



MINUTES OF THE MARCH 8, 2022
MEETING OF THE USA GYMNASTICS BOARD OF DIRECTORS

Zoom Conference Call 10:00 A.M. ET

Present

Ms. Kathryn Carson – Board Chair
Mr. Justin Toman – Vice Chair/Secretary of the Board
Mr. Brent Lang – Treasurer of the Board

Athlete Directors

Mr. Logan Dooley
Ms. Rebecca Sereda
Mr. Brandon Wynn

Independent Directors

Ms. Lois Elizabeth Bingham
Dr. Dylan Carney
Ms. Staci Slaughter
Ms. Julie Springwater
Ms. Kimberly Till

National Membership Director

Ms. Kittia Carpenter

USOPC AAC Gymnastics Representative

Ms. Serena Lu – USOPC AAC Gymnastics Representative

Absent

Ms. Sarah Finnegan

Also Present:

Ms. Li Li Leung, USA Gymnastics President and Chief Executive Officer
Mr. C.J. Schneider, USA Gymnastics Outside Counsel
Ms. Debbie Shon, USA Gymnastic Chief Legal Officer
Ms. Lauryn Turner, USA Gymnastics Chief Operating Officer
Ms. Jill Geer, USA Gymnastics Chief Communications and Marketing Officer

Ms. Stefanie Korepin, Chief Programs Officer
Ms. Erica Koven, Chief Membership Officer
Ms. Kimberly Kranz, USA Gymnastics Chief of Athlete Wellness
Ms. Jamie Leap, USA Gymnastics Executive Assistant
Ms. Jennifer Tarnowski, USA Gymnastics Director of Legal Operations
Ms. Rebecca St. John, USA Gymnastics Safety and Compliance Counsel
Ms. Shelba Waldron, USA Gymnastics Director of Education and Club Outreach
Ms. Cindy Bickman, USA Gymnastics Member
Ms. Betty Okino Benson, USA Gymnastics Member
Ms. Jessie DeZiel, USA Gymnastics Athlete Representative

1. Call to Order and Acknowledgments

The Board Chair, Kathryn Carson, noting a quorum, called the meeting to order at 10:05 A.M. ET.

The Board Chair thanked everyone for joining the meeting.

The Board Chair noted the current changes in the world impacting the Olympic Movement.

2. Business Updates

The Board Chair recognized Ms. Li Li Leung, USA Gymnastics President and Chief Executive Officer, who thanked everyone for joining the meeting and gave an overview of the Agenda.

Ms. Leung recognized Mr. C.J. Schneider, USA Gymnastics Outside Counsel, who reminded the entire Board that all discussions in Executive Session are confidential and privileged.

Ms. Leung then provided an update on the Fédération Internationale de Gymnastique (FIG) Executive Committee Meetings, including the initiative to update governance documents as well as the dire situation in Ukraine and how it is affecting the global gymnastics community.

Ms. Leung announced that she has been nominated by FIG President, Morinari Watanabe, and has accepted the nomination to serve on the FIG Safeguarding Commission. Ms. Debbie Shon, USA Gymnastics Chief Legal Officer, has been nominated by Ms. Leung to serve on the FIG Governance Committee. Ms. Kim Kranz, USA Gymnastics Chief of Athlete Wellness, has been nominated by Ms. Leung to serve on the Anti-doping, Medical and Mental Health Commission.

Ms. Leung also offered an overview of the USA Gymnastics 2021 Year in Review. She highlighted 19 billion social media impressions during Olympic Trials and over 12 hours of dedicated coverage on NBC during the Olympic Games among other statistics.

Ms. Leung shared that Ms. Caroline Hunt, USA Gymnastics Rhythmic Vice President, hosted an international Rhythmic webinar with over 1,200 registrants. Ms. Connie Maloney, USA Gymnastics Women's Development Program Technical Director, hosted seminars for judges in South America, supporting and expanding technical clarity and adoption at the grassroots level.

Ms. Leung also highlighted the new USA Gymnastics Membership structure and services offered and provided an update on tracking the deliverables in the USA Gymnastics Strategic Plan for 2022.

Ms. Leung presented an overview of Winter Cup, USA Gymnastics' first major event of 2022 along with the Nastia Liukin Cup and Elite Team Cup competitions. She noted success with the merchandise sponsors OZONE and TURN yet attendance was lower than anticipated due in part to COVID, the stand-alone structure of the events, and the weather shutdown in Texas. Assessment and analyses of data, variables, and event impact on USAG financials continues to inform USAG's overall strategy, commercial requirements, and partnership focus.

Ms. Leung also provided an update on USA Gymnastics' newly launched streaming platform FlipNow. The platform allows for streaming across all disciplines and at a national collegiate level for the first time. Ms. Leung noted initial feedback from the community has been positive.

Votes

Ms. Leung requested a vote on the January 19, 2022 Board of Directors Minutes.

A motion to approve the January 19, 2022 minutes was made by Ms. Kimberly Till and seconded by Ms. Kittia Carpenter at 11:10 A.M. ET.

