



**USA Gymnastics Board of Directors Meeting
May 16, 2019
In Person Meeting. USA Gymnastics' Offices. Indianapolis, Indiana**

Board of Directors

Kathryn Carson (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)
Ivana Hong (Athlete Director – Women) – Absent
Brent Lang (Independent Director)
Paul Ruggeri (Athlete Director)
Staci Slaughter (Independent Director) – By telephone
Justin Spring (National Membership Director – Men)
Julie Springwater (Independent Director) – By telephone
Rebecca Sereda (Athlete Director)
Kimberly Till (Independent Director)
Justin Toman (Independent Director) – Absent
Kevin White (Advisory Council Director)

Others Present

Li Li Leung, USA Gymnastics Chief Executive Officer
Bernadette Barron, USA Gymnastics Chief Financial Officer
C.J. Schneider, USA Gymnastics Outside Chief Legal Officer
Cathy Steege, USA Gymnastics Outside Counsel
Melissa Root, USA Gymnastics Outside Counsel

I. Welcome

The Chair called the meeting to order at 9:07 a.m. ET.

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

II. General Update

The Chair thanked the Board for its work in leading USA Gymnastics, including retaining talented Board members. USA Gymnastics has submitted the United States Olympic & Paralympic Committee (the “USOPC”) compliance checklist for 2019, has selected new audit firm, BDO, and is working with its insurers to fully resolve the survivors’ claims in the bankruptcy. The Chair thanked Li Li Leung, USA Gymnastics President & CEO, for reaching out to numerous stakeholders. All these things have enabled USA Gymnastics to stabilize as an organization, allowing it to be in a position to best serve its members.

Ms. Leung addressed the Board, explaining that she believes the organization is on the right path. Because USA Gymnastics is a membership organization, USA Gymnastics needs to strive to serve its members to the best of its ability.

Ms. Leung has been working with the community to gain their perspectives, which will allow USA Gymnastics to make better, more informed decisions. Ms. Leung has talked to athletes, coaches, gym owners, employees, the USOPC, the FIG, and survivors.

Ms. Leung informed the Board that there are certain insurance, contractual, and operations matters on which the organization is working to reduce its risk exposure.

Ms. Leung updated the Board on a recent social media post by a member of the Athletes’ Council. USA Gymnastics does not agree with the post and will ask the Athletes’ Council to address the matter.

Paul Ruggeri joined the meeting at 9:38 a.m. ET.

Ms. Leung updated the Board on USA Gymnastics’ efforts to encourage positive coaching and athlete wellness. USA Gymnastics is going to implement such educational program through the sport. The USOPC is supportive of these efforts.

Ms. Leung reported to the Board that USA Gymnastics is looking into putting on an Olympic Tour, because it is important to the athletes.

Ms. Leung updated the Board on the process to select venues for premier events, including the Olympic Trials in St. Louis, Missouri. The Board discussed trying to identify and secure venues earlier as a best practice.

Ms. Leung updated the Board regarding the selection procedures. The USOPC provided comments on the Olympic selection criteria. The Board discussed the process for the independent observer of the selection process.

III. Human Resources Update

Ms. Leung informed the Board of changes in staffing and positions. SafeSport will be consulted for hiring decisions. The Board discussed how to improve the hiring process.

Ms. Leung informed the Board that Stefanie Korepin has agreed to be the USA Gymnastics Chief of Staff on an interim, short term basis contingent on the results of a conflict analysis being completed due to her also being on the Board. The Ethics and Grievance Committee and the Board will need to approve this position. The Chair noted that Ms. Korepin has made significant contributions as a board member and that the organization can very much use her talents at this time.

Break from 10:45-10:55.

IV. Financial Status Update

Bernadette Barron, USA Gymnastics Chief Financial Officer, thanked the Board for the opportunity to serve as Chief Financial Officer. Ms. Barron gave the Board her background.

