



MINUTES OF THE DECEMBER 11, 2025  
REGULAR SESSION  
MEETING OF THE USA GYMNASTICS BOARD OF DIRECTORS

Phoenix, Arizona and via Zoom  
9:00 a.m. Mountain Standard Time

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**PRESENT:** Kathryn Carson, Dylan Carney, Justin Toman, Jen Bortz, Logan Dooley, Margzetta Frazier, Jessica Renteria, Rebecca Sereda, Julie Springwater, Kimberly Till (via Zoom), Brandon Wynn

**ABSENT:** Tasha Schwikert Moser

**STAFF MEMBERS:** Li Li Leung (President and Chief Executive Officer), Jennifer Bedsole (Chief Financial Officer), Rebecca Holwerda (Chief Operating Officer), 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:** Kyle Albrecht (incoming President and Chief Executive Officer), Debbie Hesse (USA Gymnastics Foundation Executive Director)

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

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

The Chair inquired of Board Members if anyone had a conflict of interest to declare or had a conflict-related concern in relation to any of the items on the Board Agenda. Hearing none, the Chair welcomed Mr. Albrecht, USA Gymnastics incoming President and Chief Executive

Officer. Mr. Albrecht briefly addressed the Board Members. Ms. Leung provided a preview of the agenda.

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

### September 2, 2025 – OnBoard Vote – Foundation Bylaws Amendment

- Motion: Approve the amendments to the USA Gymnastics' Foundation bylaws as presented to the Board in meeting materials and on OnBoard.
- Result: APPROVED
- Effective: September 2, 2025

### September 2, 2025 – OnBoard Vote – Athlete Safety Policy Modification

- Motion: Approve the addition of the following language in the USA Gymnastics Sanctioned Event Protocol to comply with USOPC's July 2025 compliance directive: USA Gymnastics is committed to protecting opportunities for athletes participating in sport. As required by the USOPC, USA Gymnastics will continue to collaborate with various stakeholders with oversight responsibilities, e.g., IOC, FIG, USOPC, to ensure that women have a fair and safe competition environment consistent with Executive Order 14201 and the Ted Stevens Olympic & Amateur Sports Act, 36 U.S.C § 22501, et. seq.
- Result: APPROVED, one abstention, one opposed
- Effective: September 2, 2025

### September 11, 2025 – OnBoard Vote – 2024 Financial Audit

- Motion: Approve the 2024 financial audit as reviewed and approved by the USA Gymnastics Finance Committee.
- Result: APPROVED
- Effective: September 11, 2025

## **3. Business Updates**

### Corporate Partnerships and Commercial Initiatives

- Ms. Leung celebrated new corporate partnerships and renewals.
- Ms. Leung highlighted the NBC World Team Selection Show.
- Ms. Leung announced production interest in a docuseries leading up to LA28.

### Year-End Social Media Overview

- Ms. Geer highlighted post-Olympic growth and the Creator Program successes.

## **4. Programs Updates**

### World Championships Recaps

- Ms. Korepin celebrated the Trampoline World Championships and the Artistic Junior World Championships medals and successes.

### 2025 Highlights

- Ms. Korepin highlighted three historic moments including Rin Keys winning the first ever World Championship medal for Rhythmic Gymnastics, Ruben Padilla winning the first medal at World Championships in fifty-one years, and Brody Malone and Donnell Whittenburg for the first time two men won gold medal at World Championships since 1979.
- Ms. Korepin recognized successes at the World Games including Kaden Brown, Olivia Green Rebecca Greenberg, Caylei Caldwell, Gracie Harder, and Shea Rudolph.

### A Look Ahead-2026

- Ms. Korepin provided an overview of major international and domestic events scheduled for 2026.

## **5. Strategic Plan Tracking**

### 2028 Vision and Mission

- Ms. Leung reviewed the plan's vision, mission statement, and four pillars striving to empower champions and create legacies, to grow the sport by expanding participation and engagement year long, to expand opportunities for the whole community to thrive together, and to advance operational and commercial excellence.
- Leadership provided departmental overviews of 2025 initiatives and outcomes across Programs and Events, Membership, Athlete Health and Wellness, Commercial Development, and staff support, along with key initiatives, financial tracking, and identified risks for 2026.

