

## USA Climbing Board of Directors

### Meeting Minutes

Wednesday, April 15, 2026

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



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### ATTENDING

#### **Voting Board Members**

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

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

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

Marc Norman, President & CEO  
Nekaia Sanders, AAC Alternate

#### **Observers**

Danny Popowski, USAC AC Chair  
Patti Rube  
Avery Cook

#### **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, Lindsay Malone, Major Gifts and Development Manager

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A quorum was present and the meeting commenced on Wednesday April 15<sup>th</sup>, at 4:05PM MST. Kate Felsen Di Pietro presided. Sharlee Strebel served as Secretary.

- I. Kate Felsen Di Pietro called the meeting to order.
  - a. Introduction
  - b. The meeting agenda was reviewed for any conflicts of interest, with none declared.
  - c. *A motion and a second was made to approve the February 28<sup>th</sup> and March 1<sup>st</sup>, 2026, In Person/Hybrid Meeting minutes as presented. The minutes were unanimously approved.*
  - d. The Board reviewed a draft policy addressing National Federation and International Athlete participation in international events, with discussion centered on balancing support for athlete participation with flexibility in decisions related to national federations. The Board expressed a preference for allowing participation wherever possible while maintaining discretion for unique circumstances. It was agreed that additional refinement to the draft policy was needed, and it will undergo further review with legal counsel and input from the USOPC before reconsideration by the Board at the June meeting.

### II. Committee Matters

1. Governance Committee

Steve Struthers, Governance Committee Chair, presented on the proposed Board Officer Succession Policy, which outlines the process for electing officers of USA Climbing. The Board discussed timelines for candidate submissions and procedures for electing such

officers, and provided overall feedback on the proposed Policy, including a brief discussion on the 2027 athlete director term. The Governance Committee will incorporate this feedback and return a revised policy at the June meeting.

## 2. Nominating Committee

Nominating Committee Chair Avery Cook provided an update on Board and committee composition, noting that there are currently no open at-large or athlete positions on Board committees and that most athlete positions on operational committees have been filled. She noted that the Committee will begin planning for recruitment related to a future independent director opening.

## 3. Judicial Committee

The Board reviewed the current Grievance Policy and discussed opportunities for improvement to the associated processes. CEO Marc Norman notified that Board that a working group had been established to further evaluate and refine the Grievance Policy in response to identified challenges. The Board further discussed transparency measures related to Hearing Panels and adjudication of matters under the Grievance Policy, and suggested that the working group so formed consider this feedback in its work.

### **III. CEO Update**

CEO Marc Norman provided a series of organizational updates. He shared an update regarding an incident at Para Climbing Nationals where an athlete was injured, and provided the Board with information on the athlete, and any relevant facts surrounding the matter. Additional updates included USAC's expected participation at the upcoming CWA Summit, where USA Climbing is hosting multiple community and SafeSport sessions and a happy hour for gym owners. There was further information provided on the ongoing challenges related to LA28 ticket allocations. Marc also provided updates on the National Training Center, including progress on permitting, completion of construction documents, and the ongoing bidding process. He further noted that he has received the initial drafts of the operating agreement with Momentum, and the review is underway. Further updates were shared regarding gym branding initiatives, athlete recognition programs, and the development of a scaled 2025 Impact Report. Staff provided additional updates on National Team selections, upcoming competitions, and ongoing fundraising and grant efforts.

### **IV. Financial Updates**

CFO Caitlin Curry presented the FY26 year-to-date financials and provided an overview of current financial performance, including variances related to event participation and associated revenue impacts. She also discussed cash flow considerations as the organization (i) approaches the World Cup season, and (ii) financially plans for LA28 Olympic activities, including ticketing, housing, and hospitality-related expenses.

### **V. Foundation Update**

Stephanie Dooper provided an update on Foundation initiatives, including upcoming events, donor engagement opportunities, and ongoing fundraising efforts. She also shared progress on grant development and highlighted key upcoming activations. Caitlin Curry presented financial considerations related to LA28 hospitality offerings, including pricing strategy and overall structure, and the Board discussed these opportunities for donor engagement. Caitlin Curry also presented certain prepaid expenses related to the LA28 Games activities, and asked the Board for approval of same.

- a. *A motion and a second was made to approve the prepaid expenses for LA28 activities as presented. The prepaid expenses for LA28 activities were unanimously approved.*

**Meeting adjourned and went into closed session at 6:36pm MST**

Approved