

USA Climbing Board of Directors

Meeting Minutes

Wednesday, December 10, 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
Kyra Condie, Athlete

Connie Lightner
Joey Molko
Steve Struthers
Jason Pill
Deana Labriola
Brian McAndrews

Non-Voting Ex Officio Board Members

Marc Norman, President & CEO
Nekaia Sanders, AAC Alternate

Observers

Danny Popowski, USAC AC Chair

USA Climbing Staff and Others in Attendance

Sharlee Strelbel, Membership and Compliance Director (Secretary); Caitlin Curry, CFO, John Muse, Chief of Sport; Stephanie Dooper, Development Director, Zack Di Cristino, Medical Manager, Patrick Bodnar, Marketing and Communications Director, Madeleine Palmer, Senior Events Manager

A quorum was present and the meeting commenced on Wednesday December 10th, at 4:07 PM MDT. Kate Felsen Di Pietro presided. Sharlee Strelbel 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 October 25th, 2025, In Person Board Meeting minutes as presented. The minutes were unanimously approved.*
 - c. Congratulations was made to Board Members Jason Pill and Bret Johnston on the birth of their babies.
 - d. The 2026 Board Meeting schedule was presented.
 - e. The February In-Person Board Meeting details were presented.
- II. **Committee Matters.**
 1. Board Chair Kate Felsen Di Pietro presented updates related to committee leadership. Kate reported that Brian McAndrews expressed interest in serving as Chair of the Athlete Safeguarding Committee, noting that Board Committees are typically chaired by Board members. To maintain the required 33.3% athlete representation, she stated her intent to step down from the Committee.

Kate further reported that Board Member and Ethics Committee member Deana Labriola has agreed to assume the role of Chair of the Ethics Committee, replacing Jason Pill, who is stepping down from the Chair role due to other responsibilities. Mr. Pill will remain on the Committee as a member.

a. On motions duly made and seconded, the Board appointed Brian McAndrews as the Chair of the Athlete Safeguarding Committee and Deana Labriola as Chair of the Ethics Committee.

2. CEO, Marc Norman, updated the Board on the opening for current athletes to serve as Para Climbing representatives on USA Climbing's Athlete Advisory Committee. Marc reported that the new Spectator Code of Conduct will be posted on USA Climbing's website, communicated to members via email, announced at Regional Coordinator meetings, and include attestations integrated into the ticketing and event registration platforms. Finally an update and discussion around the status of the Expression Policy occurred.

III. CEO Update.

CEO Marc Norman reported to the Board that the Competition Eligibility Policy has been approved by the USOPC and that three members of the Medical Review Panel—two endocrinologists and one pediatrician—have been confirmed to serve. The Board discussed the potential expansion of the panel to up to five members, the vetting process for panelists, feedback from the Medical Review Panel regarding opportunities to further clarify the policy and the International Olympic Committee's perspective, and the importance of compliance with applicable administrative requirements. It was confirmed that additional Board approval was not required for the Competition Eligibility Policy, as the last revisions were consistent with the policy previously approved. The Board then discussed the timing and method for communicating the policy to the membership, with the intent to make it available to the public through multiple USAC communication channels.

The CEO further reported that USA Climbing has been recertified by the USOPC as a National Governing Body in good standing and received a USOPC grant in support of non-High Performance special projects, including the Coaches Summit, IFSC Officials Seminar, and Routesetting Course. Additional updates were provided regarding partnerships and sponsorships for 2026, the 2026 Boulder World Cup details, and engagement metrics for the Impact Report, including page views and active viewers.

Development Director Stephanie Dooper provided an update on Foundation activities and fundraising efforts. She reported that the Board achieved 100% participation in giving on recently past "Giving Tuesday" and provided details on the average gift amount raised during Giving Tuesday. Stephanie also reviewed the year-end appeal strategy, noting that it will focus on the Insiders Circle. Stephanie reported that four new Trustees have been confirmed, one

additional Trustee is pending, and two Trustee renewals have been completed and one Trustee renewal pending.

Stephanie presented preliminary 2026 fundraising goals, including a projected revenue target. The Board discussed the importance of continued full Board participation in giving initiatives, particularly in connection with Giving Tuesday and NTC efforts.

IV. Financial Updates

CFO Caitlin Curry provided an update on FY25 financials. She reported that the FY25 budget and executive compensation were reviewed by the Audit and Compensation Committee. Caitlin also presented an overview of organizational risk exposure, and suggested that additional risk analysis is currently underway.

The CFO reported current cash balances to the Board and reviewed the FY25 October financials, including year-to-date results through October. She presented the FY25 forecast through year end, noting that the organization is currently projected to exceed budget expectations. Caitlin further reported that the National Training Center is ahead of budget on a year-to-date basis for 2025, with increased capital expenses reflecting continued progress in the design phase.

V. FY Budget Approval

CFO Caitlin Curry presented a summary of the FY26 budgets for both USA Climbing and the Foundation, highlighting projected budget growth for both, driven by increased fundraising initiatives, changes to event structures, and anticipated USOPC contributions. She reviewed overall budget trends and key components of the FY26 budget, noting an increase in budget size over recent fiscal years.

Caitlin also presented the FY26 operating budget for the National Training Center, noting that the final capital budget will be presented post-design development.

a. On motions duly made and seconded, the Board approved the FY26 budget as presented.

VI. National Training Center

The Board was informed that USA Climbing received its first major gift in support of the National Training Center from an anonymous donor. It was reported that the design review meeting with the City of Salt Lake representatives was delayed and is now scheduled for January. Lead donor outreach efforts have been initiated and are expected to continue into January and February 2026.

Additional updates were provided regarding the Competition Wall design meeting and the Para Accessibility meeting.

Meeting adjourned and went into closed session at 5:50 MDT

Approved