

USA Swimming Board of Directors Special Meeting Minutes

June 18, 2025/Virtual

PRESENT

Maya Andrews, Katy Arris-Wilson, Chris Brearton, Frank Busch, Kenneth Chung, Nic Fink, Kathy Fish, Natalie Hall, Clark Hammond, Ira Klein, Caitlin Leverenz Smith, Katie Playko, Sabir Muhammad, Kathleen Prindle, Michelle Steinfeld, Bob Vincent.

GUESTS

Outside Counsel: Bronwyn Pepple

STAFF

Paula D'Amico, Jake Grosser, Eric Skufca.

CALL TO ORDER

Chris Brearton, Board Chair, called the June 18, 2025 Board of Directors meeting to order at 12:03 p.m. Mountain Time.

CLOSED SESSION

LITIGATION UPDATE

The Board and staff went into Closed Session for the purpose of discussing a confidential pre-litigation matter.

OPEN SESSION

The Board came back into Open Session to vote on the following motion.

***MOTION:** To authorize the use of Board-designated funds to resolve a confidential matter, based on the parameters agreed upon in Closed Session. Seconded. Motion passed unanimously.*

CLOSED SESSION

CEO TRANSITION

The Board went back into closed session for a CEO Transition update.

OPEN SESSION

CAMPAIGNING LANGUAGE

Mr. Brearton provided a brief overview of the nominating process for the election to the Board of Directors, noting that only the Board representative on the Nominating Committee is privy to candidate information, not the entire Board, and that Board representative is prohibited from sharing any information outside of the Nominating Committee.

Michelle Steinfeld, Secretary & General Counsel, discussed possible changes to campaigning restrictions for candidates, to ensure the democratic, transparent nature of the process. No changes were made at this time.

The Board briefly discussed potential opportunities for candidates to engage with membership at the Annual Summit in September.

STRATEGIC PLAN

Bob Vincent, Interim Chief Executive Officer, requested the Board approve the organization's draft 2025 annual strategic plan, as required by the U.S. Olympic & Paralympic Committee (USOPC). Mr. Vincent noted that the plan would serve as placeholder until a permanent CEO is hired and can provide further organizational direction.

***MOTION:** To approve the USOPC-required annual strategic plan, as a placeholder until a permanent CEO is named, attachment 1. Seconded. Motion passed unanimously.*

BOARD EMAIL ADDRESSES

Mr. Vincent recommended that the Board revert back to using their personal email addresses, as opposed to both personal and USA Swimming-provided email addresses, to simplify Board communications. The Board agreed that their personal email addresses would instead be made available to membership.

CLOSED SESSION

CEO UPDATE; EXECUTIVE SESSION

The Board went back into Closed Session so it could conduct an Executive Session; all members of the staff left the meeting except for Mr. Vincent and Ms. Steinfeld. Mr. Vincent provided strategic quad updates to the Board.

ADJOURNMENT

Mr. Brearton adjourned the June 18, 2025 meeting of the Board of Directors at 2:00 p.m. Mountain Time.

Respectfully submitted:



Michelle Steinfeld, Secretary and General Counsel



Chris Brearton, Board Chair

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Attachment 1

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