



USA Climbing: Board of Directors Meeting – 1/13/21

Board Members in Attendance:

Bruce Mitchell, President	Jesse Grupper, Athlete
Avery Cook, Vice President	Kyra Condie, Athlete
Matt Roberts, Treasurer	Constance "Connie" Lightner
Kate Felsen Di Pietro	Trace Harris
Meagan Martin, Athlete	Brett Rodgers
Maureen Beck, Athlete	Jason Pill
Dustin Skinner	John Brosler, Athlete

USA Climbing Staff and Others in Attendance:

Marc Norman, Chief Executive Officer
John Muse, VP of Sport
Kelly Feilke, VP of Marketing, Communication, & Development
Zachary Brinchi, Marketing/Communications Manager
Sharlee Strebel, Membership Services & SafeSport Manager
Caitlin Curry, Finance and Administration Director
Meg Coyne, National Teams Manager
Mike Bockino, Routesetting Director
Rebecca Ingraham, Education Manager
Charles Lamb, Chair, Nominating and Governance Committee ("NGC")

The meeting commenced at 5:06pm MT. Mr. Brinchi acted as Secretary for the meeting. Mr. Mitchell presided.

- I. Call To Order and Initial Business
 - a) Mr. Mitchell welcomed Ms. Beck, Mr. Brosler, Ms. Harris, Mr. Pill, and Ms. Martin as the newest members of the Board of Directors.
 - b) The Board and members of staff provided a brief introduction of their roles within the organization and expressed their excitement about the expansion of the Board and working with the new Board members.
 - c) On motions duly made and seconded, the Board approved the minutes from the regular Board Meeting on October 28th, 2020. Mr. Mitchell instructed staff to post the minutes to the USA Climbing website.
 - d) On motions duly made and seconded, the Board ratified the following actions taken via electronic votes:

- i) Addendum B to the USA Climbing Rulebook which outlines rules related the Youth Qualifying Series.
- e) Mr. Mitchell and Mr. Norman provided an update on the DEI training initiative for the Board and Staff. Mr. Norman and Mr. Mitchell have begun to have preliminary conversations with DEI trainers suggested by the DEI Task Force. A conversation ensued on the importance of selecting a trainer(s) who will be able to make recommendations that align with the organization's needs.
- f) Mr. Mitchell expressed a desire to begin the process sooner rather than later and welcomed other Board members to join in those conversations with trainers.

II. CEO Update

- a) Mr. Norman provided an update on the status of the 2021 Tokyo Olympic Games.
- b) Mr. Norman shared that the organization will be hosting an additional IFSC Boulder World Cup following the Boulder & Speed World Cup scheduled for May 21-22 and May 28-30, respectively.
- c) Mr. Norman thanked the Utah Sports Commission for their support, which has allowed the organization to continue to bring high-level events to the Salt Lake City area.
- d) Mr. Norman has expressed interest to the IFSC for the United States to host the 2022 IFSC Plenary Assembly.
- e) Mr. Norman discussed the 2019-2024 Strategic Plan. Mr. Norman plans to provide an update to the Board at their next meeting in February.
- f) A conversation ensued regarding the best communication tools for the Board to use for organizational purposes and to collaborate on future Board projects.
- g) Mr. Norman provided an update on the announcement of the 2020 USA Climbing Community Award Recipients.

III. Financial Update

- a) Ms. Curry provided a summary of the FY20 Audit.
- b) Ms. Curry shared that the organization intends to select a new auditor for the FY21 audit. The organization plans to release an RFP in late February / March.
- c) On motions duly made and seconded, the Board approved the audited financial statements and Form 990 for the Fiscal Year ending August 31, 2020. Mr. Mitchell instructed staff to post the documents to the USA Climbing website.
- d) Ms. Curry provided an overview of the Q1 Actuals of FY21.
- e) Ms. Strebel and Ms. Curry provide an update on current membership trends.
- f) A conversation ensued regarding the Recreational Series.

IV. Sport Update

- a) Mr. Muse provided an update on the 2020/2021 Season Update. Due to current gym closures across the country, the organization is exploring extending the Youth Bouldering Season in affected regions and their respective Regional Championships.
- b) Mr. Muse updated the board on the selection of host sites for the National Team Trials on March 26-20, 2021 and the Youth National Championships on July 9-18, 2021. Mr. Norman shared that both events are expected to be hosted without spectators and may necessitate format changes due to the COVID-19 pandemic.
- c) Mr. Muse shared that the organization has requested additional direct athlete funding support from the USOPC.
- d) Mr. Muse informed the Board that the organization has hired a new Event Coordinator, Trevor Clay, to fill the vacancy left by Bree Robles who left the organization in November 2020.

V. Marketing / Communication / Development Update

- a) Mr. Feilke provided an update on the current portfolio of sponsors and the search for new endemic and non-endemic partners.
- b) Mr. Feilke provided an update on the search for a website agency to develop a new USA Climbing website.

VI. Closed / Executive Session

The meeting adjourned at 7:10 PM.