



USA Climbing: Board of Directors Meeting – 3/10/19
Crown Plaza Old Town Alexandria
Alexandria, VA

Board Members in Attendance:

Patti Rube, President	Kyra Condie
Bruce Mitchell, Vice President	Dustin Skinner
Matt Roberts, Treasurer	Jeff Pederson
Avery Cook	Jesse Grupper
Katie Felsen Di Pietro	

USA Climbing Staff and Others in Attendance:

Marc Norman, Chief Executive Officer
John Muse, High Performance Director
Kyle Jablon, Finance/HR Manager
Sharlee Holland, Membership Services and SafeSport Manager
Zachary Brinchi, Marketing/Communications Manager
Nick Foster, Events Manager
Greta Neimanas, USADA Anti-Doping Education Athlete Presenter for a brief presentation

The meeting commenced at 9:20 a.m. Mr. Brinchi acted as Secretary for the meeting. Ms. Rube presided.

- I. Call To Order
- II. Presentation by USADA
 - a) Greta Neimanas from USADA gave an overview of the presentation on anti-doping measures, athlete safety, and athlete testing that she was scheduled to deliver to USA Climbing athletes later in the morning.
 - b) Ms. Neimanas answered questions from the Board. The Board thanked her for the presentation.
- III. On motions duly made and seconded, the Board minutes from the meeting of February 12, 2019 were approved. Ms. Rube instructed the staff to post the minutes to the web site of USA Climbing.
- IV. On motions duly made and seconded, the Board ratified the following actions previously taken via email vote:
 - a) Approval of the Competition Task Force (CTF) and Amended & Restated Realignment Task Force (RTF) Charters

- b) Approval of the recommendations of the Nominating and Governance Committee (NGC) for the appointment of Ben Mayforth as a new member of the Adaptive Classification Task Force to fill a vacancy created by the resignation of the Chair of that Task Force and for Wayne Gearey to be appointed as the new Chair of that Task Force.
- V. Board Chair Working Group
- a) Ms. Rube provided information related to the NGB Board Chairs Working Group, a sub-group of a task force formed among sport national governing bodies (NGBs) to collect feedback on the challenges that NGBs face and to propose solutions to these challenges. Ms. Rube has been one of the individuals selected to serve.
 - b) Ms. Rube updated the Board on the possibility of the Ted Stevens Olympic and Amateur Sports Act (the “Act”) being reopened by the US Congress. In such event, the task force, including the Board Chairs Working Group, would hope to provide suggestions on amendments to the Act.
 - c) A discussion ensued in relation to the current scope of the Act.
- VI. NGBC
- a) Ms. Rube provided an update on upcoming meetings of the USOC National Governing Bodies Council (NGBC) in Colorado Springs in May 2019. The NGBC represents the interests of NGBs and Paralympic Sports Organizations (“PSOs”), to ensure effective communication between the NGBC and the USOC. Ms. Rube hopes to join for the Board Chairs portion of the meetings, and Mr. Roberts hopes to join for the financial portion of the meetings.
- VII. Bylaw Amendments
- a) Ms. Rube reminded the Board that she foresees additional amendments to the Bylaws following adoption of the draft currently before the Board for approval.
 - b) On motions duly made and seconded, the Amended & Restated USA Climbing Bylaws were approved. Ms. Rube instructed the staff to post the document to the USA Climbing web site.
- VIII. CEO Summary
- a) Strategic Planning Discussion
 - i) Mr. Norman is working with the USOC to design a strategic planning session to take place May 8-9 in Colorado Springs facilitated by USOC staff and including approximately 20 key stakeholders of USAC.
 - ii) After discussion, Board members were asked to inform Mr. Norman of their availability to attend the strategic planning session. Once Board member availability is ascertained, Mr. Norman will invite certain key stakeholders holding positions in the USAC Committee, Task Force and Working Group structure, and he will make the remaining open spots available at-large to the USAC membership by way of an open recruitment process. Mr. Norman invited the Board to suggest suitable candidates.

- iii) Ms. Rube requested Mr. Norman circulate his goals and the scope of this strategic planning session to the Board to assist Board members in identifying and recruiting key stakeholders.
- b) US Olympic Committee Compliance Audit
 - i) Mr. Norman provided an update on the 2018 USOC Compliance Audit. Now that the amendments to the USAC Bylaws have been approved, Mr. Norman will make USAC's final submission to the USOC in the coming weeks in response to the draft Audit report. He expects the USOC to agree that the two deficient items identified in the draft Audit report have been resolved.
 - ii) Mr. Norman also addressed future items identified in the USOC's draft audit report as compliant currently but subject to being deficient in the future, due to new requirements, if not remedied within the next few months.
 - iii) Ms. Rube requested that the final 2018 compliance audit be posted to the USA Climbing website once issued by the USOC.
 - iv) Mr. Norman provided an updated on USAC's 2019 Compliance Audit, which has been scheduled but has not yet begun. Mr. Norman will share information about the 2019 audit when available.
 - v) For the 2019 Compliant Audit, the USOC will be sending USOC staff members to the USA Climbing office in April 2019.
- c) RTF / CTF Charter Discussion
 - i) Mr. Norman and the Board discussed the status of the recruitment effort for the CTF.
- d) SafeSport Expansion
 - i) Mr. Norman provided an outline of proposed updates to USA Climbing's current SafeSport policies. Mr. Norman will submit this new policy to the Center for SafeSport ("Center") for approval. Once approved by the Center, the new policies will be posted to the USA Climbing website.
 - ii) Mr. Norman expects amendments to USAC's Safesport policies to be made on an ongoing basis.
 - iii) Ms. Holland informed the board that the implementation of additional changes to the Safesport policies will be needed by June 23, 2019 in light of the Center's latest Minor Athlete Abuse Prevention Policies ("MAAP").
 - iv) Mr. Norman provided an overview of the MAAP and the responsibilities of USA Climbing to educate gyms, teams, and individuals about the policy.
 - v) Ms. Cook recommended that the Coaches Committee be involved in the implementation of and education about the policy for youth climbing teams around the country.
 - vi) Mr. Norman and Ms. Holland responded to questions from the Board regarding the implementation, education, and enforcement of the policies.

