



**USA Gymnastics Board of Directors Meeting
November 5, 2019
In Person Meeting. Colorado Springs, Colorado.**

Board of Directors

Kathryn Carson (Independent Director), Chair
David C. Rudd (Independent Director), Vice Chair / Secretary
Brent Lang (Independent Director), Treasurer

Lois Bingham (Independent Director)
Kittia Carpenter (National Membership Director – Women)
Ivana Hong (Athlete Director – Women) – *Absent*
Scott Lineberry (National Membership Director – Combined)
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
Stefanie Korepin, USA Gymnastics Chief Programs Officer
C.J. Schneider, USA Gymnastics Outside Counsel and Chief Legal Officer
Sarah Hirshland, Chief Executive Officer of the USOPC
Ju'Riese Colon, Chief Executive Officer of U.S. Center for SafeSport
Jessica Doriot, Compliance Coordinator for U.S. Center for SafeSport
Dragomir Cioroslan, Director of International Strategies and Development for the USOPC
Tom Forster, USA Gymnastics Women's Program High-Performance Director
Brett McClure, USA Gymnastics Men's Program High-Performance Director

I. Welcome

The Chair called the meeting to order at 9:10 a.m. MT.

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

II. Executive Session

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

The Board entered executive session at 9:20 a.m. MT. Li Li Leung, Bernadette Barron, Stefanie Korepin and C.J. Schneider remained in 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 Brent Lang. The motion was approved unanimously.

The Board exited executive session at 9:34 a.m. ET.

III. General Update

Ms. Leung reviewed the results from recent competitions, including the World Championships in Stuttgart, Germany. The Board expressed its congratulations to the athletes on their successes. Ms. Leung informed the Board that Nastia Liukin was inducted into the United States Olympic and Paralympic Committee (“USOPC”) Hall of Fame. The Board expressed its congratulations to her for such an outstanding honor.

Ms. Leung updated the Board regarding two of her recent meetings: (i) Ms. Leung and the Chair met with NBC to discuss their partnership and the timeline leading up to the 2020 Olympic Games in Tokyo; and (ii) Ms. Leung and Ms. Korepin met with representatives of Parkour to discuss how to integrate Parkour into USA Gymnastics.

Ms. Leung reviewed the results of the USOPC Compliance Checklist, finding that USA Gymnastics is fully compliant in every area. She also reviewed the U.S. Center for SafeSport audit, which determined USA Gymnastics passed in every area except for one. That one area had to do with a change in the Center’s educational programming. The organization promptly put in place a plan to address it. The Board discussed the U.S. Center for SafeSport’s audit.

IV. Commercial Initiatives Update

Ms. Leung updated the Board concerning the engagement of POV Marketing and reviewed the objectives that USA Gymnastics hopes to accomplish with POV Marketing. The Board discussed the strategy for commercial initiatives with POV Marketing.

V. Human Resources Update

Ms. Leung and Ms. Korepin updated the Board regarding the status of the following roles: (i) Vice President of Athlete Health and Wellness (a candidate has been selected and will join USA Gymnastics soon); (ii) Vice President of SafeSport (the search for a candidate is in process); (iii) Chief of Communications and Marketing (the search for a candidate is in process); and (iv) Human Resources Manager (position has been filled). The Board discussed each of the roles and the search processes for filling them.

VI. Programs Update

Ms. Korepin updated the Board concerning the status of a new training center for the Women's National Team, noting a good location has been identified, and USA Gymnastics is working through the process of finalizing the new training center location.

Ms. Korepin updated the Board on the schedule of events for the 2020 calendar year, and informed the Board that USA Gymnastics received an increase in high performance funding from the USOPC.

VII. 2019-2020 Strategy Update

Ms. Leung reviewed USA Gymnastics' 2019 strategic initiatives with the Board, which include a focus on athlete safety and wellbeing. Ms. Leung presented the 2020 strategic pillars to the Board: athlete centricity, cultural change, financial growth, and enhanced governance. The Board discussed the strategic pillars and plan.

VIII. USOPC Update

Sarah Hirshland, Chief Executive Officer of the USOPC, joined the meeting at 11:15 a.m. MT.

Ms. Hirshland thanked the Board for their service. She discussed her vision, governance reformations, and strategic work that the USOPC is undertaking.

