jesse Grupper, Athlete
Sophia Curcio, AAC Rep
Bret Johnston
Connie Lightner
Joey Molko
Steve Struthers
David Landman

Non-Voting Ex Officio Board Members

Marc Norman, President & CEO
Nekaia Sanders, AAC Alternate

Observers

Danny Popowski, USAC AC Chair
Avery Cook
Patti Rube

Guests

Dee Spagnuolo- USAC General Counsel
Mike McGinnis- USOPC

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, Toya Eastman, Team Manager, Zack Di Cristino, Medical Manager

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The meeting commenced on Wednesday June 20th, at 4:05 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. *A motion and a second was made to approve the June 18th, 2025, Board Meeting minutes as presented. The minutes were unanimously approved. Trace Harris abstained as she was not present at that meeting.*

c. *Acknowledgement was made of the approvals of the April In-Person Board Meeting minutes, and the Bylaws that were made electronically.*

II. **Committee Matters.**

1. **Audit and Compensation Committee**.
The Audit and Compensation Committee presented the USAC and USAC Foundation FY 2024 990's which were approved by the Board.

a. On motions duly made and seconded, the Board approved both the USAC and USAC Foundation FY 2024 990's.

2. **Nominating Committee.**
The Chair of the Nominating Committee, Avery Cook, presented on the process for committee inquiries and nominations, which includes posting openings on the website, reviewing applications, and consulting with committee chairs.

Cook brought forward the candidacy of Miriam Lauter to fill a vacancy on the Judicial Committee made when David Landman joined the operating Board earlier this year.

a. On motions duly made and seconded, the Board appointed Miriam Lauter to the Judicial Committee

3. **DEI Committee.**
The DEI Committee Chair, Connie Lightner, reported that the Committee had discussed the new USOPC athlete safety policy and USAC's announcement of such. Lightner notified the Board that the committee is working on a proposal to make the sport more accessible financially through partnerships with gyms at the grassroots level. Additionally, the DEI Committee is collaborating with the Paraclimbing Committee to develop para-specific routesetting clinics that include paraclimbing athletes. The Chief of Sport confirmed that discussions on routesetting clinics aimed at including para athletes have already begun.

III. **CEO Update.**

a. **Strategic Plan/Annual Report Update.**

CEO Marc Norman reported that design, production and dissemination plan for the Strategic Plan is underway, and is expected to be finalized by mid-September. Additionally, the development and publication of USA Climbing's first Annual Impact Report was discussed, and a preview of highlights and design elements was presented.

b. **FY25 Financials.**

CFO Caitlin Curry reviewed the FY25 year-to-date financials.
She reported that the 990 filings and audited financials will be posted on the website. She also presented updates on the Interim National Training Center (ITC) financials intercompany loan for the ITC, and FY26 budgeting efforts.

Marc Norman announced a new partnership with New-Skin and discussions on future sponsorship opportunities were noted.

c. **FY26 Indicators and Budget Planning.**

CEO Marc Norman presented draft FY26 performance indicators, which include four key areas mapped to the strategic plan: Grow the Sport, Succeed Internationally, Strategic Partnerships, and the National Training Center. The Board reviewed notable items for FY26 budgeting and the overall timeline for approval.

d. **ITC| NTC Updates.**

CEO Marc Norman presented updates on the Interim Training Center (ITC) and National Training Center (NTC). ITC renovations are progressing under budget, with additional high-performance upgrades. NTC fundraising efforts are underway, with impact circles finalized and donor meetings beginning. The Board reviewed wall provider proposals from Walltopia and EP. The CEO reported on the revised NTC budget with the updated increase in expected costs as well as the commitments secured. The Board agreed to continue value engineering efforts while pursuing additional funding sources.

e. **Sport Update.**

The Chief of Sport, John Muse, presented updates on Elite and Para results, Youth Worlds results, and Youth Series changes. A summary of discretionary selections was also provided.

Meeting went into closed session at 5:46pm MDT and was adjourned at 7:35pm MDT