



2026 BOARD OF DIRECTORS

CALL FOR NOMINATIONS





USA Swimming House of Delegates will elect two members, and the USA Swimming 10-Year Athletes will elect one 10-Year Athlete member; the requirements for each type of seat are defined below. The Nominating Committee will select and place on the ballot a minimum of two, but not more than three, nominees for each open seat.

Applicants may self-nominate or be nominated by a third party with written consent of the applicant. No nominee may be ultimately placed on the ballot if they have not gone through this application process, as well as the below screening and interview process.

APPLICATION FORM

Interested applicants should thoroughly review the information below, and the [application form](#), to verify their understanding of the nominating criteria and to ensure their willingness to fulfill the duties and responsibilities of Board membership.

Those interested in serving on the Board must **submit a completed application no later than Friday, May 15, 2026**. Late applications will not be considered by the Nominating Committee.

ORGANIZATION MISSION & OVERVIEW

USA Swimming is the National Governing Body (“NGB”) for the sport of swimming in United States, as well as a 501(c)(3) nonprofit organization. USA Swimming is headquartered in Colorado Springs, Colorado.

Widely regarded as one of most successful NGBs in the sports world, USA Swimming is governed by a 15-member Board of Directors, which oversees nearly 380,000 members, including coaches, volunteers, and athletes from age-group level to the Olympic Team. These individuals and 2,800 member clubs participate through a network of 59 Local Swimming Committees in four geographic Zones across the U.S.

USA Swimming administers competitive swimming in accordance with the Ted Stevens Olympic & Amateur Sports Act, providing programs and services for our members, supporters, affiliates, and the interested public. As an organization, it values these members of the swimming community, and the staff

and volunteers who serve them. USA Swimming is committed to excellence and the improvement of its sport, as well as providing a safe and positive environment for all members.

BOARD COMPOSITION

The Board has 15 voting members, including:

- The Immediate Past Board Chair.
- The National Team Steering Committee Chair.
- Five 10-Year Athlete representatives, including the Team USA Athletes’ Commission Representative and Alternate.
- Seven At-Large members elected by the House of Delegates, including:
 - A minimum of three coaches.
 - A minimum of two Independent directors.
- One individual directly representing the interests of all organizations that are members of USA Swimming pursuant to [Bylaw 2.3](#) and which conduct a national program or regular national athletic competition on a level of proficiency appropriate for the selection of swimmers to represent the U.S. in international swimming competition (“Allied Member Director”). If there is no Allied Member Director, the House of Delegates will elect an additional At-Large member. The nomination and election process for an Allied Member Director is outlined in the Board Governing Policies Manual.
- The President & CEO and Secretary & General Counsel serve as ex-officio, non-voting members.

2026 Election Requirements: The House of Delegates must elect two members, and the 10-Year Athletes must elect a 10-Year Athlete member.

Note: Before completing the application, if you have any questions about whether you meet either of these definitions, please contact the Secretary & General Counsel at msteinfeld@usaswimming.org.

The 10-Year Athlete member must meet the definition of a 10-Year Athlete: an athlete who has represented the United States in the Olympics, Pan American Games, long course World Championships, Pan Pacific Games, or World University Games in the past ten years.

ROLE OF THE BOARD

The Board is responsible for setting standards for the organization and ensuring effective organizational performance. The Board maintains its performance standards, values, and expectations in the Board Governing Policies Manual. The Board's primary focus is the achievement of intended long-term outcomes for and on behalf of the membership, the USOPC, and the American public, not on the administrative/operational means of attaining those outcomes. As such, the Board's activities are strategic in nature and the Board delegates the authority and ability to operate day-to-day activities to the President & CEO.

USA Swimming's current Bylaws may be viewed [here](#). The Board Governing Policies Manual may be viewed [here](#). Applicants should particularly review Policy 2.5 (Board Members' Code of Conduct) and Policy 2.6 (Board Members' Individual Responsibilities). These Policies specifically state that Board members must advocate and vote for what is in the best interests of USA Swimming, its members, and the sport, and not for any specific stakeholder groups. Additionally, Board members are not to exercise individual authority over the President & CEO or any member of the USA Swimming staff, unless explicitly Board-authorized for a specific purpose.

