

**Privileged and Confidential**



MINUTES OF THE JUNE 23, 2022  
REGULAR SESSION MEETING OF THE USA GYMNASTICS BOARD OF DIRECTORS

USA Gymnastics Championships  
Hilton Des Moines Downtown  
435 Park Street, Des Moines, Iowa 50309

In-Person and Via Zoom Conference Call 9:00 A.M. CT

**Present**

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

**Athlete Directors**

Mr. Logan Dooley  
Ms. Sarah Finnegan  
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

**Survivor Representative Director**

Ms. Tasha Schwikert Moser

**Absent**

Ms. Serena Lu

**Also Present:**

## **Privileged and Confidential**

Ms. Li Li Leung, USA Gymnastics President and Chief Executive Officer  
Ms. Cindy Bickman, USA Gymnastics Member  
Mr. Alexander Birkhold, USA Gymnastics Ethics & Grievance Committee Chair  
Ms. Jill Geer, Chief Communications & Marketing Officer  
Ms. Stefanie Korepin, USA Gymnastics Chief Programs Officer  
Ms. Erica Koven, USA Gymnastics Chief Membership Officer  
Ms. Kimberly Kranz, USA Gymnastics Chief of Athlete Wellness  
Ms. Jamie Leap, USA Gymnastics Executive Assistant  
Mr. C.J. Schneider, USA Gymnastics Outside Counsel  
Ms. Debbie Shon, USA Gymnastics Chief Legal Officer  
Ms. Rebecca St. John, USA Gymnastics Safety and Compliance Counsel  
Ms. Jennifer Tarnowski, USA Gymnastics Director of Legal Operations  
Ms. Lauryn Turner, USA Gymnastics Chief Operating Officer

### **1. Call to Order and Acknowledgments**

The Board Chair, Ms. Kathryn Carson, called the meeting to order at 9:02 A.M. CT.

The Board Chair thanked everyone for joining the meeting.

The Board Chair reminded the Board of their obligation to consider conflict of interest and recuse themselves as appropriate.

The Board Chair also introduced and welcomed new Survivor Representative Director Tasha Schwikert Moser.

The Board Chair then recognized Ms. Li Li Leung, USA Gymnastics President and Chief Executive Officer, who recognized the Title IX 50<sup>th</sup> anniversary and Olympic Day, while recognizing Olympians working with USA Gymnastics and/or those who will be onsite at the USA Gymnastics Championships including Syque Caesar, Tasha Schwikert, Chellsie Memmel, Alicia Sacramone Quinn, Savannah Vinsant, Steven Gluckstein, Evita Griskenas, Liza Pletneva, Aliaksei Shostak, Lili Mizuno, Logan Dooley, Nicole Ahsinger, Brent Lang, Brett McClure, and Raj Bhavsar.

Ms. Leung also recognized Athlete Director Serena Lu who retired in 2017 and has returned to competition at a very high level and will be competing at the USA Gymnastics Championships.

Ms. Leung provided an overview of the agenda items.

### **2. Business**

Ms. Leung provided a business update and discussion.

Ms. Leung shared with the Board that she was nominated and has been confirmed to serve on the Fédération Internationale de Gymnastique (FIG) Safeguarding Commission. Ms. Debbie Shon, USA Gymnastics Chief Legal Officer, and Ms. Kim Kranz, USA Gymnastics Chief of Athlete Wellness, were both nominated and also confirmed to serve on the FIG Governance Working Group and Anti-

## **Privileged and Confidential**

doping, Medical and Mental Health Commission, respectively. She also noted FIG has had continued discussions regarding Russian and Belarusian sanctions.

Ms. Leung also discussed the International Olympic Committee priorities including sanctions, safeguarding, and gender equality. She also announced that USA Gymnastics is actively planning for Paris 2024 including site and practice venues visits and provided NGB Council (NGBC) and LA28 updates.

The Board Chair announced she is running for the USOPC Board NGBC seat, and briefly explained the process.

Ms. Leung also provided an update on the 2022 Strategic Plan tracking and deliverables and presented an overview of the current challenges and trends in the sport, and impact on the sport's safety standards.

Ms. Leung presented a partnership update noting that the top market priorities are apparel, finance and banking, travel, auto, CPG, insurance, and FMCG. While there is some hesitancy in the market, she stated that there is interest. Ms. Leung also discussed renewed and increased media deals.

Ms. Jill Geer, USA Gymnastics Chief Communications & Marketing Officer, provided an update on the USAG streaming platform FlipNow. Ms. Geer noted a peak 2,700 subscribers at the end of the Development Program National Championships.

Ms. Leung recognized coach Breasha Pruitt and coach Lainy Carslaw as Positive Coaching Alliance (PCA) Double Coach awardees with Breasha being named as the PCA Coach of the Year. Mr. Brent Lang provided a summary of the PCA awards event that he attended on behalf of USAG.

Ms. Leung announced and introduced Gena Romagnoli and Nicole Casady as new Survivor Representation on the USA Gymnastics Safe Sport Committee and the USA Gymnastics Athlete Health and Wellness Council.

### **3. Deborah Daniels Audit**

Ms. Leung provided an update on the Deborah Daniels audit.

### **4. Executive Session**

**A motion to move to Executive Session was made by Ms. Kimberly Till and seconded by Ms. Kittia Carpenter at 10:58 A.M. CT.**

**The motion was approved unanimously.**

Ms. Cindy Bickman, USA Gymnastics Member, left the meeting at 10:58 A.M. CT.

