

USA Swimming Board of Directors Meeting Minutes

September 25, 2025/Denver, CO

PRESENT

Katy Arris-Wilson (virtual), Chris Brearton, Frank Busch, Kenneth Chung, Nic Fink, Kathy Fish, Natalie Hall, Clark Hammond, Ira Klein, Caitlin Leverenz Smith, Katie Meili, Sabir Muhammad, Kathleen Prindle (virtual), Kevin Ring, Michelle Steinfeld, Bob Vincent.

NOT PRESENT

Maya Andrews.

GUESTS

Julie Bachman, Tim Bauer, Anne Berry, Topher Bishop, Alex Blavatnik, Jamie Bloom, Jay DeFinis, Billy Doughty, Greg Eggert, Tony Ervin, Scott Goldblatt, Paris Jacobs, Jennifer LaMont, Brent Lang, Michael Lawrence, Jaime Lewis, Greg Pinchbeck, Jamie Platt, Pete Raykovich, Steve Roush, John Roy, Mike Seip, Ann Senn, David Shackley, Bob Staab, Jim Sheehan, Jay Thomas, Zach Toothman, Tom Ugast.

STAFF

Elaine Calip, Paula D'Amico, Jake Grosser, Brendan Hansen, Mark Hesse, Greg Meehan, Patrick Murphy, Ellery Parish, Derek Paul, Joel Shinofield, Nikki Warner.

CALL TO ORDER

Chris Brearton, Board Chair, called the September 25, 2025 Board of Directors meeting to order at 12:41 p.m. Mountain Time.

BOARD CHAIR WELCOME

Mr. Brearton expressed what an honor and privilege it has been to serve as Chair of the Board, highlighting the deep passion shared by so many within the sport. Mr. Brearton reflected on the significant organizational changes underway, including the appointment of a new CEO, a new National Team Managing Director, and several new Board members—and emphasized the importance of continued support during this critical period of transition.

CEO WELCOME

Bob Vincent, Interim Chief Executive Officer, expressed his gratitude to the Board for its unwavering commitment throughout the CEO hiring process and for its continued dedication. He also extended thanks to the organization's donors and commercial partners for their steadfast support during this pivotal time.

Mr. Vincent highlighted key initiatives already underway, including preparations for the 2028 U.S. Olympic Team Trials in Indianapolis, the restructuring of the National Team division, and a renewed focus on rebuilding strategic relationships—particularly with the United States Olympic and Paralympic Committee (USOPC).

Mr. Vincent introduced USA Swimming's new CEO, Kevin Ring. Mr. Ring offered a brief reflection on the deep passion that fuels the sport of swimming, noting its power to drive the organization toward continued growth and success.

RULES OF ENGAGEMENT/PROTOCOL

Mr. Brearton presented the Rules of Engagement for the Board.

DECLARATION OF CONFLICT OF INTEREST (2.5.4)

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

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

Sabir Muhammad disclosed his son was named to the National Team.

SAFE SPORT MOMENT

Joel Shinofield, Managing Director, Sport Development, highlighted the strong visibility of USA Swimming's Safe Sport program at recent events, noting its positive impact in helping secure a clean audit. Mr. Shinofield also mentioned an upcoming Summit hosted by the U.S. Center for SafeSport (Center) for all National Governing Bodies (NGBs), emphasizing the Center's growing openness to feedback and suggestions, reflecting a commitment to being more responsive to the needs of NGBs and enhancing support for youth sports nationwide.

CONSENT AGENDA

MOTION: *To approve the following Consent Agenda items (Attachments 2 - 12):*

- a. May 4, 2025 Board Meeting Minutes*
- b. June 18, 2025 Board Meeting Minutes*
- c. July 1, 2025 Board Meeting Minutes*
- d. August 6, 2025 Board Meeting Minutes*
- e. August 15, 2025 Board Meeting Minutes*
- f. End Report 1.1: Competitive Success*
- g. End Report 1.4: Best-in-Class NGB*
- h. Monitoring Report 3.10: LSC Reporting Requirements*
- i. Monitoring Report 3.11: USA Swimming Foundation Management*
- j. Approve Sorren (formerly Stockman, Kast, & Ryan) as External Auditor*
- k. Edits to Board Governing Policy Manual, Policy 2.9: Board Nominations and Elections*
- l. Edits to Bylaws, Article 6.3 Elections*

Seconded. Motion passed unanimously.

