



**USA Gymnastics Board of Directors Meeting
August 8, 2019
In Person Meeting. Kansas City, Kansas.**

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)
Brent Lang (Independent Director)
Paul Ruggeri (Athlete Director)
Staci Slaughter (Independent Director)
Justin Spring (National Membership Director – Men)
Julie Springwater (Independent Director)
Rebecca Sereda (Athlete Director)
Kimberly Till (Independent Director)
Justin Toman (Independent Director)
Kevin White (Advisory Council Director)

Others Present

Li Li Leung, USA Gymnastics President and Chief Executive Officer
Bernadette Barron, USA Gymnastics Chief Financial Officer
C.J. Schneider, USA Gymnastics Chief Legal Officer
Erica Koven, USA Gymnastics Chief of Membership
Nastia Liukin
Mike Burns, USA Gymnastics Advisory Council Chair
Cindy Bickman, USA Gymnastics Advisory Council Vice Chair
Kathy Krebs, USA Gymnastics Advisory Council Secretary
Scott Lineberry, USA Gymnastics Programs Council
Diane Nissan, USA Gymnastics Programs Council
Jen Borts, USA Gymnastics Programs Council
Jessica Renteria, USA Gymnastics Athletes' Council Acro Representative
Morinari Wantanabe, Federation Internationale de Gymnastique President
Mark Busby, USA Gymnastics SafeSport Legal Counsel

Dan Campbell, USA Gymnastics Lead SafeSport Investigator
Shelba Waldron, USA Gymnastics Director of SafeSport Education
Emily Zorn, USA Gymnastics SafeSport Administrator
Deborah Daniels, Krieg Devault LLP
Kelly Christman, Vice President of Gymnastics Product at GK Elite Sportswear
Jeanne Douglas, Designer at GK Elite Sportswear
Matt Cowen, Chief Commercial Officer at GK Elite Sportswear

I. Welcome

The Chair called the meeting to order at 9:02 a.m. ET.

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

II. General Update

The Chair welcomed the Board to the meeting and expressed her excitement for the 2019 U.S. Gymnastics Championships in Kansas City, Kansas. The Chair thanked Li Li Leung, USA Gymnastics President and Chief Executive Officer, Stefanie Korepin, Board Treasurer, and Erica Koven, USA Gymnastics Chief of Membership, for all of their hard work putting together such a great event.

Ms. Koven presented to the Board regarding USA Gymnastics National Congress, which will provide three days of educational programming on all topics related to gymnastics. The event is an opportunity for USA Gymnastics members to interact with USA Gymnastics executives and staff. Ms. Koven appreciated the significant financial support from partners, presenters and volunteers to make this annual event possible.

Staci Slaughter, Brent Lang, and Rebecca Sereda joined the meeting by telephone at 9:19 a.m. CT.

Li Li Leung and Nastia Liukin joined the meeting at 9:21 a.m. CT.

Ms. Liukin discussed her new opportunity to work with NBC and her excitement for the 2020 Olympics in Tokyo. The Board thanked Ms. Liukin for her continued support and dedication to USA Gymnastics and the sport.

Ms. Liukin and Ms. Koven left the meeting at 9:34 a.m. CT.

Ms. Leung updated the Board on the media briefing from this morning. The Board discussed Simone Biles' comments from the prior day. The Board supports all athletes' right to share their perspectives and encourages athletes to do so.

Ms. Leung noted that the Pan American Games in Lima, Peru went well, and that the U.S. athletes were highly successful.

Ms. Leung updated the Board on selection procedures and potential changes to strengthen the process including the addition of an independent observer to certain selection processes. The Board discussed feedback from the independent observer process.

Ms. Leung updated the Board on the search for a temporary training center for the Women's Artistic Program. The Board discussed the process for identifying both a temporary and permanent location for a training center.

The Chair advised the Board that she and Ms. Leung met with some of the committees to obtain feedback and to start developing or revising charters or other governing documents for the various committees.

III. Advisory Council Update

Mike Burns, Cindy Bickman, and Kathy Krebs from the USA Gymnastics Advisory Council joined the meeting at 10:17 a.m. CT.

Mike Burns, Chair of the USA Gymnastics Advisory Council, informed the Board that the Advisory Council held elections the previous night for officer positions. The Advisory Council would like to work with the Board to improve athlete safety and wellbeing, including having the Board participation in the Advisory Council's quarterly conference calls, when appropriate.

Mike Burns, Cindy Bickman, and Kathy Krebs left the meeting at 10:48 a.m. CT.

