



**USA Gymnastics Board of Directors Meeting  
June 3, 2021  
Zoom Conference Call 10:00 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)  
Brandon Wynn (Athlete Director – Men) *Absent*  
Logan Dooley (Athlete Director – Combined) *Absent*  
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  
Debbie Shon, USA Gymnastics Chief Strategy Officer  
Lauryn Turner, USA Gymnastics Chief of Staff  
Kimberly Kranz, USA Gymnastics Chief of Athlete Wellness  
Carol Fabrizio, USA Gymnastics Chief Communications & Marketing Officer  
Stefanie Korepin, USA Gymnastics Chief Programs Officer  
Erica Koven, USA Gymnastics Chief Membership Officer  
Jennifer Tarnowski, USA Gymnastics Paralegal  
Jamie Leap, USA Gymnastics Executive Assistant  
Cindy Bickman, USA Gymnastics Member

## **I. Welcome**

The Chair called the meeting to order at 10:09 A.M. ET.

The Chair thanked everyone for joining the meeting and welcomed everyone to Texas.

Li Li Leung, USA Gymnastics President and Chief Executive Officer, welcomed everyone and reviewed the agenda.

## **II. Business Update**

Ms. Leung updated the Board of new USA Gymnastics personnel. Debbie Shon is the new Chief Strategy Officer. Ellen Robinson is the new Director of Human Resources. Jamie Leap is the new Executive Assistant.

Julie Springwater joined the meeting at 10:16 A.M. EST.

Ms. Leung gave a bias research update. The research is complete with data that includes Level 1 through elite. A presentation will be made to the Board after the Olympics with additional information and analysis.

Ms. Leung discussed the upcoming documentary “*Golden: The Journey of USA’s Elite Gymnasts.*” The documentary will be available on Peacock and will air after Olympic Trials, leading up to the Olympics. USA Gymnastics employees will be featured in the documentary including Annie Heffernon and Tom Forster.

Debbie Shon, USA Gymnastics Chief Strategy Officer, gave an update on the USOPC audit. The team is meeting July deliverables. The audit will take place at the end of the third quarter after the Games. USA Gymnastics is currently uploading responses into the database for sampling, including Code of Ethical Conduct, Safe Sport Policy and Conflict of Interest Policy.

Ms. Shon gave an update on Committee Charters. The Committee Charters are progressing, will be reviewed and completed for a Board vote. The current focus is on term limits, standing program committees, sub-committees, and the athlete selection committees.

Ms. Leung announced the FIG election is approaching. The USA slate was submitted including Li Li Leung, Ron Froehlich, Butch Zurich, and Lori Laznovsky. A brief overview of each candidate’s qualifications and experience was presented.

Ms. Leung as vice chair on the National Governing Body Council offered a preview into what the Council has been working on including establishing an Advisory Committee, developing and establishing a new mission and purpose, identifying key strategic initiatives, drafting new bylaws, drafting a report to Congress, addressing the USOPC Assembly, and multiple meetings with USOPC Board and Leadership.

### III. Membership

Erica Koven, USA Gymnastics Chief Membership Officer gave an update to the Board relating to the restructure and new categories of individual membership. Ms. Koven indicated the new membership season will open in a few weeks. The major change in individual membership is to the titles and categories of individual membership available.

Ms. Koven stated the purpose for changing individual membership titles and categories is to better define the purpose the member serves in the community.

Ms. Koven stated this is the second phase of membership restructure. The organization membership restructure began during the last membership cycle.

Ms. Koven indicated membership is also introducing several new education requirements including a *USA Gymnastics Safe Sport Policy* course and a *Tough Coaching versus Emotional Abuse* course. These courses are offered at no cost to USA Gymnastics members.

Ms. Koven anticipates the membership changes will be well received and appreciated in the community as they are simplified and easier to understand.

Ms. Leung requested the Board vote to approve the new membership titles and categories for the 2021 membership season.

**A motion to approve the new membership titles and categories for the 2021 membership season was made by Lois Bingham and seconded by Dylan Carney at 11:41 A.M. ET. The motion was approved unanimously.**

Ms. Koven updated the Board on the availability of certain insurance offers available to professional members. The goal is to provide benefits of membership that are holistic.

Kim Kranz joined the meeting at 11:44 A.M. ET.

Sarah Finnegan joined the meeting at 11:46 A.M. ET.

Serena Lu left the meeting at 11:57 A.M. ET.

The Chair welcomed Kim Kranz and Sarah Finnegan to the meeting.

Lois Bingham, USA Gymnastics Independent Director, gave an update on the Ethics & Grievance Committee. She is newly appointed to serve on the committee. Ms. Bingham stated she has had the opportunity to work with Ms. Shon and USA Gymnastics staff on the opportunity to participate and other ethical grievance procedures.

#### **IV. Safe Sport**

Kim Kranz, USA Gymnastics Chief of Athlete Wellness gave a Safe Sport update.

Ms. Kranz stated the U.S. Center for SafeSport mock audit occurred during the G.K. U.S. Classic and the official audit will run during the USA Gymnastics Championships in St. Louis. The overall focus of the audit is to see written policies implemented in an event setting.