The Board meeting proceeded in Executive Session and under strict confidential basis.

Mr. Alexander Birkhold, USA Gymnastics Ethics & Grievance Committee Chair, joined the Executive Session and presented a summary of the Ethics & Grievance Committee processes and work. After Board discussion on the presentation, Mr. Birkhold exited the Executive Session.

## **Privileged and Confidential**

**A motion to move to exit Executive Session was made by the Mr. Justin Toman and seconded by Ms. Kimberly Till at 1:14 P.M. CT.**

**The motion was approved unanimously.**

### **5. Votes**

The Board Chair led the discussion on the 2022 World Championship Selection Procedures.

**A motion to approve the 2022 Rhythmic World Championships Selection Procedures was made by Mr. Justin Toman and seconded by Ms. Kimberly Till at 1:19 P.M. ET.**

**The motion was approved unanimously.**

The Board recessed for lunch with representatives from the USA Gymnastics Athletes' Council.

### **6. Safe Sport Update**

The Board Chair recognized Ms. Rebecca St. John, USA Gymnastics Safety and Compliance Counsel, who presented updated Safe Sport data. Ms. St. John noted a decline in reported cases in April and May and the continuing decline in the time to case closure for cases handled by USA Gymnastics.

### **7. Membership Season Launch Update**

The Board Chair then recognized Ms. Erica Koven, USA Gymnastics Chief Membership Officer, who provided an update on the new season launch. Ms. Koven noted the new season opened on June 2, 2022, the earliest opening to date.

Ms. Koven highlighted the introduction of a donation option offered during the membership registration process. Donations can be allocated to overall athlete support or a specific discipline.

Ms. Koven also shared an overview of the new process for handling SafeSport Course expiration dates.

### **8. Club Best Practices and Toolkit**

Ms. Koven presented an update on the Club Best Practices and Toolkit. Ms. Koven thanked Ms. Shelba Waldron, USA Gymnastics Director of Education and Club Outreach, and Ms. Kim Kranz, USA Gymnastics Chief of Athlete Wellness, for their work on the 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.

Ms. Koven further noted the Best Practices and Toolkit will focus on seven key areas including human resources, athlete wellness, communication, diversity and inclusion, environmental safety, prevention of abuse and misconduct, and reporting and responding. The Toolkit will continue to evolve as new information becomes available including new resources and feedback from the community.

## **Privileged and Confidential**

### **9. Athlete Health and Wellness**

The Board Chair then recognized Ms. Kim Kranz, USA Gymnastics Chief of Athlete Wellness, who provided an athlete health and wellness update.

Ms. Kranz gave an overview of the Field of Play Time Exemption for medical staff evaluation relating to injury during competition. The exemption will allow enough time for the athlete to be fully assessed by medical staff.

Ms. Kranz also noted that in April 2022 the USAG medical staff completed the American Medical Society for Sports Medicine Sexual Violence in Sport training and that Mental Health First Aid Training is also continuing with medical staff. Ms. Kranz shared that as of April 2022 athlete health and wellness education is now included in all USA Gymnastics newsletters, and the Athlete Health and Wellness Council is working on updates to the second annual survey that will be circulated in September of 2022.

Ms. Kranz discussed with the Board athlete education including nutrition, mental readiness, money mindset, active recovery, and elite athlete health profiles.

### **10. Programs and Competition**

The Board Chair recognized Ms. Stefanie Korepin, USA Gymnastics Chief Programs Officer, who provided a programs and competition update.

Ms. Korepin noted Development Program National Championships were held in Mesa, Arizona and for the first time combined the Women's and Men's programs. The opening ceremony featured Olympians and a pop concert. The overall feedback was positive.

Ms. Korepin also reported on recent successful international events including the Varna World Challenge Cup, Portimao World Challenge Cup, AERE World Cup, and Maia World Cup.

Ms. Korepin then provided an overview of the USA Gymnastics Championships that are taking place onsite which bring together athletes from Trampoline & Tumbling, Rhythmic, and Acrobatics. Top athletes in each discipline will compete. The national champion will be named in each discipline, and the national team selected.

Ms. Korepin also discussed The World Games, a premier competition for non-Olympic disciplines. The event will take place in July and includes athletes from Parkour, Rhythmic, Double Mini, Tumbling, and Acrobatics.

### **11. High Performance Team Meet and Greet**

The Board Chair recognized Ms. Leung who introduced the new Women's High Performance Team including Dan Baker, Chellsie Memmel, and Alicia Sacramone Quinn. The High Performance Team provided short term and long term goals and an overview of their approach of mutual respect and desire to lead through motivation. Ms. Annie Heffernon provided an overview of domestic and international competitions. The Board thanked the group for their commitment and willingness to serve.

The Board Chair left the meeting.

**Privileged and Confidential**

**12. Rebrand Update and Presentation**

Ms. Leung recognized Ms. Jill Geer, USA Gymnastics Chief Communications & Marketing Officer, who provided an update on the USA Gymnastics rebrand initiative. Ms. Geer presented an overview of the rebrand rollout plan and media strategy.

**13. Adjournment**

With business concluded Ms. Leung adjourned the meeting at 2:42 P.M. CT.

**14. Second Executive Session**

The Board meeting proceeded in Executive Session, without the Board Chair or USA Gymnastics staff, and under strict confidential basis. The topics discussed included financial stability, strategic objectives and CEO evaluation, rebrand initiative, new High Performance Team, and Restorative Justice.