



**USA Gymnastics Board of Directors Meeting
March 6, 2020**

In Person Meeting, Milwaukee, Wisconsin for the 2020 American Cup and Nastia Liukin Cup

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)
Scott Lineberry (National Membership Director – Combined)
Paul Ruggeri (Athlete Director)
Rebecca Sereda (Athlete Director)
Staci Slaughter (Independent Director)
Justin Spring (National Membership Director – Men)
Julie Springwater (Independent 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
Carol Fabrizio, USA Gymnastics Chief Communications and Marketing Officer
Mary McDaniel, USA Gymnastics Director of Program Development and Olympic Relations
Kim Kranz, USA Gymnastics Director of Athlete Health and Wellness
Lauryn Turner, USA Gymnastics Chief of Staff
Shelba Waldron, USA Gymnastics Director of Safe Sport Education and Training
Emily Zorn, USA Gymnastics Executive Assistant

I. Welcome

The Chair called the meeting to order at 9:00 a.m. CT.

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

II. Introduction of New Employees

The Chair welcomed new employees, Kim Kranz, Director of Athlete Health and Wellness, Lauryn Turner, Chief of Staff, and Emily Zorn, Executive Assistant. Each new employee introduced themselves to the Board and discussed their background and experience.

Ivana Hong and Staci Slaughter joined the meeting by phone at 9:08 a.m. CT.

III. SafeSport Update

Shelba Waldron, Director of Safe Sport Education and Training, presented to the Board regarding SafeSport updates, highlighting that the USA Gymnastics Safe Sport Department (the “Department”) has developed processes for handling communications that come in to the Department, which has led to quicker response times.

On the reporting front, the Department has prioritized cases and also worked to educate the community on what types of matters SafeSport can and cannot handle. The Board discussed the evolving role of the Department, including the importance of its interactions with the community.

David Rudd joined the meeting at 9:16 a.m. CT.

The Board discussed the timeline for investigations and steps the Department has taken to complete investigations faster and maintain the same level of thoroughness. Ms. Waldron reported that additional staff, particularly investigators, would help the process.

Rebecca Sereda joined the meeting by phone at 9:28 a.m. CT.

Ms. Waldron explained the Department has built in redundancies to ensure that all communications receive a timely response. Ms. Waldron also explained that the Department has been tracking more data, particularly the number of reports received at different times throughout the year.

On the investigation front, Ms. Waldron explained that the Department has 3 contract investigators. She discussed the Department’s efforts to address the backlog of cases. The Board discussed additional ways the Department could process cases more efficiently.

Ms. Waldron updated the Board on the U.S. Center for SafeSport’s audit. The Board discussed the results of the audit. Ms. Waldron also discussed the Department’s efforts to build relationships with the U.S. Center for SafeSport, particularly in terms of education.

Ms. Waldron addressed the community outreach the Department has performed. Department employees gave 32 live presentations, 6 webinars, 126 social media posts, and numerous communications over email and helpline.

Ms. Waldron updated the Board regarding the roll out of additional policies and information, including the snapshot guide, FAQs and photographer and medical policies for events. The Center is modeling its snapshot guide after USA Gymnastics' snapshot guide. The Board discussed these policies.

Ms. Waldron presented the 2019 Safe Sport data to the Board, including the number of reports, cases opened, cases closed, cases referred to the Center, calls to the helpline, and emails regarding the SafeSport Policy. The Board discussed the data.

Lois Bingham joined the meeting by phone at 10:02 a.m. CT.

Paul Ruggeri joined the meeting by phone at 10:06 a.m. CT.

The Board discussed how the SafeSport Policy has impacted the community and helped change the culture of the gymnastics community. The Board generally discussed reporting trends and issues to address in the future.

Li Li Leung and Carol Fabrizio joined the meeting at 10:30 a.m. CT. Ivana Hong left the meeting at the same time.

Ms. Waldron updated the Board on the educational initiatives implemented by the Department, which included webinars and live presentations. Ms. Waldron discussed the new contract with the Positive Coaching Alliance. The Positive Coaching Alliance will do 20 live workshops at State, Regional, and National Congresses. It will also publish 6 articles and 20 social media posts geared toward parent and coach communication. Ms. Waldron previewed educational initiatives that the Department plans to undertake in 2020 with the Board.

IV. Executive Session

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

The Board entered executive session at 10:52 a.m. CT. Li Li Leung, Bernadette Barron, C.J. Schneider, Carol Fabrizio, Stefanie Korepin, Kim Kranz, Laurn Turner, Shelba Waldron and Emily Zorn remained at the meeting.