Ms. Kranz then reviewed the April Safe Sport data with the Board. The available data is less than typically available due to the transition to i-Sight. New cases are slightly up and an increase in May is anticipated. More than half of the open Safe Sport cases are currently in investigation. Rebecca St. John, USA Gymnastics Safety and Compliance Counsel, is reviewing matters assigned to a hearing panel. Ms. Kranz stated there is also an increase in Tier 5 sexual misconduct matters, which have been referred to the Center.

Ms. Leung added that in quarter two, the Center reported the highest number of cases received across all sports since opening.

Ms. Kranz gave an update on the i-Sight transition which went live on April 22, 2021. The process to move Maxient data in to i-Sight is ongoing.

Ms. Kranz announced an upcoming change to the restricted and ineligible members lists. USA Gymnastics lists will mirror the Center's Central Disciplinary Database. This change will allow for more transparency in the type of allegations and/or misconduct reported.

Ms. Kranz addressed Safe Sport challenges. The Safe Sport team is in discussion with the USGCOA to create further transparency and understanding of the Safe Sport process. Ms. Kranz added that changes have been made to the USA Gymnastics website based on their suggestions.

Ms. Kranz announced the new Safe Sport Policy is near completion. Ms. Kranz noted there is a lack of understanding of what conditioning as retaliation looks like and the team is working with the Positive Coaching Alliance to provide additional explanation.

Ms. Leung indicated the final Safe Sport Policy will require a vote from the Board.

#### **V. Votes**

Ms. Leung indicated several votes needed by the Board.

The Board discussed the Affiliated Organizations Committee and the requirements of the Ted Stevens Act and USA Gymnastics Bylaws. Ms. Leung asked the Board to approve the list of organizations that would comprise the members of the Affiliated Organizations Committee.

**A motion to approve the list of member organizations for the Affiliated Organizations Committee was made by Justin Toman and seconded by Julie Springwater at 1:14 P.M. ET. The motion was approved unanimously.**

Ms. Leung presented Independent Observer Candidates.

Stefanie Korepin, USA Gymnastics Chief of Programs, explained the importance of an independent observer to make certain selection procedures are adhered to. Ms. Leung requested the Board approve the pool of candidates or individually.

**A motion to approve the Independent Observer pool of candidates was made by Lois Bingham and seconded by Kittia Carpenter at 1:27 P.M. ET.**

**The motion was approved unanimously.**

Ms. Leung stated the new Rhythmic Olympic Team Selection Procedures allow the athletes to petition if they cannot participate at USA Gymnastics Championships because of COVID. They are traveling to Brazil so there is a concern they might have exposure.

**A motion to approve the new Rhythmic Olympic Team Selection Procedures was made by Justin Toman and seconded by Dylan Carney at 1:31 P.M. ET.**

**The motion was approved unanimously.**

Kimberly Till joined the meeting at 2:21 P.M. ET.

Serena Lu joined the meeting at 2:21 P.M. ET.

## **VI. Marketing and Communications**

Carol Fabrizio, USA Gymnastics Chief Communications and Marketing Officer, gave an update to the Board.

Ms. Fabrizio stated a new position is posted for a social media manager. The goal of the position is to engage fans and community in fun and informative ways, to consistently celebrate all disciplines and all levels of our sports, and to grow awareness of and interest in all disciplines.

Ms. Fabrizio gave an update on the USA Gymnastics Brand Map. The purpose is to map out a clear, cohesive and compelling narrative about what the USA Gymnastics brand stands for.

Ms. Leung indicated development of a logo is the next step.

Ms. Fabrizio gave an update of upcoming media interviews. The media approach will focus on celebrating athletes and hearing their voices.

Staci Slaughter joined the meeting at 3:08 P.M. ET.

Carol Fabrizio left the meeting at 3:09 P.M. ET.

## **VII. Executive Session**

**A motion to move to Executive Session was made by Lois Bingham and seconded by Kittia Carpenter at 3:09 P.M. ET.**

**The motion was approved unanimously.**

Serena Lu left the meeting at 4:10 P.M. ET.

**The Board exited Executive Session at 4:34 P.M. ET.**

## **VIII. Past and Upcoming Events**

Ms. Korepin gave an update on past and upcoming USA Gymnastics events. Development Program Nationals in Daytona Beach, Florida was held May 11<sup>th</sup> through May 16<sup>th</sup>. Elite Challenge and Elite Qualifier in Birmingham, Alabama was held May 13<sup>th</sup> through May 16<sup>th</sup>.

Ms. Korepin discussed the GK U.S. Classic in Indianapolis, Indiana, held May 21<sup>st</sup> through May 22<sup>nd</sup>. The presentation and production was focused on the athletes. The team received positive feedback on the layout and production of the event.

Ms. Korepin noted US Gymnastics Championships begins tonight. The men's program will compete at the Pan American Championships in Rio which is an Olympic Qualifier. Trampoline will compete at the World Challenge Cup in Moscow, Russia. Acro will compete at the Acrobatic World Championships in Geneva. The Master Compulsory Workshops will take place in Las Vegas, Nevada.

Ms. Koven gave an update on National Congress in St. Louis. Registration has been steady and has reached halfway to the 1100 goal.

USA Gymnastics Championships for Rhythmic, T&T, and Acro will take place in one half of the St. Louis Dome. U.S. Olympic Team Trials will take place in the other half of the Dome.

The Chair and Ms. Leung thanked everyone for attending the meeting.

## **IX. Adjournment**

The meeting was adjourned at 5:41 P.M. ET.