



USA Climbing: Board of Directors Meeting – 6/15/20

Board Members in Attendance:

Patti Rube, President	Joel Litvin
Bruce Mitchell, Vice President	Kate Felsen Di Pietro
Matt Roberts, Treasurer	Dustin Skinner
Avery Cook	Kyra Condie
Brett Rogers	Jesse Grupper

USA Climbing Staff and Others in Attendance:

Marc Norman, Chief Executive Officer
John Muse, VP of Sport
Kyle Jablon, Finance/HR Manager
Kelly Feilke, VP of Marketing, Communication, & Development
Zachary Brinchi, Marketing/Communications Manager
Sharlee Holland, Membership Services & SafeSport Manager
Rebecca Ingraham, Education Manager
Rachel Owens, Collegiate & Paraclimbing Manager
Mike Bockino, Routesetting Program Manager
Bree Robles, Event Manager
Charles Lamb, Chair, Nominating and Governance Committee (“NGC”)
Tab Stevens, Chair, Realignment Task Force (“RTF”)
Garrett Gregor, Chair, Athlete Advisory Committee (“AAC”)
Matt Ornes, Chair, Rules Committee
JoAnne Carilli-Stevenson, Chair, Collegiate Committee
Malcom Godowski, Co-Chair, Diversity, Equity, and Inclusion Task Force (“DEITF”)
Melanie Zurek, Co-Chair, Diversity, Equity, and Inclusion Task Force (“DEITF”)
Ty Hardaway, Chair, Competition Belaying Working Group
Kyle Struthers, Member, RTF
Nicole Brandt, Member, RTF

The meeting commenced at 3:03pm MT. Mr. Brinchi acted as Secretary for the meeting. Ms. Rube presided.

- I. Call to Order and Initial Business
 - a) On motions duly made and seconded, the Board approved the minutes from the regular Board Meetings on April 22nd and May 28th. Ms. Rube instructed the staff to post the minutes to the USA Climbing website.
 - b) On motions duly made and seconded, the Board ratified the following action taken via electronic vote following the recommendation of the Audit Committee,:
 - (1) Application by USA Climbing Operations Staff for an Economic Injury Disaster Loan (“EIDL”)
 - c) Mr. Lamb provided an update on the recruitment process to fill committee and task force vacancies within USA Climbing.

- II. Committee Reports
 - a) Mr. Gregor provided a summary of the AAC annual report. Mr. Gregor fielded questions from members of the Board and staff.
 - b) A discussion ensued regarding informal collaboration taking place on an ad hoc basis among the chairs of committees, working groups, and task forces, and the possibility of setting up one or more scheduled calls to create a structure around such collaboration.
 - c) Mr. Ornes provided a summary of the Rules Committee annual report. Mr. Ornes updated the Board on the creation of the first draft version of the 2020-2021 USAC Rulebook. Mr. Ornes hopes to present the first draft version of the rulebook to the Board sometime in July for comments, with the goal that the final Rulebook would be approved by the Board and communicated to the USAC membership in August.
 - d) Ms. Owens, Ms. Carilli-Stevenson, and Ms. Felsen di Pietro presented the Collegiate Committee’s report to the Board. Ms. Owens and Ms. Carilli-Stevenson fielded questions from the Board regarding the anticipated impact of COVID-19 on the 2020-2021 Collegiate season.
 - e) Mr. Bockino presented the Routesetting Committee’s annual report to the Board and responded to questions from the Board, including as relates to Routsetter training and certification, access to advancement in routesetting, and routesetter diversity.
 - f) Mr. Hardaway presented the Competition Belaying Working Group report to the Board and responded to questions from the Board, including as to ways to continue the substance of the Working Group’s efforts after the term of the Working Group expires.
 - g) Ms. Rube thanked all the committee chairs for all of the work that they and their committees have done in putting together their committee reports.

- III. DEITF Update and Discussion
 - a) Ms. Rube addressed the ongoing issue of systemic racism in the country, the importance of assessing ways in which overt and subtle forms of racism appear in our organization, and the goal of determining

how our organization can contribute to the dismantling of systemic racism. Among other things, she emphasized the need for the Board and staff to listen, learn, and examine their own biases. She welcomed the co-Chairs of the DEITF.

- b) Ms. Zurek outlined principles underlying the DEITF's work.
- c) Ms. Zurek provided a timeline on what the Board can expect from the Task Force over the coming months. Among other things, the Task Force is currently working on a report assessing the state of DEI within USA Climbing, including using a membership survey to gather recent information on DEI.
- d) The Task Force hopes to present its initial recommendations to the Board in late 2020.
- e) Ms. Condie and Mr. Grupper provided an overview of ways in which the Board can support the DEITF.
- f) Ms. Zurek and Mr. Godowski responded to questions from the Board, and a conversation ensued with regard to the roles of the Board, Staff, other committees, task forces and working groups, and the DEITF regarding diversity within USA Climbing.
- g) Ms. Rube thanked the DEITF Co-Chairs for the extensive work of the DEITF to date and for its anticipated efforts going forward.

IV. RTF Discussion

- a) Mr. Stephens provided a summary of changes made to the RTF's recommendations following its previous report presented to the Board at the May 26 Board Meeting, and he responded to questions from the Board.
- b) Ms. Brandt provided a summary of the feedback received from the Regional Coordinators regarding the proposed regional realignment for the Youth series. Ms. Brandt and Mr. Stephens outlined the current recommendation for realignment put forth by the RTF.
- c) On motions duly made and seconded, the Board approved the RTF's June 15th recommendations regarding regional realignment for the Youth and Collegiate series subject to any significant changes coming back to the Board for an additional vote.
- d)

V. CEO Update

- a) Mr. Norman provided an update on the upcoming Women's Conference scheduled to take place remotely in September 2020, and the end-of-season virtual celebration to be held for Youth athletes ending their Youth eligibility.
- b) Mr. Norman provided a summary of the FY20 YTD Financials.
- c) Mr. Norman provide an update on the progress of the EIDL application.

VI. Sport Update

- a) Mr. Muse provided an update on IFSC events for the remainder of the 2020 season and the IFSC COVID-19 Guidelines.
- b) Mr. Muse provided an update on the USAC athlete who tested positive for COVID-19 shortly after having used the USAC Training Center, and the resulting temporary closure of the USAC Training Center as a precaution and for additional sanitizing.
- c) Mr. Muse provided an update on the remainder of the 2019-2020 USAC season.

The meeting concluded at 5:45 PM, with a closed session for the Board and key staff immediately following, and thereafter with a closed executive session for the Board only.