The Board and Ms. Hirshland discussed the 2028 Olympic Games in Los Angeles, the long-term development and success of the U.S. Center for SafeSport, the culture change throughout the USOPC, governance for NGBs, and best practices for athlete safety and wellness.

Ms. Hirshland left the meeting at 12:20 p.m. MT.

IX. SafeSport Update

Ju'Riese Colon, Chief Executive Officer of U.S. Center for SafeSport, and Jessica Doriot, Compliance Coordinator for U.S. Center for SafeSport joined the meeting at 12:29 p.m. ET.

Ms. Colon presented to the Board the types and volumes of reports that the U.S. Center for SafeSport has been receiving. She updated the Board on staffing changes and informed the Board that more than 1 million people have been SafeSport trained, but more education is still needed. The Board discussed

challenges the U.S. Center for SafeSport is facing, educational programming, and strategy for the future.

Ms. Doriot reviewed the U.S. Center for SafeSport's audit process and USA Gymnastics' tentative results, noting that USA Gymnastics went above and beyond developing and communicating its prevention policies.

Ms. Colon and Ms. Doriot left the meeting at 1:20 p.m. ET.

X. International Relations Update

Dragomir Cioroslan, Director of International Strategies and Development for the USOPC, joined the meeting 2:55 p.m. ET. Ms. Leung introduced Mr. Cioroslan to the Board and he congratulated the Board on USA Gymnastics' historic performance at the World Championships in Stuttgart, Germany.

Mr. Cioroslan provided his background and lifelong involvement in the Olympic movement. Mr. Cioroslan presented on the subject of international relations among the global Olympic Community. The Board discussed a variety of topics with Mr. Cioroslan, including the upcoming 2020 Fédération Internationale de Gymnastique elections.

Mr. Cioroslan left the meeting at 3:37 p.m. ET.

XI. Financial Update

Bernadette Barron, USA Gymnastics Chief Financial Officer, updated the Board on USA Gymnastics' financial status. Ms. Barron presented the 2020 budget to the Board. The Board discussed the sources of funding, expenses (including legal fees) and other aspects of the budget in relation to the state of USA Gymnastics' current and future financial landscape.

A motion to approve the 2020 budget was made by Scott Lineberry and seconded by Julie Springwater. The motion was approved unanimously.

The Board discussed Vera Berishaj, a candidate to join the Finance, Compensation and Audit Committee.

A motion to approve Vera Berishaj to join the Finance, Compensation and Audit Committee was made by David Rudd and seconded by Kittia Carpenter. The motion was approved unanimously.

Tom Forster and Brett McClure joined the meeting at 4:30 p.m. MT.

Justin Spring left the meeting at 4:30 p.m. MT.

Mr. Forster, USA Gymnastics Women's Program High-Performance Director, presented to the Board regarding the Women's Program high performance plan for 2020, including strategies to qualify the maximum number of athletes to the 2020 Olympic Games in Tokyo. The Board discussed with Mr.

Forster the potential new training facility, and the Board thanked Mr. Forster for all his work and wished him the best going into the 2020 Olympic Games in Tokyo.

Rebecca Sereda left the meeting at 4:46 p.m. MT.

Mr. McClure, USA Gymnastics Men's Program High-Performance Director, provided an overview of 2019 and the strategic plan for 2020 for the Men's Program. He also informed the Board the men have qualified for the 2020 Olympics, so the next goal is to secure an additional two spots. The Board thanked Mr. McClure for his hard work and wished him the best going into the 2020 Olympic Games in Tokyo.

Mr. Forster and Mr. McClure left the meeting at 5:13 p.m. ET.

XII. Agenda Items for Next Meeting

The Chair presented a proposed schedule of Board meetings and calls for the 2020 calendar year.

Brent Lang and Staci Slaughter left the meeting at 5:20 p.m. ET.

XIII. SafeSport Update

Julie Springwater presented an overview of the SafeSport department at USA Gymnastics to the Board, including the number of outstanding cases and the process for handling such cases. She discussed the challenges relating to education and resolution, along with finding certain athletes for hearing panels. The Board discussed these issues and potential solutions.

XIV. Adjournment

A **motion to adjourn the meeting was made and seconded.** The motion was approved unanimously.

The meeting was adjourned at 5:30 p.m. ET.

Respectfully submitted,

David Rudd
Secretary
USA Gymnastics Board of Directors