



MINUTES OF THE AUGUST 27, 2025  
REGULAR SESSION  
MEETING OF THE USA GYMNASTICS BOARD OF DIRECTORS

Noblesville, Indiana and via Zoom  
9:00 a.m. Eastern Standard Time

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**PRESENT:** Kathryn Carson (in person), Dylan Carney, Justin Toman, Logan Dooley, Margzetta Frazier, Jessica Renteria, Rebecca Sereda, Brandon Wynn (in person), Julie Springwater, Kimberly Till, Jennifer Bortz (in person), Tasha Schwikert Moser

**ABSENT:** None

**STAFF MEMBERS:** Li Li Leung (President and CEO), Jennifer Bedsole (CFO), Rebecca Holwerda (COO), Stefanie Korepin (Chief Programs Officer), Jill Geer (Chief Communications & Marketing Officer), Erica Koven (Chief Membership Officer), Kim Kranz (Chief of Athlete Wellness), Caryn Szyper (Senior Counsel), Jamie Leap (Executive Assistant), Jennifer Tarnowski (Sr. Director Ethics, Compliance, and Safety)

**ADDITIONAL ATTENDEES:** Debbie Hesse (USAG Foundation Executive Director), Chris Jensen (City of Noblesville Mayor), Holly Shick (USOPC Chief Ethics and Compliance Officer), Guests from the City of Noblesville, Guests from Indiana Sports Corp, Guest from Pacers Sports & Entertainment

**1. Pre-Meeting Facility Tour**

From 9:00 a.m. to 10:10 a.m., Board members toured The Arena at Innovation Mile in Noblesville, Indiana, with in-person attendees participating physically and remote attendees joining via Zoom.

**2. Call to Order, Quorum, and Conflict of Interest Declaration**

The Board Chair, Ms. Carson, called the meeting to order at 10:10 a.m., and thanked everyone for joining the meeting. Attending Board members (in person and via Zoom) constituted a quorum of the Board under the USA Gymnastics Bylaws.

Ms. Leung inquired of Board Members if anyone had a conflict of interest to declare or had a conflict-related concern regarding any of the items on the pre-circulated Board agenda. Hearing none, Ms. Leung provided a preview of the Board agenda.

### **3. OnBoard Votes by the Board Since Last Regular Meeting**

#### May 22, 2025 – OnBoard Vote - Policy

- Motion: Rescind current Transgender & Inclusion Policy. USAG will comply with applicable federal, state, and local laws.
- Result: APPROVED
- Effective: May 22, 2025

#### July 15, 2025 – OnBoard Vote - Minutes

- Motion: Approve the meeting minutes from the May 20, 2025, Board Meeting
- Result: APPROVED
- Effective: July 15, 2025

#### July 27, 2025 – OnBoard Vote – Finalist City

- Motion: Approve Training & Wellness Center Resolution accepting Noblesville, Indiana as the finalist city and authorizing the Executive Leadership Team to form fundraising committees and engage in fundraising activities for the project, with regular Board updates required (attached as **Exhibit A**)
- Result: APPROVED
- Effective: July 27, 2025

### **4. Noblesville Presentation**

The Chair recognized attendees from the City of Noblesville, Indiana Sports Corp, and the Pacers Sports & Entertainment Group who provided information to the Board regarding Noblesville, The Arena, and the proposed National Training and Wellness Center project.

### **5. Executive Session**

A motion to enter an Executive Session was made and seconded at 10:34 a.m. EST. The motion was APPROVED unanimously. The Board meeting proceeded in executive session under strict confidential basis. The topic of discussion included the Training & Wellness Center project and a financial update.

A motion to exit Executive Session was made and seconded at 1:50 p.m. The motion was APPROVED unanimously.

## **6. Approval of Training and Wellness Center Public Announcement**

After due consideration of the information received from the City of Noblesville, Indiana Sports Corp, and the USA Gymnastics executive leadership team, a motion was made to authorize USA Gymnastics to publicly announce that Noblesville, Indiana has been selected as the finalist city for the Training and Wellness Center. A motion was made and seconded at 1:51 p.m. The motion was APPROVED unanimously.

At 1:52 p.m., Ms. Leung announced a recess. Ms. Debbie Hesse exited the meeting. At 1:59 p.m., the Board reconvened.

## **7. Second Executive Session**

A motion to move to a Second Executive Session was made and seconded at 1:59 p.m. The motion was APPROVED unanimously. The Board meeting proceeded in a Second Executive Session under strict confidential basis. The session addressed the following topics:

Regulatory Compliance & Policy Updates: Ms. Schick (USOPC Chief Ethics & Compliance Officer) joined the meeting and provided the Board information regarding USOPC's athlete safety policies and new compliance requirements. After Ms. Schick left the meeting, the Board was advised regarding compliance, the President's Executive Order, and its potential impact on transgender eligibility polices in the Olympic & Paralympic movement.

