



**USA Gymnastics Board of Directors Meeting  
February 26, 2021  
Zoom Conference Call 9:30 A.M. ET**

**Board of Directors**

Kathryn Carson (Independent Director), Chair  
Justin Toman (Independent Director), Vice Chair / Secretary  
Brent Lang (Independent Director), Treasurer

Kittia Carpenter (National Membership Director – Women)  
Sarah Finnegan (Athlete Director – Women)  
Brandon Wynn (Athlete Director – Men) *Absent*  
Logan Dooley (Athlete Director – Combined)  
Serena Lu (Athlete Director – Combined)  
Rebecca Sereda (Athlete Director – Combined)  
Lois Bingham (Independent Director)  
Dylan Carney (Independent Director)  
Staci Slaughter (Independent Director)  
Julie Springwater (Independent Director)  
Kimberly Till (Independent Director)

**Others Present**

Li Li Leung, USA Gymnastics President and Chief Executive Officer  
C.J. Schneider, USA Gymnastics Outside Counsel and Chief Legal Officer  
Kimberly Kranz, USA Gymnastics Chief of Athlete Wellness  
Lauryn Turner, USA Gymnastics Chief of Staff  
Carol Fabrizio, USA Gymnastics Chief Communications & Marketing Officer  
Cindy Bickman, USA Gymnastics Member and Advisory Council Member  
Kathy Krebs, USA Gymnastics Member and Advisory Council Member  
Mike Burns, USA Gymnastics Member and Advisory Council Member  
Jennifer Tarnowski, USA Gymnastics Paralegal

## **I. Welcome – Board Orientation/Training**

The Chair called the meeting to order at 9:31 am ET.

The Chair discussed the recent events surrounding John Geddert.

The Chair welcomed Kittia Carpenter back to the Board as the National Membership Director and as a judge for the Nastia Lukin Cup.

The Chair reviewed the agenda, including Board education, review of the Board assessment tool, and continued best practice in governance.

Ms. Leung welcomed Kathy Krebs to the meeting.

## **II. Board Handbook Overview**

Lauryn Turner, USA Gymnastics' Chief of Staff, introduced the 2021 Board of Directors handbook. The handbook includes key governance and other documents for Directors, including the USA Gymnastics Bylaws, Safe Sport Policy, Safe Sport Investigation & Resolution Procedures, Conflict of Interest Policy, Code of Ethical Conduct, and Speak Up Policy. The handbook also outlines executive leadership team structure, Board of Director biographies and roles, and USA Gymnastics' mission and values. Ms. Turner reviewed each section of the handbook for the Board.

Ms. Turner addressed questions relating to the launch of Real Response. Real Response will be available to all national and elite track athletes to anonymously provide feedback in real-time. USA Gymnastics is the first NGB to partner with Real Response. Ms. Turner outlined the anonymous process of interacting with Real Response and training for USA Gymnastics staff handling real-time incoming reports.

## **III. Conflict of Interest Training**

C.J. Schneider, USA Gymnastics' outside counsel and Chief Legal Officer, discussed the updated USA Gymnastics Conflict of Interest Policy. The Policy was updated to comply with the USOPC's new Certification Standards and to implement best practices. Mr. Schneider conducted conflict of interest training.

Cindy Bickman joined the meeting at 10:13 A.M. ET.

Mr. Schneider further conducted Conflict of Interest training for the Board.

The Chair thanked Mr. Schneider for the update and training and noted the importance of continuing the conversation.

Julie Springwater joined the meeting at 10:30 A.M. ET.

#### **IV. Boardspan Performance Assessment**

The Chair thanked the Board for the personal assessments. The Chair noted good scores and areas for improvement including onboarding training and crisis management plans.

#### **V. Organizational Update**

Ms. Leung provided the Board with an organizational update. Ms. Leung met with several members of the media to provide an overview on the state of USA Gymnastics and answered questions.

