



**USA Gymnastics Interim Board of Directors meeting
May 3, 2018
Conference Call**

Interim Board Members

Cindy Bickman (Advisory Council Director)
Lois Bingham (Independent Director)
Kittia Carpenter (National Membership Director, Women's Artistic Gymnastics)
Bobbie Cesarek (Advisory Council Director), absent
Evelyn Chandler (Advisory Council Director), absent
Jim Crawford-Jakubiak (Independent Director)
Ava Gehringer, (Athlete Director, Rhythmic Gymnastics), absent
Karen Golz (Independent Director), Chair
Ivana Hong (Athlete Director, Women's Artistic Gymnastics), absent
Randy Jepson (National Membership Director, Men's Artistic Gymnastics)
Stefanie Korepin (National Membership Director, Rhythmic Gymnastics)
Claudia Kretschmer (National Membership Director, Women's Artistic Gymnastics)
Steve Legendre (Athlete Director, Men's Artistic Gymnastics)
Scott Lineberry (National Membership Director, Trampoline and Tumbling)
Dylan Maurer (Athlete Director, Acrobatic Gymnastics)
Bob Meier (National Membership Director, Acrobatic Gymnastics)
David Rudd (Independent Director), absent
Justin Spring (National Membership Director, Men's Artistic Gymnastics)
Julie Springwater (Independent Director), at 12:15 pm

Officers and others (Non-Interim Board members) present

Robbie Bach, U.S. Olympic Committee Board of Directors and USOC-designated liaison
Rick Adams, U.S. Olympic Committee
Renee Jamison, USA Gymnastics Director of Administration & Olympic Relations
Kerry Perry, USA Gymnastics President and CEO
Chris Tebo, USA Gymnastics Chief Legal Officer
Mark Busby, Safe Sport Legal Counsel, agenda #3
Toby Stark, USA Gymnastics Director of Safe Sport, agenda #3
Wendy Bruce Martin, Safe Sport Committee member, agenda #3
Beth Gardner, Safe Sport Committee member, agenda #3

1. Welcome/Discussion of the agenda

The chair called the meeting to order at 11:35 am EST. The Chair welcomed the interim Board members and conducted a roll call. She declared a quorum existed with 13 voting members present. Other members of the Interim Board joined a short time into the call.

The Chair reviewed the agenda for the meeting.

2. Standing Committees

A MOTION was made to name Julie Springwater as Chair of the Safe Sport Committee by Randy Jepson and seconded by Claudia Kretschmer. The motion passed unanimously.

The Chair provided an update on other standing committee vacancies and activities to resolve:

- Nominating and Governance Committee (athlete) – Dylan Maurer has accepted to serve on the NGC.
- Nominating and Governance Committee (Advisory Council) – The Chair has consulted with the Advisory Council Chair about possible candidates; she will likely finalize the appointment shortly.
- Finance, Compensation and Audit Committee (Independent/non-Board member) – The Chair has reached out to a local Indianapolis accounting firm for possible qualified candidates.

Beth Gardner and Wendy Bruce Martin joined the call.

3. Safe Sport Committee

The Interim Board received a brief report and discussion document from the Safe Sport Committee prior to the call and had circulated it to all Interim Board members the evening of May 2, 2018.

The Chair noted that the Safe Sport Committee was newly established in December and is still establishing its roots and organizing. This was further challenged with the loss of the Committee's Chair coincident with the resignation of the prior Board.

Beth and Wendy led a discussion about the Safe Sport Committee's questions and concerns. They emphasized that the committee is committed to fulfilling its obligations.

The Safe Sport Committee has requested help in understanding its role, responsibilities, and reporting structure. After detailed discussion, it was agreed that the committee will meet telephonically next week, and in-person soon thereafter to work through the details of the committee's responsibilities; reporting duties; interaction with the staff, internal Safe Sport Working Group, Board, and various committees of USA Gymnastics. The staff liaison to the committee is Toby Stark.

Recommendations for all of the Board's standing committees were made throughout the safe sport committee discussion:

- Need for a more complete job description beyond the responsibilities listed in the Bylaws, including anticipated number of meetings, time commitment, etc.
- All committee members (who are not already professional members) should undergo criminal background screening and safe sport training.
- Creation of a master schedule for Board and committee meetings for a 1-2 year period.
- Creation of RACI charts (responsible, accountable, consulted, informed) would help frame committee responsibilities.

Julie Springwater joined the call at 12:15 pm.

Complaints, investigations and adjudications.

- Recommendation that the complaint processing flowcharts are posted publicly. Requested more education and information to bring clarity around the process when an allegation of misconduct is made
- Resources for athletes and other members, such as an ombudsman or advocate. How do you establish independence for a person in this position? USOC shared its challenges.
- Recommendation to look at the USADA model – how do they provide resources for the NGBs and their members?
- The committee will not be privy to specific case details, as case information is not shared outside of those responsible for processing them. This is to maintain the integrity of the system. Knowing the details could put the committee members in a very compromising position and undermine the fairness of the process.
- Kerry Perry provided information about new case management software that will be used to track reports of misconduct including case numbers, time to resolution, trends, and other information that can be used to evaluate the effectiveness of policies and educational opportunities.

Education

- A communication piece is in the works on the new federal legislation; what is the effect on USA Gymnastics and its members?
- Kerry Perry explained the membership renewal process being launched this season, part of which will involve an educational component, that delivers a top line messaging for each relevant audience.

The committee talked about a few more specific topics that will be further addressed at the committee's next meeting.

- Chaperone policy being drafted
- Due process rights vs. retaliation (misconduct related to the resolution process)
- Photo policy

- D&O insurance coverage
- Committee participation issues

The Interim Board requested that the USAG staff create a summary of the current D&O and GL coverage including key aspects such as coverage amounts, limitations, etc.

The Board thanked the Safe Sport Committee members on the phone for their contributions and input.

4. Break

5. CEO Update and Executive Session

6. New Business

Respectfully Submitted,



Renee Jamison, Staff Liaison

USA Gymnastics Interim Board of Directors