Legal & Risk Management: Ms. Szyper advised the Board of ongoing litigation matters and risk management considerations affecting USAG.

A motion to exit the Second Executive Session was made and seconded at 3:25 p.m. Eastern Standard Time. The motion was APPROVED unanimously.

## **8. Business and Programs Update**

### Corporate Partnerships & New Programs

- Ms. Leung celebrated recent corporate partnerships with Saatva and NBC Universal
- Ms. Leung announced a new event, National Xcelebration, designed to celebrate athletes in the Excel, Platinum, Diamond, and Sapphire divisions

- Ms. Geer highlighted the newly launched Creator Program to provide current and recently graduated college and elite gymnasts the opportunity to gain experience in photography, videography, and writing fields

#### Olympic Planning & Government Relations

- Ms. Leung provided an update on the 2028 Olympic Trials city selection noting a decision will likely be made in Fall 2025
- Ms. Leung notified the Board of the White House Task Force on the 2028 Summer Olympics, established by Executive Order on August 5, 2025

#### Compliance Updates

- Ms. Leung briefed the Board on USA Gymnastics' 2025 audits, including passing the U.S. Center for SafeSport Audit for the third straight year with no corrective action
- The USOPC Audit of USAG is underway
- Board members were reminded of their duty to complete a USOPC-required BoardSpan course before August 30, 2025

#### Membership & Fundraising

- Ms. Koven provided an overview of USA Gymnastics membership data showing positive trends
- Ms. Hesse briefed the Board on USA Gymnastics Foundation's summer fundraising successes

#### Competition Results & Highlights

- Ms. Korepin celebrated recent athlete performances:
  - Championships recap (Rhythmic, Trampoline & Tumbling, Acrobatics, Women's Artistic, and Men's Artistic)
  - International competition highlights (Pan American Championships, World University Games, Junior Pan American Games, World Championships)
  - World Games results (U.S. Medal Count of four)

### **9. Closed Executive Session**

A motion to enter a Closed Executive Session was made and seconded at 3:39 p.m. The motion was APPROVED unanimously.

All USAG staff, including the President and CEO, and non-Board member attendees exited the meeting. The Board meeting proceeded in a closed Executive Session, without the presence of USAG President and Chief Executive Officer and staff, and under strict confidential basis. The Board discussed the CEO search process.

## **10. Adjournment**

At the conclusion of the Closed Executive Session, the meeting adjourned at 4:20 p.m. EST.

Respectfully submitted,

*s/Caryn Szyper*

USA Gymnastics

Senior Counsel

Corporate Secretary (designee)

EXHIBIT A



**USA Gymnastics Board Resolution**  
**National Training and Wellness Center**  
July 24, 2025

BE IT RESOLVED, by the Board of Directors (the "Board") of USA Gymnastics, a Texas non-profit corporation, duly assembled and acting pursuant to the Texas Business Organizations Code and the organization's bylaws, that the following recitals are acknowledged to form the basis of the decisions and actions:

WHEREAS, the Board had previously identified the development of a National Training and Wellness Center ("TWC") for all gymnastics disciplines as a key strategic priority initiative;

WHEREAS, after receiving proper notice in accordance with the organization's bylaws, the Board met on July 24, 2025, via Zoom to discuss and make decisions about the TWC project;

WHEREAS, the Executive Leadership Team, having conducted due diligence on multiple potential locations, recommended to the Board that Noblesville, Indiana, be the finalist city for the TWC project; and

WHEREAS, the Board, having discussed the Noblesville, Indiana location believes it to be in the best interest of the organization to advance the TWC project.

NOW, THEREFORE, BE IT RESOLVED, that the Board, acting upon due consideration and in the exercise of its business judgment, hereby accepts the Executive Leadership Team's recommendation of Noblesville, Indiana, as the finalist city for the TWC project and authorizes the Executive Leadership Team to:

1. Form fundraising committees to conduct a capital campaign for the TWC project in Noblesville, Indiana, establish fundraising goals and milestones, and continue to assess the financial feasibility of the project; and
2. Engage in fundraising discussions with corporate donors, foundations, and other prospective donors regarding financial support for the TWC project in Noblesville, provided that no binding commitments regarding project commencement shall be made until the Board-approved minimum fundraising threshold is achieved.

PROVIDED, HOWEVER, that this authorization is limited to fundraising activities only and does not constitute approval of the TWC project itself, which shall require separate Board approval.

RESOLVED FURTHER, that the Executive Leadership Team shall provide updates to the Board regarding the progress of fundraising efforts at regular meetings and more frequently as necessary.