Ms. Leung announced the hiring of two USA Gymnastics employees. Katrina Buell as Controller and Shannon Jones as Education Services Manager. Ms. Leung noted the organization is in the process of filling the Safety and Compliance Counsel position and Chief Legal Officer position.

Ms. Leung informed the Board that membership and event sanctions have exceeded expectations given the pandemic. Membership renewals continue to come in as activity resumes across the country. Sanctions are being driven by smaller, local events and virtual competitions. Ms. Leung anticipates continued growth in membership as areas of the country continue to open up following COVID-related closures.

Ms. Leung discussed recent culture surveys distributed to USA Gymnastics membership. Over ninety (90) percent agree with the new USA Gymnastics mission and seventy (70) percent feel USA Gymnastics is taking action to move toward that mission. The majority believe the overall culture of gymnastics is healthier and more inclusive. Ms. Leung stated a need to focus on continuing to communicate with membership and provide them with a platform to give feedback and a goal to provide the survey annually going forward.

Ms. Leung provided a Men's program and NCAA update. Steven Douglas has been retained to work with the Men's program on projects including the Men's Playbook, leadership program creation, and strategic planning. The PICTOR Group will focus on collegiate development including stabilizing and growing NCAA members and engaging stakeholders and the USOPC committee.

Ms. Leung discussed Winter Cup, Elite Team Cup and Nastia Liukin Cup held in Indianapolis beginning Friday afternoon. Ms. Leung shared the excitement felt across the community with the return to elite competition which is the first in over a year due to the pandemic. Ms. Leung shared Rhythmic Challenge and Invitational were also being held in Des Moines, IA over the weekend.

Ms. Leung addressed questions related to culture surveys and Real Response.

#### **VI. Business Update**

Ms. Leung provided the Board with a business update. A new e-commerce site was launched on the USA Gymnastics website. A documentary crew will be on site at Winter Cup.

Ms. Leung discussed the upcoming Tokyo Olympics. The Olympics are anticipated to proceed as scheduled. USA Gymnastics' procedures will vary depending on changes related to COVID. Ms. Leung discussed Winter Cup and the upcoming U.S. Championships and U.S. Olympic Team Trials as a path to Tokyo.

Ms. Leung addressed questions relating to the Tokyo Olympics and upcoming USA Gymnastics events.

Mr. Schneider presented the Trampoline and Tumbling Program Committee Charter to the Board on behalf of the Committee. The Board discussed the proposed charter and provided feedback, including several changes discussed with Mr. Schneider.

**A motion to approve the charter subject to the changes discussed by the Board was made by the Chair and seconded at 11:04 A.M. ET.** The motion was approved unanimously.

The Board discussed timelines and process for updating charters going forward.

## **VII. Executive Session**

**A motion to enter Executive Session was made by the Chair and seconded at 11:12 A.M. ET. The motion was approved unanimously.**

Kathy Krebs left the meeting at 11:13 A.M. ET.

Cindy Bickman left the meeting at 11:13 A.M. ET.

The Board entered the Executive Session at 11:14 A.M. ET. Li Li Leung, C.J. Schneider, and Lauryn Turner remained on the call.

The purpose of the Executive Session was to discuss financial and legal matters.

**A motion to exit Executive Session was made by the Chair and seconded at 11:54 A.M. ET. The motion was approved unanimously.**

The Board exited Executive Session at 11:54 A.M. ET.

## **VIII. Winter Cup Preview**

Kathy Krebs joined the meeting at 11:55 A.M. ET.

Annie Heffernon joined the meeting at 11:55 A.M. ET.

Cindy Bickman joined the meeting at 11:55 A.M. ET.

Annie Heffernon, USA Gymnastics' Vice President Women's Program, provided an update from Winter Cup. Ms. Heffernon expressed excitement to be back at a live event. Ms. Heffernon discussed the Nastia Liukin Cup and the Junior and Senior Women's competition.

Ms. Leung discussed the events of the weekend, including the immense work that went into COVID protocols. Ms. Leung expressed thanks to all involved in the event.

Jason Woodnick joined the meeting at 12:01 P.M. ET.

