USA Climbing Board of Directors
Meeting Minutes
Wednesday, June 17, 2026
4:00 p.m. MST (Virtual via Zoom)

ATTENDING

Voting Board Members

Kate Felsen Di Pietro, Chair
Meagan Martin, Vice Chair, Athlete
Maureen Beck, Athlete
Sophia Curcio, AAC Rep
Connie Lightner
Joey Molko
Steve Struthers
Jason Pill
David Landman
Deana Labriola
Brian McAndrews

Non-Voting Ex Officio Board Members

Marc Norman, President & CEO

Observers

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

A quorum was present and the meeting commenced on Wednesday June 17th, at 4:04PM 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 Kate Felsen Di Pietro and Marc Norman declaring potential conflicts and noting prior recusals remain.

c. *A motion and a second was made to approve the April 15th Virtual Board Meeting minutes as presented. The minutes were unanimously approved.*

d. The Board reviewed a draft policy on National Federation and International Athlete participation in internation events, in light of an anticipated July 23rd World Climbing General Assembly vote regarding Israeli athlete participation. Kate Felsen Di Pietro presented eight principles for the Board's consideration, including a revision to Principle 2 requested by the USOPC. The Board was also reminded of the Board Performance Assessment and completion deadlines.

e. *A motion and a second was made to approve the Principles and Guidance on athlete/NF Participation in International events/ International Federation Functions as presented.* Following approval, David Landman raised concerns regarding how USA Climbing should address future international political issues, CEO Marc Norman noted the USOPC has been hesitant to provide guidance in this area though USA Climbing's policy appears to be ahead of other NGB's in developing principles for these issues.

II. Committee Matters

1. Governance Committee

   Steve Struthers, Governance Committee Chair, presented the revised draft of the Board Officer Succession Policy, including updates to the nomination process and a three-week candidate timeline. The Board agreed the Chair or Vice Chair should have discretion to adjust timelines. CEO Marc Norman also proposed a future review of the Athlete Safeguarding Committee, Judicial Charters, and the Grievance Policy. The Board agreed to address timing offline with Kate Felsen Di Pietro, Marc Norman and Steve Struthers.

a. *A motion and a second was made to approve the Board Officer Succession Policy with an amendment to be address in the future regarding timeline flexibility for late submissions.*

2. Nominating Committee

   Nominating Committee Chair Avery Cook presented a three-phase recruitment plan for the Independent Director position, targeting nominations at the November meeting. It was confirmed the Athlete Director election solicitation would be sent to eligible athletes in the coming weeks, alongside Nekaia Sanders' transition from a non-voting AAC Alternate to a voting Athlete Director.

III. Audit and Compensation/ Financial Updates

CFO Caitlin Curry presented the FY25 audit, noting no significant issues other than one material correction related to lease value-in-kind recognition, and reflecting net income across all three entities. Caitlin Curry also gave a brief FY26 update; FY27 budgeting will begin in July/August, including planning for a three-discipline World Cup in Los Angeles.

a. *A motion and a second was made to approve the FY25 Audited Financials as presented.*

IV. CEO Update

CEO Marc Norman provided updates on the proposed three-discipline World Cup at the Ballpark in October, noting an estimated downside risk against significant upside potential; the board agreed to proceed with the Ballpark venue. Marc Norman also presented the finalized Volunteer code of Conduct, introduced Jarek Elmasian as the new Marketing and Communications Director, and reported progress on finalizing the National Training Center lease.

V. Foundation Update

CEO Marc Norman provided an update on the Foundation, including upcoming events, Impact Circles, and LA28 packages. He also introduced a new Foundation awards program, outlining the purpose of the program, the Leadership and Community Awards to be presented, the nomination timeline and the Board's role in the program.

VI. Sport Updates

Chief of Sport, John Muse provided a High Performance update, highlighting recent results of four gold, one silver, and two bronze medals for the Elite National Team, and eleven gold, ten silver, and nine bronze medals in Para Climbing.

Meeting adjourned and went into closed session at 5:30pm MST