



**USA Gymnastics Board of Directors Meeting  
September 13, 2018  
Conference Call**

**Board of Directors**

Karen Golz (Independent Director), Chair  
David C. Rudd (Independent Director), Vice Chair / Secretary  
Stefanie Korepin (National Membership Director – Combined), Treasurer

Lois Bingham (Independent Director)  
Kittia Carpenter (National Membership Director – Women)  
Kathryn Carson (Independent Director) - *Absent*  
Ivana Hong (Athlete Director – Women)  
Brent Lang (Independent Director)  
Steven Legendre (Athlete Director – Men)  
Dylan Maurer (Athlete Director – Combined)  
Staci Slaughter (Independent Director)  
Justin Spring (National Membership Director – Men)  
Julie Springwater (Independent Director)  
Kimberly Till (Independent Director)  
Kevin White (Advisory Counsel Director)

**Others Present**

C.J. Schneider, Outside Counsel and USA Gymnastics Acting Chief Legal Officer  
Robbie Bach, USOC liaison

## **I. Welcome**

The Chair called the meeting to order at 11:02 a.m. ET.

The Chair thanked everyone on the call for joining and conducted a roll call. She declared that a quorum existed.

Robbie Bach joined the call at 11:03 a.m. ET.

## **II. Update from the Board Chair**

The Chair shared highlights of recent competitions, including medals won by the Trampoline and Tumbling program in Peru, qualification of athletes to the Pan Am games, and the results from Sofia.

The Chair noted that she had a call with the CEO and Chief Marketing Officer of GK, a sponsor of USA Gymnastics. They expressed continued support for USA Gymnastics, and the Chair thanked them for that.

The Chair reported that she reached out to FIG and set a meeting with Nastia Liukin to thank her and to seek her suggestions and input.

Lois Bingham joined the call at 11:08 a.m. ET.

## **III. Update from the CEO Search Committee**

Brent Lang, chair of the CEO Search Committee, updated the Board on the search for a new President and CEO. The committee has identified search objectives, key criteria, and key stakeholders. It has also discussed some of the qualities and capabilities that the organization should look for in a new CEO. The committee will work with an executive search firm to develop the final specifications for candidates.

The CEO Search Committee is evaluating potential executive search firms. The high-level qualifications of four firms were reviewed and discussed. The Board asked the committee to return with a recommendation on which search firm to select after completing in-depth interviews and further evaluation.

The Board discussed the potential structure for the CEO Search Committee. The Board discussed a tiered structure under which the first tier would screen all ideas from the executive search firm, the second tier would interview the top candidates, and then the full Board would interview the finalists.

The Board noted the importance of obtaining input from all stakeholders during the search process, including the USOC, survivors, and others. The Board discussed potential ways to accomplish that goal, including surveys, focus groups, and conversations with the community.

The Board discussed attributes that it would like to see in candidates. The Board noted that candidates should be authentic and transparent. They should be able to motivate staff and unite the community. The Board discussed that a gymnastics background should be a preference, but not a requirement. Any candidate without a gymnastics background should immerse themselves in the sport and the community to gain as much understanding and knowledge as possible. The Board would like candidates who understand crisis management and how to work with organizations in transition.

The Board noted that it would like to complete the search for a new CEO by the end of 2018 but that finding the right person is the priority.

Staci Slaughter left the call at 12:16 p.m. ET.

#### **IV. Scramble Project**

The Chair noted that, at the suggestion of a Board member, she talked with Stephen Douglas, the owner of Scramble Systems, about working with USA Gymnastics. The “Scramble” project would help the Board develop short and long-term goals. The Board discussed the potential benefits of engaging Mr. Douglas and his company.

#### **V. Executive Session**

**A motion to enter executive session was made by Stefanie Korepin and seconded by Kittia Carpenter.** The motion was approved unanimously.

The Board entered executive session at 12:20 p.m. ET. C.J. Schneider remained on the call. Robbie Bach left the call.

The purpose of the executive session was to discuss legal, financial, and personnel matters.

**A motion to exit executive session was made by David Rudd and seconded by Brent Lang.** The motion was approved unanimously.

The Board exited executive session at 12:55 p.m. ET.

**VI. Adjournment**

**A motion to adjourn the meeting was made Brent Lang and seconded by Kittia Carpenter.**  
The motion was approved unanimously.

The meeting was adjourned at 12:56 p.m. ET.

Respectfully submitted,

David Rudd  
Secretary  
USA Gymnastics Board of Directors