At 10:50 a.m., Ms. Leung announced a recess. At 11:04 a.m., the Board reconvened.

## **6. USA Gymnastics Foundation**

Ms. Hesse presented 2024 milestones, 2025 fundraising focuses, and opportunities for 2026.

## **7. Safety & Response**

### Safety & Response Committee Charter

- Ms. Springwater provided an update to the Board on the Committee.

- Ms. Szyper presented the proposed Charter revisions as recommended by the Safety & Response Committee.

### **Approval of the Safety & Response Committee Charter Revisions**

After due consideration of the information received from the Committee and the USA Gymnastics executive leadership team, a motion was made and seconded at 12:01 p.m. to approve the redlined changes to the Safety & Response Committee Charter previously distributed to the Board on OnBoard and approved by a majority of the voting members of the Safety & Response Committee. The motion was APPROVED unanimously.

#### Safety & Response 2025 Q3 Data Report

- Ms. Szyper provided an overview and summary of the Q3 data.

### **8. Athlete Health and Wellness**

#### 2025 Athlete Health and Wellness Survey

- Ms. Kranz provided an overview and summary of social wellbeing and other key results.

#### Club Benefits Survey

- Ms. Koven provided an overview and summary of the survey results.

At 12:15 p.m., Ms. Leung announced a recess. At 1:20 p.m., the Board reconvened.

### **9. Programs Council**

The Board discussed the Program Council's history, structure and role, and potential restructuring to better fulfill its intended purpose.

### **Approval of the Proposed Programs Council Reform**

After due consideration of the information received from the USA Gymnastics executive leadership team, a motion was made to pause new elections to the Programs Council as there are many open seats and, in principle, to reconstitute the Program Council. The motion directs USA Gymnastics staff to prepare and present for Board approval, at the next regular Board meeting, specific Bylaw amendment language and an implementation plan. A motion was made and seconded at 2:01 p.m. The motion was APPROVED, with one abstention.

### **10. USA Gymnastics Bylaws**

Ms. Szyper presented an overview of the proposed Bylaw amendments previously provided to the Board on OnBoard.

### **Approval of the Proposed Bylaw Amendments**

After due consideration of the information received from Ms. Szyper and the USA Gymnastics executive leadership team, a motion was made to approve the proposed amendments to Bylaw 3.4, 4.2(b)/Article 8, 4.5, 4.5(d), 4.6, 5.3, 5.4, 5.7, 6.2, 6.3(a), 6.6(b), 8.2, 8.3, 9.1(b), 12.1, 13.1, 13.2, and 13.3. A motion was made and seconded at 2:09 p.m. The motion was APPROVED unanimously.

At 2:10 p.m., Ms. Leung announced a recess. At 2:21 p.m., the Board reconvened.

### **11. Executive Session**

A motion to enter an Executive Session was made and seconded at 2:21 p.m. The motion was APPROVED unanimously. Ms. Hesse exited the meeting. The Board meeting proceeded in executive session on a strictly confidential basis to discuss the organization's financials and proposed budget. USAG staff then exited the meeting, except for the President and CEO, incoming CEO, Senior Counsel, Executive Assistant, and Senior Director to discuss a legal and risk update. Other USAG staff then returned to executive session to discuss a Training and Wellness Center update.

### **Approval of the 2026 Budget**

The Board exited Executive Session and returned to Regular Session. After due consideration of the information received from Ms. Bedsole and the USA Gymnastics executive leadership team, and as recommended by the Finance Committee, a motion was made and seconded at to approve the 2026 Financial Budget as presented by the Chief Financial Officer. The motion was APPROVED unanimously.

### **12. Adjournment**

At the conclusion of the Regular Session, the meeting adjourned at 4:27 pm.

Respectfully submitted,

*s/Caryn Szyper*  
USA Gymnastics  
Senior Counsel  
Corporate Secretary (designee)

USA Gymnastics  
Board of Director Meeting Minutes  
December 11, 2025