BOARD MEETINGS/TIME COMMITMENT

Board Meetings:

The Board has five, half-day, regularly scheduled meetings per year, as well as ad hoc calls (usually on a monthly basis and lasting 1-2 hours). Board members also participate in strategic working groups. Board members are also expected to serve on at least one Board committee, for which time commitments can vary throughout the year. Future Board meetings will generally follow the below schedule:

- **September:** Colorado Springs
- **December:** Virtual
- **January:** In-person, location to be determined
- **April:** Colorado Springs
- **July:** Virtual

2026 BOARD CHARGE TO THE NOMINATING COMMITTEE

Per Board Governing Policy 2.9, each year the Board asks the Nominating Committee to consider the following criteria when considering ideal candidates for the ballot. There is no expectation that one candidate meet all of the following, but instead that the Nominating Committee recognize that combinations of the below skillsets have historically increased an individual Board member's contributions:

Per [Board Governing Policy 2.9](#), criteria to be considered also includes:

- Past demonstration of commitment to USA Swimming, or a "demonstrable connection to the sport."
- Governance experience, e.g. knowledge and skills in policy-making, legal and fiduciary responsibilities.
- High-level (board or management) experience in setting standards for and/or overseeing a multi-million dollar corporation or complex non-profit (e.g., USA Swimming

member club, local charity, etc.).

- Financial literacy.
- Demonstrated ability to participate productively in group processes.
- Commitment to support and adhere to the Board's governing documents (Bylaws, these Governing Policies, etc.).
- Ensuring diversity within the Board's composition (gender, ethnic, age, geography, etc.).
- For incumbent or past Board members seeking re-nomination, fulfillment of individual Board members' responsibilities.
- Expertise to drive the mission of USA Swimming.

The Board would like to highlight the additional attributes that would benefit the current composition of the Board. However, the Board directs the Nominating Committee to consider all of a candidate's qualities in the above and below lists. The Board asks that the Nominating Committee still consider candidates even if they may have less of these skillsets than other candidates, particularly if such candidate is very strong in certain key areas, and the Nominating Committee overall believes that the individual would be a high-functioning Board member.

Non-athlete seats:

- LSC governance or similar leadership experience on a non-profit Board
- Professional experience in financial services
- Children's advocacy experience, background, or current involvement
- Leadership and decision-making skills
- Passion for sport, not limited to the sport of swimming
- Understanding and appreciation of the customer service aspect of the organization and the Board
- Experience in creating content to build brands (including organizations and individuals).

Athlete seats:

Based on recommendations from the USA Swimming Athletes' Advisory Council, the Board directs the Nominating Committee to consider the following attributes and experiences when evaluating 10-Year Athlete candidates, recognizing that no single candidate may meet all of these criteria:

- Passion for understanding and representing the best interests of the current National Team, as well as all USA Swimming athlete members
- Whether retired or currently competing, an individual that has the ability to meet the time commitment required of the role
- Work experience outside of the pool
- Governance experience within a USA Swimming National Committee, Local Swimming Committee, university, or other non-profit

LETTER OF COMMITMENT & CAMPAIGNING

Per the USA Swimming Bylaws, the application form includes a Letter of Commitment. The Letter of Commitment states that no nominee shall be eligible for election unless they have signed a written commitment to adhere to USA Swimming's Articles of Incorporation, Bylaws, future Board resolutions,

the Board Governing Policies Manual, and the Rules and Regulations, including the Code of Conduct, then in effect. The signed letter must be dated and received by July 31, 2026; no nominee will be placed on the ballot without signing the Letter of Commitment.

