

USA Swimming Foundation Board of Directors Meeting Minutes
November 21, 2025 / Virtual

1 **CALL TO ORDER**

2 Elaine Calip, USA Swimming Foundation Executive Director, called the Q4 USA Swimming Foundation
3 Board of Directors meeting to order at 10:01 a.m. Mountain Time.

4

5 **PRESENT**

6 Elizabeth Beisel, Anne Berry, Alex Blavatnik, Kim Chen Bock, Kenneth Chung, Dan Clough, Jay DeFinis,
7 Cynthia Eubanks, Heather Glass, Cullen Jones, Jon Kossow, Greg Pinchbeck, Kevin Ring, Scott Rosman,
8 David Shackley, Carrie Stolar, Mary Wayte, Andrew Wilson

9

10 **ABSENT**

11 John Enquist, Kelley Gay, Dawson Hughes, Kyle Jackson

12

13 **STAFF**

14 Tami Bock, Leland Brown, Elaine Calip, Paula D’Amico, Sophie Graf, Jake Grosser, Jill Johnson, Thomas
15 Luchsinger, Greg Meehan, Stacy Michael-Miller, Patrick Murphy, Kelcie O’Donnell, Joel Shinofield, Michelle
16 Steinfeld, Nikki Warner

17

18 **GUESTS**

19 Deirdre Clute, Brendan Donohue, Ethan Hallowell, Brent Lang, Brian Rodde

20

21 **WELCOME / MEETING OVERVIEW**

22 Elaine Calip welcomed the Board to the last meeting of 2025. Ms. Calip gave a special welcome to the
23 guests in attendance.

24

25 Kevin Ring, USA Swimming and USA Swimming Foundation CEO, shared that the USA Swimming Board of
26 Directors has elected Brent Lang as Board Chair. Mr. Ring also noted that USA Swimming has hired Cory
27 Hilliard, who will serve as Chief Financial Officer to USA Swimming and USA Swimming Foundation (the
28 “Foundation”) effective on December 1.

29

30 Mr. Ring presented his vision for how the Foundation and USA Swimming will work collaboratively under
31 his leadership. Mr. Ring noted that he plans to align fundraising efforts with current programs and
32 implement strategic initiatives to maximize impact.

33

34 **CONFLICT OF INTEREST DISCLOSURE**

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

38

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

42
43 Cullen Jones disclosed that he has accepted a new employment opportunity with the United States
44 Olympic and Paralympic Committee (USOPC) as the Associate Director of Athlete Marketing. Mr. Jones’s
45 continued service on the Foundation Board of Directors has been approved by USA Swimming and the
46 USOPC.

47
48 Michelle Steinfeld, Secretary and General Counsel, informed the Board that 2026 Conflict of Interest forms
49 will be distributed soon.

50

51 **APPROVAL OF MINUTES**

52 **MOTION:** *To approve the September 25, 2025, Foundation Board of Directors meeting minutes. Seconded.*

53 **APPROVED.**

54

55 **GOVERNANCE**

56 Greg Pinchbeck, Nominating Committee Chair, presented the final candidates for the open positions on
57 the Foundation Board. Mr. Pinchbeck introduced each candidate and they gave a brief statement on
58 their backgrounds and interest for consideration. Mr. Pinchbeck also announced the six incumbent
59 candidates who are currently serving on the Board and will be nominated to continue their service.

60

61 **MOTION:** *To formally nominate Alex Blavatnik, Deirdre Clute, Brendan Donohue, John Enquist, Ethan*
62 *Hallowell, Kyle Jackson, Cullen Jones, Brian Rodde, Scott Rosman, and David Shackley to three-year terms,*
63 *to be presented to the USA Swimming Board of Directors for approval on December 8, 2025. Seconded.*

64 **APPROVED.**

65

66 Ms. Calip thanked the Nominating Committee members for all their dedication to the election process.
67 Mr. Ring thanked the Board members who will be rolling off the Board for all their time and support of the
68 Foundation’s mission.

69

70 Ms. Calip shared the nominees for the Foundation Board Officer appointments.

71

72 **MOTION:** *To formally nominate Anne Berry as Foundation Board Chair, to a four-year term, to be presented*
73 *to the USA Swimming Board of Directors for approval on December 8, 2025. Seconded. APPROVED.*

74

75 **MOTION:** *To formally approve Officers Mary Wayte as Vice Chair, Jay DeFinis as Treasurer, and Elizabeth*
76 *Beisel as Secretary, to two-year terms. Seconded. APPROVED.*

77

78 **FINANCE & INVESTMENT REPORTS**

79 Kenneth Chung, USA Swimming Board Vice-Chair Fiscal Oversight, thanked the Finance team members for
80 their work during the CFO transition. Ms. Calip and Mr. Ring thanked Mr. Chung for his time supporting
81 the Finance team in the absence of a CFO.

