

USA Swimming Foundation Board of Directors Meeting Minutes

November 22, 2024 / Indianapolis, IN

1 **CALL TO ORDER**

2 USA Swimming Foundation Board Chair, David Shackley, called the November 22, 2024, Board of Directors
3 meeting to order at 12:50 p.m. Eastern Time.

4 **PRESENT**

5 Elizabeth Beisel, Anne Berry, Alex Blavatnik, Jill Bornstein, Tim Buckley, Kim Chen Bock, Dan Clough, Jay
6 DeFinis, John Enquist, Cynthia Eubanks, Shana Ferguson, Heather Glass, Kyle Jackson, Cullen Jones, Jon
7 Kossow, Greg Pinchbeck, David Shackley, Mary Wayte, Andrew Wilson

8 **ABSENT**

9 Kelley Gay, Dawson Hughes

10 **STAFF**

11 Matt Barbini, Leland Brown III, Elaine Calip, Nick Gold, Jill Johnson, Thomas Luchsinger, Stacy Michael-
12 Miller, Kelcie O'Donnell, Ellery Parish, Joel Shinofield, Eric Skufca, Michelle Steinfeld

13 **GUESTS**

14 Kenneth Chung, Frank Purcell, Scott Rosman, Carrie Stolar

15 **WELCOME / MEETING OVERVIEW**

16 Elaine Calip, Executive Director, welcomed everyone to the last Board meeting of the year. Mr. Shackley
17 welcome the Board and Board candidates Scott Rosman and Carrie Stolar to the meeting. Shana Ferguson,
18 Chief Operating Officer and Interim CEO of USA Swimming and the Foundation, expressed her gratitude to
19 the Board members for their dedication, along with the staff for their hard work.

20 **CONFLICT OF INTEREST DISCLOSURE**

21 "Is any director aware of any conflict of interest (that is, of a personal interest or direct or
22 indirect pecuniary interest) in any matter being considered by this meeting, which should now be reported
23 or disclosed or addressed under the USA Swimming Conflict of Interest Policy?

24 If a Board member determines there to be a conflict of interest at any point during the meeting when a
25 specific subject is being discussed and/or action is being taken, a declaration of a conflict of interest should
26 be made at that time."

27 Pursuant to the Conflict of Interest Policy and guidance from Ms. Steinfeld, Anne Berry disclosed a
28 friendship with Foundation Board candidate Scott Rosman. Ms. Berry will recuse herself from the
29 upcoming vote on his appointment, as well as any discussion on the candidates.

30 **APPROVAL OF MINUTES**

MOTION: *To approve the September 22, 2024, Foundation Board of Directors meeting minutes. Seconded.*
APPROVED.

BOARD NOMINEES

Ms. Calip presented the Foundation Board nominees and their backgrounds (Attachment 1): Tim Buckley, Jon Kossow, Greg Pinchbeck, Mary Wayte, Carrie Stolar, and Scott Rosman.

MOTION: *To formally nominate the four incumbent candidates and Carrie Stolar to three-year terms, to be presented to the USA Swimming Board of Directors for approval on December 19th, 2024. Seconded.*
APPROVED.

MOTION: *To formally nominate Scott Rosman to fulfill the remainder of Jill Bornstein's term, concluding in December 2025, to be presented to the USA Swimming Board of Directors for approval on December 19th, 2024. Seconded.* **APPROVED.**

GOVERNANCE

Ms. Steinfeld reported on a proposed update to the USA Swimming Foundation's Board nomination and elections procedure, to reflect current practice.

MOTION: *That the Board approve amendments to Policy 2.9: Board Nominations and Elections in the USA Swimming Foundation Board Governing Policies Manual. Seconded.* **APPROVED.**

Location: Policy 2.9: Board Nominations and Elections

Purpose: To clarify appointment proceedings of the USA Swimming Foundation Board of Directors

Effective Date: Immediately

Foundation Board Governing Policies Manual – Policy 2.9: Board Nominations and Elections

[1-6 omitted]

7. Election: At the Q4 Board meeting, the Board shall act on the Nominating Committee's recommendations.

- a) The Board shall approve the Nominating Committee's nominations for new Board members as a single slate.
- b) The approved slate will be subject to appointment by the USA Swimming Board, per the Bylaws.
- c) Should any candidate on the slate not be approved, ~~nominations for the respective positions will be opened to the floor of that Board meeting for individual election of those on the approved slate. Any~~ the un-elected seats will remain vacant until the next year's election cycle.

Ms. Calip thanked the 2024 Nominating Committee members, David Shackley, Cynthia Eubanks, and Jill Bornstein, for their hard work in vetting this year's candidates. Mr. Shackley announced the new members appointed for the 2025 Nominating Committee: Kim Chen Bock, Jon Kossow, and Greg Pinchbeck (pending USA Swimming Board approval of second terms for Mr. Kossow and Mr. Pinchbeck).

FINANCE & INVESTMENT REPORTS

Eric Skufca, Chief Financial Officer, provided the financial update, highlighting the year-to-date financials, annual projections, investment activity, and completed annual external audit and tax return. Mr. Skufca noted no material variances since the previous Board report and explained that 2024 is still tracking towards an operating surplus, directionally consistent with the approved budget.

Mr. Skufca reviewed summaries outlining the revenue streams and expense/support areas for the organization. Mr. Skufca provided an overview and summary of the 2025 Budget and financial business plan.