Ms. Barron reviewed the budget with Board, including updates since the Board last reviewed the budget at the previous meeting. The Board discussed the updates to the budget. Ms. Barron also reviewed the Receipts & Disbursements Report, the Income Statement, and the Balance Sheet with the Board. The Board discussed the process for audited financial statements with BDO for 2019. The Board discussed financial reporting for future meetings and adding members to Finance, Compensation and Audit Committee

V. Executive Session

A motion to enter executive session was made Kevin White and seconded by Brent Lang. The motion was approved unanimously.

The Board entered executive session at 11:35 a.m. ET. Li Li Leung, Bernadette Barron, C.J. Schneider, Cathy Steege and Melissa Root remained at the meeting.

The purpose of the executive session was to discuss legal matters.

A motion to exit executive session was made by Kevin White and seconded by Lois Bingham. The motion was approved unanimously.

The Board exited executive session at 1:40 p.m. ET.

VI. SafeSport Update

Mark Busby, Shelba Waldron, and Emily Zorn joined the meeting at 1:45 p.m. ET.

Julie Springwater reviewed the process that the SafeSport Committee has undertaken to draft and revise the SafeSport policy. Ms. Waldron commented that the process to revise the SafeSport policy has involved numerous stakeholders, including input from community members. The Board discussed the process, including the stakeholders who were involved in the process.

Ms. Waldron and Mr. Busby identified the highlights of the SafeSport policy with the Board. The Board discussed the highlights and provided feedback on the policy. The deadline to roll out the new SafeSport policy is June 23, 2019.

Ms. Waldron discussed a potential partnership with the Monique Burr Foundation, which provides training programs for athletes, parents, and gyms. The Board discussed the benefits of the partnership and the timeline for implementation.

Ms. Leung updated the Board on the re-naming effort for the SafeSport department. The top choice is “SportsPledge: A community of education, prevention, and care.” The other potential choice is “SportsSense,” with the same tagline. The Board provided feedback on the names.

Mark Busby, Shelba Waldron, and Emily Zorn left the meeting at 3:15 p.m. ET.

VII. Athlete Wellness Center & Offices

Ms. Leung led the Board through a discussion of the potential new Athlete Wellness Center & Offices included in the national training center with additional functions and resources. The preference is to have all disciplines under one roof and for the offices to be at or near the facility. Ms. Leung also reviewed the needs of each program in connection with the facility. The Board discussed the vision around the facility and next steps in the planning process.

VIII. Section 8 Responsive Plan

Ms. Leung led the Board in a discussion of how USA Gymnastics plans to demonstrate to the USOC that it should remain the national governing body for gymnastics. Organizational and financial stability are crucial aspects of this process, including resolving the survivors’ claims. The organization will also meet the intent of all recommendations in the Deborah Daniels Report. The Board discussed strategies for doing this.

IX. Tokyo 2020 Planning

The Board discussed high-level logistics planning for the 2020 Olympics in Tokyo.

X. CEO Objectives for 2019

Ms. Leung outlined for the Board her goals and objectives for 2019: (i) establish organizational stability; (ii) demonstrate leadership in athlete safety and sport culture transformation; (iii) build community trust and improve public image; (iv) complete mediation and emerge out of bankruptcy; and (v) obtain a new training and wellness center. The Board discussed the suggested objectives.

Bernadette Barron, Cathy Steege, Melissa Root, and Li Li Leung left the meeting 5:30 p.m. ET.

XI. Executive Session

A **motion to enter executive session was made and seconded.** The motion was approved unanimously.

The Board entered executive session at 5:04 p.m. ET. C.J. Schneider, remained at the meeting.

The purpose of the executive session was to discuss strategic matters.

A **motion to exit executive session was made and seconded.** The motion was approved unanimously.

The Board exited executive session at 5:25 p.m. ET.

XII. Adjournment

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

The meeting was adjourned at 5:26 p.m. ET.

Respectfully submitted,

David Rudd
Secretary
USA Gymnastics Board of Directors