The motion was approved unanimously.

Ms. Leung requested a vote to approve the nomination of Mr. Kevin White to serve on the USA Gymnastics Safe Sport Committee.

A motion to elect Mr. Kevin White to the Safe Sport Committee was made by Ms. Kittia Carpenter and seconded by Ms. Julie Springwater at 11:10 A.M. ET.

The motion was approved unanimously.

3. Programs Update

The Board Chair recognized Ms. Stefanie Korepin, USA Gymnastics Chief of Programs, who provided an update on the new Athlete Tiered Funding Model ("Funding Model") implemented in early 2022. The Funding Model is a fair, transparent, straightforward funding process across disciplines with clear goals and criteria. It is published on the USA Gymnastics website. This is the first-time athlete funding has been available for non-Olympic disciplines. Ms. Korepin noted the feedback has been positive as it has drastically increased the number of athletes who are eligible to receive funding.

Ms. Korepin also noted the athletes are well into competition season and offered an overview of upcoming events and camps, including the World Games in Birmingham, Alabama.

4. Executive Session

A motion to move to Executive Session was made by the Board Chair and seconded by Mr. Justin Toman at 11:29 A.M. ET.

The motion was approved unanimously.

A motion to move to exit Executive Session was made by the Ms. Kimberly Till and seconded by Ms. Julie Springwater at 1:23 P.M. ET. The motion was approved unanimously.

5. Membership Services Update

The Board Chair noted that the Board exited Executive Session and recognized Ms. Erica Koven, USA Gymnastics Chief Membership Officer.

Ms. Koven noted memberships are up 23% from last year reflecting the gymnastics community is participating in the sport again post-Covid.

Ms. Koven also provided an update on the insurance program launched in November 2021. The response has been positive, and Member Services continues to evaluate additional options that will provide the most affordable programs for USAG membership.

Ms. Koven shared an overview of upcoming education initiatives including those that will be held at Regional Congresses that will begin in June. National Congress will take place in August, in Tampa, Florida.

Ms. Koven also noted that the Women and Rhythmic programs have transitioned their judging accreditation programming to an online testing environment. USA Gymnastics is working with the Romanian Federation to allow them to license USA Gymnastics' Safety/Risk Management program.

Ms. Koven provided an update on the gym club guidelines project. The standards and guidelines are intended to outline best practices for Member Clubs. The standards are not intended to operate as a regulation, membership requirement, formal policy, or extension of SafeSport. The project is in its second phase as standards and guidelines are being introduced to a working group for review and comment.

6. Safe Sport

The Board Chair recognized USA Gymnastics Safety and Compliance Counsel, Rebecca St. John, who provided an overview of the new Safe Sport Response and Resolution Procedures. These procedures are used in addressing reports of misconduct. Ms. St. John noted key changes, including, clarifying the requirement of maintaining confidentiality of the process while respecting the rights of claimants and respondents to “tell their stories,” allowing for more sharing of outcomes with leadership to assist in policy development, creating Notices of Allegations to respondents early in investigations, and general notices of investigation to gym owners.

Ms. Debbie Shon, USA Gymnastics Chief Legal Officer, provided an update on the USA Gymnastics Membership Eligibility Review policy.

Ms. Shelba Waldron, USA Gymnastics Director of Education and Club Outreach, was recognized and provided an annual Safe Sport training.

Then Ms. Kim Kranz, USA Gymnastics Chief of Athlete Wellness, was recognized to provide a Safe Sport data update. Ms. Kranz noted key takeaways from the presented data, including, a cleared

backlog of cases in 2020 and early 2021, and the continuing decline in time to case closure for cases handled by USA Gymnastics.

7. Athlete Health & Wellness Update

Ms. Kranz also shared an update on athlete health and wellness, the primary focus of USA Gymnastics in 2022. The Mental Health Emergency Action Plan is completed and identifies local or national resources for a mental health emergency or crisis. The Plan will be put into place at every camp and event. Mental Health First Aid Training will be offered via a 4-hour live webinar. This training will be mandatory for National Team medical staff and key program staff. The training helps recognize a mental health emergency and how to intervene.

Ms. Kranz provided an overview on athlete health and wellness services. At retirement, athletes will receive a personalized individual email offering available resources including nutrition and mental health. Ms. Kranz stated individual nutrition meetings will be available to athletes as well as Elite Athlete Profile testing.

Ms. Kranz announced a collaboration with the American Medical Society for Sports Medicine. They will provide our medical staff with education on sexual violence in sport and have agreed to work with USA Gymnastics to develop a Code of Ethics for Sports Medicine Professionals who travel with athletes. The education will provide information on the prevention of violence in sport and how medical providers can support victims.

8. Communications & Marketing Update

Ms. Jill Geer, USA Gymnastics Chief of Communications and Marketing Officer, was recognized to provide a communications and marketing update. Ms. Geer presented an overview of the rebrand rollout plan and media strategy.

9. Adjournment

With business concluded the Board Chair adjourned the meeting at 4:42 P.M. ET.