



**USA Gymnastics Board of Directors Meeting  
August 18, 2021  
Zoom Conference Call 1:00 P.M. ET**

**Board of Directors**

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

Kittia Carpenter (National Membership Director – Women)  
Sarah Finnegan (Athlete Director – Women) *Absent*  
Brandon Wynn (Athlete Director – Men)  
Logan Dooley (Athlete Director – Combined)  
Serena Lu (Athlete Director – Combined) *Absent*  
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  
Lauryn Turner, USA Gymnastics Chief of Staff  
Debbie Shon, USA Gymnastics Chief of Strategy  
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 1:07 P.M. ET.

The Chair thanked everyone for joining the meeting.

The Chair thanked the Board for completing Conflict of Interest Questionnaires and advised they will be referenced at the beginning of every Board meeting.

Li Li Leung, USA Gymnastics President and Chief Executive Officer, thanked everyone for joining the meeting and welcomed Cindy Bickman.

## **II. Tokyo Review**

Ms. Leung provided an overview of the Tokyo Games. Ms. Leung discussed the extensive COVID clearances the delegation went through upon arrival and throughout the Games. Ultimately, the positivity rate during the games was very low.

Ms. Leung noted the remainder of the USA Gymnastics team who did not travel to Tokyo participated in viewing parties for every discipline.

Ms. Leung explained about USA Gymnastic's focus on prioritizing athlete wellness during the Games and noted how proud USA Gymnastics is of the teams' resilience and strength through challenging times.

Ms. Leung discussed viewership numbers on NBC. While the numbers were low compared to previous Games, gymnastics was the top four events viewed.

## **III. Mental Health Plan**

Ms. Leung updated the Board on the mental health plan. The plan will be different for Olympic athletes versus non-Olympic athletes. The information will be passed along to the athletes as appropriate. The plan includes making athletes aware of resources available from the USOPC.

The resources available for mental health have expanded. Kim Kranz, USA Gymnastics Chief of Athlete Wellness, is working to convene a group of athletes who have transitioned out of the sport to assist athletes who are in the process of transitioning out of the sport.

Later this year, USA Gymnastics will contract with mental health providers to include resources for Rhythmic, Trampoline & Tumbling, and Acro disciplines.

## **IV. Business Updates**

Ms. Leung gave an NCAA update. Greenville University has added a men's and women's gymnastics program. Additionally, other universities in the Midwest are considering adding gymnastics programs. This is a result of engagement with Pictor Group which is focused on growing the sport in the collegiate space.

Ms. Leung gave an update on the upcoming 2021 Virtual National Congress which will take place August 20, 2021 and August 21, 2021. The team decided on virtual congress because of limited registration capacity at National Congress in St. Louis due to COVID restrictions. Nearly 800 participants are registered which is beyond expectations.

Ms. Leung updated the Board on the new membership season launched in mid-June. 2019 was the highest membership year in history. As of today, membership is up to 88,000 which is only a 10% drop from this time in 2019. Financially membership is only down 8%. A delay in membership sign ups is anticipated due to the continued Covid-19 restrictions across the country.

Debbie Shon, USA Gymnastics Chief Strategy Officer, gave an update on the USOPC and U.S. Center for SafeSport audits. The USOPC audit is in the early stages, and sampling from July submissions has started. Ms. Shon indicated USA Gymnastics is satisfying requirements at this point.

The U.S. Center for SafeSport audit is currently in negotiation. The process is progressing.

Ms. Shon gave a Program Committee Charter update. The changes made to the Committee Charter term limits language intend to provide consistency across the program committees. Ms. Shon requested the Board vote on the new charter language.

Ms. Leung added the new Committee Charter language provides the community with increased flexibility. The change allows for an additional term after stepping away from the Committee for one (1) term.

Lois Bingham joined the meeting at 1:40 P.M. ET.

**A motion to approve the new Program Committee term language was made by Brent Lang and seconded by Julie Springwater at 1:46 P.M. ET. The motion was approved unanimously.**

Ms. Leung gave a Safe Sport update. The July Safe Sport data is limited due to the Maxient to i-Sight transition. One of the two tier four (4) cases was closed and only eight (8) new cases were opened in July. Ms. Leung noted the summer months tend to be slower in terms of new cases. The Safe Sport team hired a new investigator, Heather Pulford, who replaces a contract investigator.

Ms. Leung updated the Board on equal pay legislation introduced in this Congressional term. USA Gymnastics was originally approached in 2019 to examine and review legislative initiatives across disciplines and genders. The proposed legislation may be introduced next month or in October.

Ms. Leung indicated strategic planning and budgeting have started for the next year and will be presented at the November Board meeting.

Ms. Leung advised the Board will receive an email from Boardspan in the coming weeks. This will provide an opportunity to review the performance of the Chief Executive Officer position.

Ms. Leung indicated the team is already starting to prepare for the 2024 Paris Games.

Ms. Leung reminded the Board they should have received an email to update training certifications, background checks, and SafeSport training.

Kimberly Till left the meeting at 1:50 P.M. ET.

Cindy Bickman left the meeting at 1:58 P.M. ET.

**V. Executive Session – Legal Update and Financials**

**A motion to move to Executive Session was made by Kathryn Carson and seconded by Kittia Carpenter at 1:58 P.M. ET.**

**The motion was approved unanimously.**

**VI. Adjournment**

Kathryn Carson offered congratulations to Ms. Leung and the entire USA Gymnastics team in Tokyo.

The meeting was adjourned at 2:25 P.M. ET.