

**USA Federation for Sport Cheering
Board of Directors Meeting
October 15, 2025**

After a roll call, the meeting was called to order at approximately 5:05 p.m. CT by Lauri Harris via ZOOM video/teleconference.

The following members of the Board of Directors participated in the meeting:

- Alison Stangle (*joined at 5:59 p.m.*)
- Andrés Cantero (*joined at 5:12 p.m.*)
- Asia Chatman
- Bill Seely
- Bob Dunseath
- Christa Sanford
- Darian Packard
- Davis Whitfield (*left early at 6:05 p.m.*)
- Dr. Jeff Dugas (*joined at 5:30 p.m.*)
- Dr. Maria Wisman
- Jim Lord (non-voting)
- Vontae Johnson

Directors absent from the meeting:

- Ben Schreiber
- Brandon Seagondollar
- Jeff Geldien
- Kaitlynn Vollmer

Also attending the meeting were the following:

- Lauri Harris, Executive Director
- Lynne M. Howard, Paralegal, Mendrygal Law PLLC

Alumni Association Committee – Lauri Harris

- Lauri briefly outlined a proposal for USA Cheer to establish a committee aimed at connecting and engaging former athletes and staff within the Cheer community to promote mentorship and philanthropy in furtherance of USA Cheer’s mission.

National Team Update – Lauri Harris

- Lauri provided an update on the 2025 World Games that took place in China in August, highlighting that the US National Pom Doubles team won gold in this inaugural competition for the Pom Doubles division.
- Lauri reported on the 2026 Premier Team tryouts, with Asia Chatman and Christa Sanford noting the strong talent and athleticism displayed by the participants and positive feedback on the overall tryout experience.

At 5:12 p.m. CT Ms. Howard confirmed that a quorum was present.

- Lauri briefed the Board on the international event schedule, noting that the FISU World University Championships is scheduled for June 2026 in Sweden and the Pan-American Championships for September 2026 in Mexico.

National Cheer Safety Month – Lauri Harris and Jim Lord

- At Lauri's request, Jim Lord provided an update regarding USA Cheer's safety month campaign conducted in August, reporting that the weekly newsletters and emails each had over a 70% open rate.
- Jim shared that in connection with USA Cheer's collaboration with the National Council of Youth Sports (NCYS), San Luis Obispo (SLO) High School in California was awarded a \$2,850 Automated External Defibrillators (AED) and training package.
- Jim provided an update on value-add benefits offered through USA Cheer's membership program.

Approval of Minutes – Lauri Harris

- Lauri referenced the draft minutes of the July 8, 2025 meeting of the Board of Directors, circulated to the Board in advance of the meeting. Upon a motion by Bill Seely, and seconded Davis Whitfield, the July 8, 2025 minutes were unanimously approved.

Affirmation of Independent Directors – Lauri Harris

- Lauri advised that the Nominating and Governance Committee completed its annual assessment for the independence classification of each director in compliance with USA Cheer's Bylaws and displayed, by remote technology, the slate of directors reflecting the Committees' recommendation that 12 of the 15 directors be classified as independent. Lauri noted that the motion before the Board is to affirm the classification of each of the independent directors as recommended and presented by Nominating and Governance Committee. Upon a motion by Davis Whitfield, and seconded by Bill Seely, the motion was unanimously approved.

Athlete Protection – Lauri Harris and Jim Lord

- At Lauri's request, Jim referenced the athlete protection materials circulated to the Board in advance of the meeting. He reported that USA Cheer, in consultation with its legal advisors, conducted an extensive review of the relevant policies and procedures and has updated them to improve alignment with best practices for USOPC recognized sports organizations (RSOs). Jim also shared insights with respect to USA Cheer's status as an RSO and the limited resources available pertaining to SafeSport.
- Jim also provided a detailed report on the procedural changes to streamline and enhance USA Cheer's background screening and investigations processes.
- Lauri shared additional comments around the revised athlete protection documents and policies included in the materials made available to the Board in advance of the meeting.
- At Lauri's request, Ms. Howard stated that the motion before the Board is to approve the proposed updates to the Minor Athlete Abuse Prevention Policy, Disciplinary Action and Temporary Measures Policy, Athlete Protection Code, and Background Check Policy as presented, and to authorize Lauri Harris and Jim Lord to continue to work with outside counsel to finalize the updates to such policies. Upon a motion made by Bill Seely, and seconded by Bob Dunseath, the motion was unanimously approved.

Bylaws Update – Lauri Harris

- Lauri referenced the proposed amendments to Sections 6.2, 11.2.1, and 16.7 of USA Cheer’s Bylaws, which were circulated to the Board for review in advance of the meeting. Lauri displayed by remote technology the proposed amendments and provided a detail review of the changes.
- Lauri advised that, in connection with the proposed 1/3 staggering of the directors’ term schedule, it was recommended for the director and officer term length be reduced from four (4) to three (3) years. Lauri displayed by remote technology the current slate of directors reflecting adjusted terms to implement the staggered schedule.
- Upon closing of the discussion, Lauri stated that the proposed motion before the Board is to approve Amended and Restated Bylaws incorporating the Bylaws amendments as presented and discussed, including amending Section 6.2.2 and Section 7.3 to reduce the director and officer terms from four (4) years to three (3) years, and the adjusted staggered term schedule. Upon a motion made by Vontae Johnson, and seconded by Bob Dunseath, the motion was unanimously approved.

Budget and Audit – Lauri Harris and Bob Dunseath

- At Lauri’s request Bob Dunseath provided a brief update on the independent auditor's report for FY2024-2025, a copy of which was included in the meeting materials circulated to the Board.
- Lauri displayed by remote technology the budget report also circulated to the Board in advance of the meeting. Bob provided a detailed overview of the prior fiscal year budget report, including a discussion around USA Cheer’s debt reduction and financial position.
- Bob then reviewed the fiscal year 2025-2026 projected budget, noting key assumptions and expense projections.
- Lauri provided additional comments regarding projected expenses and reviewed the budget footnotes regarding authorized budget variances and spending authority.

Other Business and Adjournment – Lauri Harris

- Lauri reminded the Board of the availability of the BellesBoard portal and encouraged the directors to update their profile and use it for accessing meeting materials and updates.
- Lauri shared the proposed 2026 quarterly meeting schedule, being January 21, April 21, July 9, and October 21.
- With no further questions or comments raised, the meeting was adjourned at approximately 6:08 p.m. CT.

Respectfully submitted,

DocuSigned by:

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Lauri Harris, Executive Director