82
83 Mr. Chung provided an update to the Board regarding the annual financial audit and the tax return for
84 2024.

85
86 Ms. Calip gave a high-level reflection of 2025, which included a recap on the use of the 2024 surplus
87 dollars.

88
89 Mr. Calip reported on the projected 2026 budget with specific consideration to revenue breakdown. Mr.
90 Ring highlighted an additional investment in a consulting firm, Ion Philanthropy, to assess the Foundation's
91 overall performance and address opportunities for growth.

92
93 **MOTION:** *That the Foundation Board approve the 2026 Budget as presented. Seconded. APPROVED.*

94
95 **GOLDEN GOGGLE AWARDS**
96 Ms. Calip thanked the staff and Board for their assistance in making the Golden Goggle Awards a success.
97 An overview of the fundraising and net profit was provided.

98
99 **U.S. MASTERS UPDATE**
100 Carrie Stolar, U.S. Masters Swimming (USMS) Board Member and Foundation Board Member reported in
101 the absence of Dawson Hughes, USMS's CEO. Ms. Stolar informed the Board that USMS's new membership
102 year began on November 1, 2025. Ms. Stolar shared updates on Grown-up Swimming, the USMS Volunteer
103 Summit, and upcoming USMS-related events.

104
105 **2026 AMBASSADORS**
106 Ms. Calip announced that Olympian Kelsi Dahlia will be the newest member of the Foundation
107 Ambassador roster. A review of all the current Ambassadors was shared.

108
109 **2026 GRANTS**
110 Ms. Calip informed the Board that the grant review process will begin and requested volunteers for this
111 review committee.

112
113 Joel Shinofield, Managing Director, Sport Development, explained that we are collecting applications
114 earlier than in years past to allow recipients a better opportunity to use the dollars throughout the
115 calendar year. Mr. Shinofield thanked those who had volunteered to review in the past and who offered
116 upon request during the meeting.

117
118 **DAPP & NTTF**
119 Thomas Luchsinger, Director, Development and Alumni Relations, presented a review of the growth of the
120 Donor Athlete Partnership Program (DAPP). Mr. Luchsinger highlighted that in 2025-2026, DAPP had a

121 record year of donor and athlete participation. Mr. Ring recognized the members who participate in DAPP
122 and thanked them for their continued support and mentorship.

123
124 Mr. Luchsinger shared that the first recipient of the National Team Transition Fund has received their
125 support. Mr. Luchsinger alerted the board that the Foundation will open the application to additional
126 eligible athletes in 2026.

127
128 **QUAD PLANNING**

129 Ms. Calip informed the Board that we are currently enhancing strategic plans for the 2028 Olympic
130 Quadrennial and that there will be updates over the coming months.

131
132 Greg Meehan, Managing Director, National Team, thanked the Board members for their time and
133 investment to our sport. Mr. Meehan provided an update on the new strategic investments to build culture
134 for the National Team athletes and coaches.

135
136 Discussion ensued regarding potential LA28 needs and how the Foundation can best assist.

137
138 **2026 CALENDAR**

139 Ms. Calip provided an update on the 2026 calendar of events. Ms. Calip stated that she will send a follow-
140 up communication with finalized dates and locations of quarterly Board meetings.

141
142 **CLOSING REMARKS**

143 Ms. Calip thanked the Board members who will be concluding their terms of service. Each of those
144 departing Board members addressed the Board. Mr. Shackley additionally thanked the departing
145 members.

146
147 Mr. Ring introduced Brent Lang, Chair of the USA Swimming Board of Directors. Mr. Lang expressed his
148 excitement to start working alongside everyone.

149
150 Mr. Ring thanked Mr. Lang for taking the time to attend the meeting and shared his excitement to work
151 closely with the Foundation Board moving forward.

152
153 Ms. Calip thanked Mr. Shackley for his service as Foundation Board Chair for the last four years. Mr.
154 Shackley thanked each of the officers during his time on the Board along, with the other Board members.

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156 Meeting adjourns at 12:09 pm Mountain Time.