2025 Budget Approval

MOTION: *That the Foundation Board approve the 2025 Budget as presented. Seconded. APPROVED.*

U.S. MASTERS UPDATE

Mr. Definis provided updates from U.S. Masters Swimming (USMS). Mr. Definis reported that USMS membership numbers have increased and that donations through registrations have been promising. Mr. Definis reported that the Swimming Saves Lives Foundation Endowment (a USMS fund) will provide an annual distribution to the USA Swimming Foundation restricted for Adult Learn-to-Swim grants.

INNOVATION TASK FORCE

Mr. Pinchbeck provided an update on the joint USA Swimming/Foundation Innovation Task Force. Mr. Pinchbeck explained that the Task Force is responsible for exploring new solutions to challenges to both organizations.

2025 GRANTS

Ms. Calip highlighted the timeline of the 2025 grant cycle and thanked Sport Development for its consolidation of the grant information, timeline, and processes. Ms. Calip shared that the deadline for grant submissions is December 15, 2024, and requested that Board members volunteer to serve as reviewers.

Leland Brown III, Program Director, Diversity, Equity, & Inclusion, provided an update on the current number of applicants for each of the grants. Mr. Brown shared statistics for the Community Impact Grants and Historically Black Colleges and Universities (HBCU) grants over the lifetime of the grant offerings.

QUAD FUNDRAISING PRIORITIES 2025 – 2028

ORGANIZATION STRUCTURE:

Ms. Ferguson shared that USA Swimming and USA Swimming Foundation operate under a shared services model with the overall goal of supporting both organizations. She highlighted the collaborative work and processes within each operating department and the relationship between both organizations.

MISSION:

Saving Lives

Ms. Calip explained that the Foundation will utilize data from the Centers for Disease Control and Prevention to help determine future grantees. Ms. Calip reviewed the working relationship between the Foundation and Sport Development teams in supporting the Saving Lives pillar by highlighting the distinction of responsibilities of each team. Ms. Calip clarified that the responsibility of raising funds falls to the Foundation and the execution of programs is facilitated by Sport Development.

Building Champions

Ms. Calip reviewed the current program offerings for the Building Champions pillar, and the Olympic fundraising campaign that was unique to 2024. Ms. Calip highlighted the additional support from the United States Olympic and Paralympic Foundation's Sport Ambassador Program.

Impacting Communities

Ms. Calip outlined Community Impact Grants, HBCU grants, and Community Swim Teams. Ms. Calip reported that Community Impact Grants are prioritized to clubs who are at least 51% women-owned/led or 51% minority-owned/led and can receive up to \$5,000 in grant funds. HBCU grants aim to revitalize aquatic programming, with grants up to \$10,000 to create youth water safety lessons, launch a university-based swim club, or support an existing university-based club. Finally, Ms. Calip explained the Community Swim Teams program and its goal of supporting municipal athletes with membership resources and competitions.

FUNDRAISING GOALS & IMPACT:

Saving Lives

Ms. Calip presented a goal of distributing \$1 million per year by 2028 in Learn-to-Swim grants. Ms. Calip shared that reaching this goal could impact 20,000 individuals per year.

Building Champions

Ms. Calip introduced the 2028 Olympic Fund, Open Water Investment, and Elite Performance Grants. Ms. Calip emphasized that a domestic Olympics will present unique challenges and opportunities and explained that early planning will be crucial to fundraising success.

Bryce Elser, Director, National Team Open Water, discussed the 2024 Open Water opportunities and challenges that athletes faced throughout the year. Mr. Elser presented an Open Water Investment plan to assist with the sport's growth.

Matt Barbini, Director, Performance, presented on Elite Performance grants, a funding opportunity that is in addition to the Donor and Athlete Partnership Program. Mr. Barbini shared that Elite Performance grants offer a more individualized approach to training and recovery.

Ms. Calip informed the Board that this program will be entirely funded by philanthropic contributions.

Impacting Communities

Ms. Calip stated the addition of the Impacting Communities pillar in 2020 deepened the Foundation's impact nationwide; this pillar provides competitive opportunities to communities with higher barriers to entry.

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160 Ms. Calip provided insight into the Community Swim Team programs in both Chicago and Los Angeles
161 and introduced a goal to surpass \$500,000 per year in support of these programs. Mr. Brown spoke to
162 the Community Swim Teams culture.

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164 **AMBASSADORS**

165 Ms. Calip expressed the importance of the Ambassador program, the plan to retain existing Ambassadors,
166 and the opportunity to welcome new Ambassadors.

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168 **ALUMNI RELATIONS**

169 Thomas Luchsinger, Director, Development, shared the positive feedback from National Team alumni
170 following the U.S. Olympic Team Trials – Swimming. Mr. Luchsinger announced that there will be two
171 touch points offered to alumni in 2025, one at the USMS Spring Nationals in San Antonio, TX and the other
172 remaining tied to Golden Goggle Awards or another comparable event.

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174 Mr. Luchsinger presented additional information on the National Team Transition Fund.

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176 **GOLDEN GOGGLE AWARDS**

177 Ms. Calip shared the schedule of events for the weekend and provided year-over-year fundraising at the
178 event. Discussion about the future of the Golden Goggle Awards ensued.

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180 **2025 CALENDAR**

181 Ms. Calip shared the 2025 calendar of events.

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183 **CLOSING REMARKS**

184 Mr. Definis shared his thanks for the Board members and Mr. Shackley thanked Board member Jill
185 Bornstein for all her support over the years.

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187 Meeting adjourns at 4:03p ET.