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

Carol Fabrizio, Stefanie Korepin, Kim Kranz, and Emily Zorn left the meeting at 11:37 a.m. CT.

A motion to exit executive session was made by Brent Lang and seconded by Kittia Carpenter. The motion was approved unanimously.

V. Business Update

Carol Fabrizio, Stefanie Korepin, Kim Kranz, and Emily Zorn joined the meeting at 12:41 p.m. CT.

Li Li Leung, President and Chief Executive Officer, and Carol Fabrizio, Chief Communications and Marketing Officer, updated the Board regarding the media session each of them participated in earlier in the morning. The Board discussed some of the recent media inquiries and responses.

Ms. Leung updated the Board on events that occurred during the 2020 Winter Cup. The wrong All-Around team was announced based on the wrong scores, which was immediately corrected. Additionally, there was a miscommunication about the athletes selected for the American Cup. The Board discussed these issues and ways to address them in the future.

Ms. Leung updated the Board regarding the town hall meeting that occurred yesterday. The organization plans to continue to conduct town hall meetings at various events. Executive staff of the organization have also made efforts to attend community meets.

Ms. Leung informed the Board the organization has implemented performance evaluations and staff trainings on key topics. The organization is also implementing programs to improve internal culture.

Ms. Leung updated the Board regarding conversations with potential partners and sponsors. The Board discussed this topic and potential new revenue streams.

Kim Kranz, Director of Athlete Health and Wellness, updated the Board regarding the Athlete Health and Wellness initiatives that she has undertaken since she started at the organization. The organization deliberately selected speakers for national congress that included both physical and mental wellness. Dr. Kruze was named Medical Director of the organization. The organization established a Medical Advisory Council. The Board discussed the progress of these initiatives and ideas for the future.

The Board discussed how diversity and inclusion should inform the strategic vision for the organization going forward.

Mary McDaniel joined the meeting at 1:55 p.m. CT.

VI. Programs and Olympic Update

Stefanie Korepin, Chief Programs Officer, updated the Board regarding the organization's programs and other achievements. The organization signed a lease for the new Women's National Team Training Center. Jason Woodnick is the new Vice President of the Men's Program, and Raj Bhavsar is the new Junior Olympic Program Assistant. Trampoline & Tumbling has put together a development committee to grow the sport. Rhythmic established a high-performance team consisting of experts in various fields to help gymnasts in the discipline. The organization added Parkour as a discipline, wrote selection procedures, and named the first ever United States World Championship team for Parkour. The Board discussed the addition of the Parkour discipline to the organization.

Ms. Korepin also updated the Board on support from the USOPC and new equipment at various training facilities. Ms. Korepin also provided updates on concrete evidence of cultural change, including surveying athletes and coaches after World Championships and after the first camp in the new training facility. Ms. Korepin reviewed a snapshot of the athlete survey results and strategic initiatives for the various programs. Ms. Korepin noted the organization has increased transparency in the selection process with independent observers and post-selection reports.

Mary McDaniel, Director of Program Development and Olympic Relations, updated the Board on planning for Tokyo 2020 Olympic Games. Ms. Korepin discussed there is no change in plans from the USOPC regarding the COVID-19 pandemic. The Board discussed the risks of the virus and planning for competition and events.

Carol Fabrizio left the meeting at 3:09 p.m. CT.

VII. Programs Council Update

Scott Lineberry provided an update from the Programs Council to the Board. The Programs Council welcomed new members.

The Board took a break from 3:15 p.m. CT to 3:26 p.m. CT.

Kimberly Till and Stefanie Korepin left the meeting at 3:27 p.m. CT.

VIII. Executive Session

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

The Board entered executive session at 3:30 p.m. CT. Li Li Leung, Bernadette Barron, C.J. Schneider, Kim Kranz, Lauryn Turner, Shelba Waldron and Emily Zorn remained at the meeting.

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

Kittia Carpenter and Kevin White left the meeting at 4:50 p.m. CT.

Kim Kranz, Lauryn Turner, Shelba Waldron and Emily Zorn left the meeting at 4:58 p.m. CT.

Justin Spring left the meeting at 5:17 p.m. CT.

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

IX. Adjournment

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

The meeting was adjourned at 5:17 p.m. CT.

Respectfully submitted,

David Rudd
Secretary
USA Gymnastics Board of Directors