Jason Woodnick, USA Gymnastics' Vice President Men's Program, provided an update. Mr. Woodnick expressed excitement for the event. The Winter Cup is a senior national team selection event.

The Chair thanked Ms. Heffernon and Mr. Woodnick, on behalf of the Board, for their leadership.

Ms. Leung thanked Ms. Heffernon and Mr. Woodnick and acknowledged the difficulties in the previous year.

Annie Heffernon left the meeting at 12:06 P.M. ET.

Jason Woodnick left the meeting at 12:06 P.M. ET.

Ms. Leung provided the Board with an update relating to COVID protocols and compliance workers at the event.

Ms. Leung welcomed Cindy Bickman and Kathy Krebs back to the meeting.

## **IX. Affiliated Organizations Committee**

Kathy Krebs provided the Board with a presentation on proposed organizations for the Affiliated Organizations Committee. Ms. Krebs stated a recommendation of a larger base for Affiliated Organizations.

Kim Kranz joined the meeting at 12:15 P.M. ET.

Ms. Leung thanked Ms. Krebs for the background and presentation.

The Board discussed the Affiliated Organizations Committee, potential members for the Committee, and the requirements of the Ted Stevens Act and USA Gymnastics Bylaws.

Mike Burns joined the meeting at 12:23 P.M. ET.

The Board continued to discuss the Affiliated Organizations Committee.

Ms. Leung suggested that the Board re-visit the topic of members for the Committee at a later meeting, noting time constraints and the need for continued conversation.

The Chair agreed and thanked Ms. Krebs, Mr. Burns, Ms. Bickman and the Board for the discussion.

Ms. Leung thanked Ms. Krebs and Ms. Bickman.

Mike Burns left the meeting at 12:43 P.M. ET.

Kathy Krebs left the meeting at 12:44 P.M. ET.

Kathy Krebs joined the meeting at 12:50 P.M. ET.

## **X. Safe Sport Data and Grant Updates**

Kimberly Kranz, USA Gymnastics' Chief of Athlete Wellness, provided the Board with an update concerning Safe Sport data and timely resolution of cases. All current cases have been reviewed and are in a process of resolution.

Kittia Carpenter left the meeting at 12:54 P.M. ET.

Ms. Kranz announced Shelba Waldron, USA Gymnastics' Director of Safe Sport Policy and Education, secured two grants which will help the organization audit member clubs to meet standards and develop a process to work with member clubs to ensure future success.

Ms. Kranz discussed the importance of holding Safe Sport resolution hearing panels on a monthly basis and the difficulty in securing athlete volunteers for these panels. The department is working with the Athlete's Council to expand athletes who qualify and will continue discussion with the USOPC relating to which athletes qualify for specific hearings.

Ms. Leung thanked Ms. Kranz for the Safe Sport department's success as well as the medical protocols put in place for the Winter Cup. Ms. Leung thanked Ms. Waldron for her work on securing the grants.

## **XI. Deborah Daniels Audit Report**

Ms. Leung provided an update on the recent Deborah Daniels Audit Report. Ms. Daniels states that good progress has been made on her recommendations. Ms. Leung stated the need to continue to reinforce polices and create and publish education.

Carol Fabrizio joined the meeting at 1:10 P.M. ET.

The Board discussed the Deborah Daniels Audit Report, a timeline for release, and procedures going forward.

## **XII. Rebrand and Communications**

Carol Fabrizio, USA Gymnastics' Chief Communications and Marketing Officer, provided an update on the USA Gymnastics rebrand process. A partnership was formed with Media Bridge after a RFP process. Ms. Fabrizio shared that the company's core values aligned with those of USA Gymnastics.

Kimberly Kranz left the meeting at 1:25 P.M. ET.

Ms. Fabrizio discussed the goal of the rebrand to create a more consistent and unified feel that is inclusive to all disciplines and levels. The Board discussed appropriate timing for release.

## **XIII. Adjournment**

The meeting was adjourned at 1:41 P.M. ET.