IV. Programs Council Update

Scott Lineberry, Diane Nissan, and Jen Borts from the USA Gymnastics Programs Council joined the meeting at 10:50 a.m. CT.

The Board and the USA Gymnastics Programs Council members discussed opportunities to coordinate with the Programs Council. The Board received feedback from the Programs Council regarding SafeSport implementation and membership communication.

Scott Lineberry, Diane Nissan, and Jen Borts left the meeting at 11:24 a.m. CT.

V. Athletes' Council Update

Jessica Renteria, joined the meeting at 11:26 a.m. CT.

Paul Ruggeri introduced Jessica Renteria, Athlete Representative for Acro on the USA Gymnastics Athletes' Council. Mr. Ruggeri updated the Board on the Athletes' Council's meeting yesterday. The Board and Ms. Renteria discussed athlete roles in each discipline and the need to avoid conflicts of interest.

Jessica Renteria, left the meeting at 11:46 a.m. CT.

VI. Federation Internationale de Gymnastique Update

Morinari Wantanabe, President of the Federation Internationale de Gymnastique, joined the meeting at 11:48 a.m. CT.

The Board was deeply grateful for, and honored by, President Wantanabe's attendance at the meeting and at the 2019 U.S. Gymnastics Championships. President Wantanabe thanked the Board. He expressed that FIG wants to continue to work with and support USA Gymnastics. He discussed his

vision of the sport being “by gymnasts, for gymnasts.” The Board and Mr. Wantanabe discussed preparations for the 2020 Olympics in Tokyo.

President Wantanabe left the meeting at 11:58 a.m. CT.

VII. Executive Session

A motion to enter executive session was made Julie Springwater and seconded by Lois Bingham. The motion was approved unanimously.

The Board entered executive session at 12:30 p.m. CT. Li Li Leung, Bernadette Barron, and C.J. Schneider, remained at the meeting.

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

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

The Board exited executive session at 1:29 p.m. CT.

VIII. USA Gymnastics SafeSport Update

Mark Busby, Dan Campbell, Shelba Waldron and Emily Zorn, joined the meeting at 1:30 p.m. CT.

Shelba Waldron, Director of SafeSport Education, presented USA Gymnastics SafeSport data to the Board. Dan Campbell, Lead SafeSport Investigator, informed the Board of a new system to prioritize incident reports. Mr. Campbell updated the Board concerning the volume of cases to be addressed. The Board discussed strategies to help streamline incident reports and cases moving forward.

Mark Busby, Dan Campbell, Shelba Waldron and Emily Zorn, left the meeting at 2:00 p.m. CT.

IX. Deborah Daniels Report

Deborah Daniels joined the meeting at 2:04 p.m. CT.

The Board and Ms. Daniels discussed the recommendations from her report. Ms. Daniels expressed her view that the key is to implement the intent of her recommendations, not necessarily the exact wording of each recommendation. The Board and Ms. Daniels discussed how to best close out the outstanding recommendations from her report.

The Board took a break at 3:15 p.m. CT.

The meeting resumed at 3:23 p.m. CT.

X. Additional General Update

Ms. Leung presented ticket sale and attendance data concerning Championships. This year is a record year in terms of attendance and revenue for Championships. The Board expressed its excitement and support for the event.

The Chair and Ms. Leung updated the Board regarding the USOPC's Section 8 complaint. The Board discussed ways to gather data to respond to the issues raised in the Section 8 complaint.

XI. GK Elite Sportswear Update

Kelly Christman, Jeanne Douglas, and Matt Cowen joined the meeting at 3:45 p.m. CT.

Kelly Christman, Jeanne Douglas, and Matt Cowen from GK Elite Sportswear previewed the designs for the leotards for the 2020 Olympics in Tokyo. The Board and the GK Elite Sportswear staff discussed the process for designing the leotards.

Paul Ruggeri and Justin Spring left the meeting at 4:03 p.m. CT.

Li Li Leung, Kelly Christman, Jeanne Douglas, and Matt Callen left the meeting at 4:11 p.m. CT.

XII. Financial Update

Bernadette Barron, USA Gymnastics Chief Financial Officer, updated the Board on USA Gymnastics' financial status. Ms. Barron stated cash flow is healthy and discussed proposed changes to the budgeting process.

XIII. Adjournment

A motion to adjourn the meeting was made by Kittia Carpenter and seconded by David Rudd. The motion was approved unanimously.

The meeting was adjourned at 4:21 p.m. ET.

Respectfully submitted,

David Rudd
Secretary
USA Gymnastics Board of Directors