



**USA Gymnastics Board of Directors Meeting  
June 25, 2020  
Conference Call. 1 p.m. ET**

**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) – *Absent*  
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  
C.J. Schneider, USA Gymnastics Outside Counsel and Chief Legal Officer  
Lauryn Turner, USA Gymnastics Chief of Staff  
Kim Kranz, USA Gymnastics Director of Athlete Health and Wellness  
Michael Penny, USA Gymnastics Outside Counsel

## **I. Welcome**

The Chair called the meeting to order at 1:02 p.m. ET.

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

## **II. General Update**

The Chair thanked the Board for its engagement over the past several months, particularly on the organization's statement supporting Black Lives Matter. The Board will consider a facilitated discussion on racial injustice.

The Chair reported that one of the organization's strategic objectives is to update its governance documents, including revising its bylaws. The Nominating and Governance Committee, along with C.J. Schneider, USA Gymnastics' Chief Legal Officer, are revising the bylaws to streamline them and to conform them to the USOPC's new Certification Standards.

## **III. Business Update**

Li Li Leung, USA Gymnastics' President and Chief Executive Officer, informed the Board that the Netflix documentary, *Athlete A*, which is based on the first athlete to report Larry Nassar, premiered June 24, 2020. The Board discussed the documentary. Ms. Leung informed the Board that the organization issued a statement on its website before the documentary premiered.

Ivana Hong and Kevin White joined the call at 1:13 p.m. ET.

The Board discussed that the documentary implied that there has been no independent investigation of the organization when in fact there have been numerous independent investigations conducted by various entities, including Ropes and Gray, three Congressional committees, and the Indiana Attorney General.

Ms. Leung reported on feedback from the community regarding the organization's Black Lives Matter statement. Positive feedback outnumbered negative feedback by a ratio of approximately three to one. The USOPC said the statement was well written and that the organization is leading other NGBs in this area. Also, the head of the women's judging association reached out to the organization to express her compliments regarding the statement.

The Board discussed strategies to identify and address racial inequality in the organization and sport.

Ms. Leung informed the Board that the organization opened the 2020-2021 membership season last week. Currently membership is down 60% year-to-date as compared to 2019, but only down 40% as compared to 2018. Ms. Leung reported that these numbers are in line with expectations due to the COVID-19 pandemic.

Ms. Leung noted that the drop in membership shows that membership is driven by events/meets. The organization has been considering ways to add more value to membership outside of events/meets.

Ms. Leung updated the Board regarding potential sponsor and partner opportunities.

#### **IV. Executive Session**

**A motion to enter executive session was made by Kimberly Till and seconded by Justin Toman.** The motion was approved unanimously.

The Board entered the executive session at 1:46 p.m. ET. Li Li Leung, C.J. Schneider, Lauryn Turner and Michael Penny remained on the call.

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

C.J. Schneider left the meeting at 1:55 p.m. ET.

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

#### **V. Safe Sport Update**

Julie Springwater and Kim Kranz updated the Board on the Safe Sport Department's work with the Safe Sport Committee. The department has been working to provide the committee with appropriate information so that the committee can understand and provide feedback on the decision-making process for Safe Sport cases.

The update included a report on the Safe Sport Department's new tier system, which is based on case type and case severity. This tier system will provide a better sense of the process based on case type and resolutions.

The update included a report from the Safe Sport Department with certain statistics, including active cases, case type, case status, which cases went to U.S. Center for SafeSport, and which cases have been closed. The Board discussed the report and the average time to close a Safe Sport case.

Ms. Leung informed the Board that she is scheduled to have a meeting with Deborah Daniels regarding the Deborah Daniels' Report and Safe Sport data at the end of July.

The update included that the Safe Sport Committee is working on a charter and that the Board needs to coordinate with the Nominating and Governance Committee to select new members to the Safe Sport Committee, because some members' terms end December 31, 2020.

## **VI. Miscellaneous**

Ms. Leung informed the Board that Paul Ruggeri, an athlete representative on the Board, will be stepping down from the Board at the end of this month for personal reasons. The Board expressed its thanks to Mr. Ruggeri for his service. The Board discussed potential candidates to replace Mr. Ruggeri.

## **VII. Adjournment**

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

The meeting was adjourned at 3:03 p.m. ET.

Respectfully submitted,

David Rudd  
Secretary  
USA Gymnastics Board of Directors