84 **NATIONAL TEAM DISCUSSION**

85 Greg Meehan, Managing Director, National Team, commended the World Championship team's
86 strong medal performance in Singapore, especially given the widespread illness that affected
87 many athletes. Mr. Meehan noted that the team's results were consistent with previous World
88 Championships but emphasized that a fully healthy roster could have yielded even more medals,
89 based on performances at the National Championships.

90
91 Mr. Meehan also briefly addressed the upcoming inclusion of 50-meter events in the Olympic
92 Games, highlighting the implications for both athletes and overall team strategy.

93
94 Mr. Meehan shared his excitement about the team's evolving culture, highlighting the increasing
95 alignment among athletes, coaches, and staff. Mr. Meehan emphasized that consistent, unified
96 messaging is enhancing decision-making and collaboration, particularly between major
97 competitions.

98
99 Mr. Meehan provided an overview of upcoming staff changes within the National Team Division,
100 including the addition of new roles aligned with the new USOPC medical guidelines. Mr. Meehan
101 also outlined key initiatives for 2026, such as continued site visits to all 121 National Team
102 athletes and the finalization of selection procedures for the 2026 Junior Pan Pacific
103 Championships. Additionally, Mr. Meehan announced that the Quad Plan is now available on the
104 USA Swimming website, a new TYR Pro Swim Series schedule will be released soon, and the
105 National Team Coaches' Seminar will be revitalized and hosted in Denver in 2026.

106
107 The Board discussed current athlete funding initiatives and explored additional strategies to
108 enhance financial and medical support for athletes.

109
110 **BLOCK PARTY DISCUSSION**

111 Mr. Shinofield shared background on Block Party and provided an overview of its offerings for
112 clubs, athletes, and the broader swimming community. Mr. Shinofield also highlighted key
113 challenges faced by clubs, particularly in athlete development and retention, as well as access to
114 suitable facilities. Julie Bachman, owner of Reimagine Sports, reported Block Party survey results
115 that showed a high Net Promotor Score of 94.

116
117 Mr. Shinofield additionally highlighted other Block Party successes identified by the survey,
118 noting that 295 clubs hosted Block Party meets, collectively involving nearly 40,000 athletes with
119 7,340 of those participants who were first-time competitors, underscoring the program's impact
120 on athlete retention. Mr. Shinofield noted how SWIMS has allowed clubs to effectively sanction
121 meets, conduct meet recon, and load meet results.

122
123 Mr. Shinofield and Ms. Bachman continued to share ways in which clubs and coaches have been
124 using Block Party, and how they plan to leverage it in the future to support membership growth
125 and retention, while touching on remaining challenges.

Paris Jacobs, owner of Machine Aquatics, requested that the Board establish a group to evaluate Local Swimming Committees (LSCs), with the aim of defining their role, gathering best practices, and identifying challenges, with the goal of developing business solutions that encourage more youth participation in swimming.

FINANCE UPDATE

Kenneth Chung, Vice-Chair Fiscal Oversight, provided financial deliverables (Attachments 13 - 19) and presented the 2025 budget to projection summary, highlighting slightly lower than budgeted membership and partnership marketing revenues.

Mr. Chung presented Policy 3.4, "Financial Condition and Activities-Internal."

MOTION: *That the Board approves that the performance monitoring report on Policy 3.4 "Financial Condition and Activities-Internal" conveys (a) interpretations of the policy that are reasonable, and (b) that the report reasonably substantiates compliance with the policy requirements, consistent with the CEO's interpretations. Seconded. Motion passed unanimously.*

Mr. Chung presented Policy 3.6, "Financial Planning and Budgeting."