- vii) Ms. Rube requested that clear actionable items be outlined so that USA Climbing meets the requirement set forth by the Center on educating our members and implementing the policies by the June 23rd deadline.
- viii) Mr. Norman requested that the Board review the updated Safesport policies and MAAP and submit questions regarding both policies prior to the April Board meeting.
- ix) A conversation ensued about the application of the policies, including the MAAP, as relates to climbing gyms and youth climbing teams.
- e) Hachioji
 - i) Mr. Norman provided an update on his upcoming visit to Hachioji, Japan.
- f) IFSC
 - i) Mr. Norman, Ms. Rube, and Mr. Mitchell will be traveling to Japan for the IFSC Plenary Assembly March 14-16, 2019. Mr. Norman was approached to sit on an equipment commission by the IFSC and has agreed to serve in that position.
- g) Road to Tokyo
 - i) Mr. Norman updated the Board on the Road to Tokyo, an event hosted by the USOC, beginning 100 days before the 2020 Summer Olympic Games, to promote the upcoming 2020 Olympics.
- h) ESPN Update
 - i) Mr. Norman provided a summary of the current viewership statistics and re-air dates of the previous USA Climbing events.
 - ii) Mr. Norman also provided an update on the sale of commercial spots.
- i) Mr. Norman provided a brief Fundraising & Sponsorship Update
- j) The Board discussed assigning a Board member to serve as liaison to each Committee, Task Force, and Working Group to promote communication among those groups and with the Board. This is in addition to the existing Staff Liaison assignments, given the increased number of such groups of key volunteers and the pace at which the organization is growing and addressing new matters.
- k) The Board discussed the possibility of adding a new Task Force to make recommendations to the USA Climbing Board and Staff on how to increase diversity, equity and inclusion in the membership, operation, and leadership of USA Climbing

IX. Financials / Audit Committee

- a) Mr. Roberts provided a summary of the financial statements, audit, and Form 990 for the Fiscal Year ending August 31, 2018 (together, the "Audit and Related Reports"). On motions duly made and second, the Audit and Related Reports were approved. Ms. Rube instructed the staff to post the audited financial statements for the year ending August 31, 2018 and the Form 990 for the same period on the web site of USA Climbing.
- b) Mr. Jablon provided a summary of the preliminary Bouldering National Championships financial results.

- c) Mr. Norman provided a summary of the financial results from the Combined Invitational Championship.
- X. High Performance Summary
- a) Mr. Muse provided overviews of the announcement of the US Overall National Team and individual discipline national teams, including reports regarding the current form of Athlete Agreement and upcoming training camps.
 - b) Mr. Muse provided updates regarding the Pan American Olympic Qualifying Event (“PQE”) to be held in Los Angeles February 27 – March 1, 2020. He reminded the Board that the event, as previously announced, will be held at Sender One. He reported that the Bouldering and Sport disciplines for that event will be held at Sender One Santa Ana, with the Speed event to be held at Sender One LAX. As required by the IFSC, the PQE must be limited to 20 male and 20 female competitors, with 8 of those competitors qualifying for the final round. Mr. Norman and Mr. Muse discussed possibilities for a pre-qualification round (“PPQE”) in order to select the 20 male and 20 female participants in the PQE.
 - c) Mr. Muse and Mr. Norman expressed the intention to repeat the 2019 Combined Invitational Championship in or about January 2020, with the possibility of changes to eligibility for that event in light of Olympic qualification considerations.
 - d) Mr. Muse and Mr. Norman reminded the Board of the Olympic qualification system, including as relates to the World Championship in Japan in August 2019 and the Special Olympic Qualifying Event in France in November 2019, in addition to the PQE previously mentioned.
- XI. Operations Summary
- a) Mr. Muse provided an Operations update, including as relates to the current membership, scoring, results, and web site systems and vendors, including a report on possible vendor changes to take effect for the 2019-2020 season.
 - b) Mr. Muse provided an update on the review of the current system’s randomization algorithm used for randomizing running orders for championship events.
- XII. Semi-Executive Session
- a) The Board initiated a session limited to Board members and the CEO.
- XIII. Executive Session
- a) The Board initiated an Executive Session for Board members only.

There being no other business, the meeting concluded at approximately 4:00 pm MTN time.