All nominees must adhere to the campaigning rules outlined in [Bylaw 6.3.3\(D\)H](#). All campaigning not expressly permitted in that Bylaw is strictly prohibited. Violations of the campaigning rules may lead to removal from the ballot.

ELIGIBILITY & SCREENING

The application form includes the following disclosures.

- **Eligibility.** Nominees must meet the requirements of Bylaw 4.6, outlined in the application form. The Secretary & General Counsel will receive these disclosures as part of the application and will resolve questions and disputes in eligibility and the application of these qualifications. Any ineligible nominees will be eliminated at this stage, prior to review by the Nominating Committee.
- **Good Standing.** Nominees must be members of USA Swimming in good standing prior to review by the Nominating Committee, throughout the nomination and election process, and during their entire service on the Board, if elected. Nominees should direct any questions regarding their standing to the Secretary & General Counsel (Msteinfeld@usaswimming.org) prior to the application deadline. Please note that good standing requires the satisfactory completion of a USA Swimming background check and Athlete Protection Training, among other requirements. Background checks may take up to 30 days, so applicants should submit any necessary background check requests or updates well in advance of the application deadline.

A social media review consent form is also included in the application and must be signed by all applicants; once an applicant completes their initial application, they will receive the social media review consent form by email.

NOMINATIONS PROCESS / TIMELINE

The key dates of the selection process in 2025 are:

- **May 15:** Application deadline.
- **May 15 – June 1:** The Secretary & General Counsel conducts eligibility and good standing screening.
- **June 1 – July 15:** The Nominating Committee will conduct initial interviews and determine which nominees to advance to a second and final interview. Interviews will be recorded and viewed by all members of the Nominating Committee.
- **July 22:** Nominating Committee selects Proposed Nominees and notifies those not selected.
- **July 31:** Biography/nominee statement, not to exceed 500 words regarding the nominees' contribution to swimming, due from all nominees; deadline for individuals not proposed to self-nominate and also provide biography/nominee statements. Letters of Commitment due from all nominees.
- **August 7:** Nominating Committee sends the list of nominees and the ballots to the respective electorates.

- **September 19:** The 10-Year Athlete election, conducted virtually, opens.
- **September 26:** The 10-Year Athlete election, conducted virtually, closes. The ballot for the remaining elections is re-sent to final, confirmed members of the House of Delegates.
- **September 27:** Annual Meeting of the House of Delegates. The remaining elections are conducted, and the elected directors are announced.
- **September 20:** The 10-Year Athlete election, conducted virtually, opens.
- **September 27:** The 10-Year Athlete election, conducted virtually, closes. Independent ballot re-sent to final, confirmed members of the House of Delegates.
- **September 28:** Annual Meeting of the House of Delegates. The Independent election is conducted and the elected Independent and 10-Year Athlete directors are announced.

2023 NOMINATING COMMITTEE

Per [Bylaw 5.6.1](#), the 2026 Nominating Committee members are as follows:

- Ellen Colket (official member appointed by the Officials Committee);
- Brooke Forde (10-Year Athlete appointed by the Athletes' Advisory Council);
- Laura Hall (individual of independent background, proposed by the Board Chair and approved by the Board)
- Katie Hoff (10-Year Athlete appointed by the Athletes' Advisory Council);
- Kate Lundsten (coach member of the Board, appointed by the Board);
- Kurt von Moltke (individual of independent background, proposed by the Board Chair and approved by the Board);
- Andrew Seliskar (10-Year Athlete representative of the Board, appointed by the 10-Year Athlete representatives of the Board);
- Matt Webber (coach member of USA Swimming, appointed by the Coach Advisory Council);
- Doug Wharam (coach member of USA Swimming, appointed by the Coach Advisory Council).

APPLICATION PROCESS

Please complete and submit the [Board of Directors Application](#) no later than Friday, May 15, 2026.

For additional information contact:

USA Swimming Nominating Committee
c/o Michelle Steinfeld, Secretary & General Counsel
Email: msteinfeld@usaswimming.org
Phone: (719) 866-3594