MOTION: *That the Board approves that the performance monitoring report on Policy 3.6 "Financial Planning and Budgeting" conveys (a) interpretations of the policy that are reasonable, and (b) that the report reasonably substantiates compliance with the policy requirements, consistent with the CEO's interpretations. Seconded. Motion passed unanimously.*

COMMITTEE REPORTS

COACH ADVISORY COUNCIL

Jamie Bloom, Coach Advisory Council (CAC) Vice Chair, highlighted the CAC's accomplishments in 2024, including increased coach representation in the House of Delegates, the development of the Provisional Coach program, expanded presence on National Committees, progress towards standardizing officiating, and the restructuring of USA Swimming camps. Ms. Bloom also outlined the CAC's focus areas for 2025, which include enhancing coach engagement in governance, appointing qualified coach representatives to all relevant committees, strengthening collaboration with the Board on issues affecting coaches and clubs, and continuing to serve as a vital link between the coaching community and USA Swimming leadership.

Ms. Bloom requested increased coach representation on the Board through the addition of a fourth seat and additionally advocated for a stronger coaching voice in membership growth initiatives, along with enhanced efforts to improve athlete compensation through a more effective structural approach.

Ms. Bloom further urged the Board to unite behind the new CEO with a cohesive strategic focus, emphasizing the importance of aligning budgets and resource allocation with measurable goals

and long-term priorities. Ms. Bloom also proposed an in-person leadership session for all National Committee Chairs, to be led by Mr. Ring.

ZONE DIRECTORS' COUNCIL

Zach Toothman, Zone Directors' Council (ZDC) Co-Chair, shared the ZDC's Mission Statement. Jamie Platt, ZDC Co-Chair, remarked on the ZDC's focus on not just collaboration and connection between itself, the staff, the Board, LSCs, and National Committees, but also ensuring its consistency to continue being a bridge between the various facets within the organization. Mr. Toothman provided a brief update on the Junior Officials program and how the ZDC engages athletes in and out of the pool through Zone Meets and Summits.

CLOSED SESSION

LITIGATION UPDATE

The Board went into Closed Session so Michelle Steinfeld, Secretary & General Counsel, could provide a litigation update.

OPEN SESSION

The Board entered Open Session to approve a motion authorizing the use of Board-designated funds, as outlined in the proposed motion.

MOTION: *To allow the President & CEO and the Secretary & General Counsel to litigate and resolve any uninsured claims, with amounts consistent with the valuation of outside counsel and the organization's precedential settlement values, from certain Board designated funds. Seconded. Motion passed unanimously.*

CLOSED SESSION

LITIGATION UPDATE CONTINUED

The Board went back into Closed Session so Ms. Steinfeld could continue the litigation update.

INTERIM CEO UPDATE

Mr. Vincent provided an organizational update; all members of the staff left the meeting except for Mr. Vincent and Mr. Ring.

ADJOURNMENT

Mr. Brearton adjourned the September 25, 2025 meeting of the Board of Directors at 3:45 p.m. Mountain Time.

Respectfully submitted:



Michelle Steinfeld, Secretary and General Counsel



Chris Brearton, Board Chair

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Attachment 1	Agenda
Attachment 2	Page 2 – May 4, 2025 Board Meeting Minutes
Attachment 3	Page 2 – June 18, 2025 Board Meeting Minutes
Attachment 4	Page 2 – July 1, 2025 Board Meeting Minutes
Attachment 5	Page 2 – August 6, 2025 Board Meeting Minutes
Attachment 6	Page 2 – August 15, 2025 Board Meeting Minutes
Attachment 7	Page 2 – End Report 1.1: Competitive Success
Attachment 8	Page 2 – End Report 1.4: Best-in-Class NGB
Attachment 9	Page 2 – MR 3.10: LSC Reporting Requirements
Attachment 10	Page 2 – MR 3.11: USA Swimming Foundation Management
Attachment 11	Page 2 – BGPM Policy 2.9 Edits
Attachment 12	Page 2 – Bylaw 6.3.2 Edits
Attachment 13	Page 4 – USA Swimming Investments Q2
Attachment 14	Page 4 – USA-S Private Asset Commitment Plan
Attachment 15	Page 4 – USA-S 2025 Budget vs. 2025 Current Projection
Attachment 16	Page 4 – USA-S Financial STMT Report Q2 2025
Attachment 17	Page 4 – USA-S Foundation Q2 2025 Financial Statement Report
Attachment 18	Page 4 – Policy 3.4 Financial Conditions and Activities
Attachment 19	Page 4 – Policy 3.6 Financial Planning and Budget
Attachment 20	CSCAA Update