

USA Swimming Coach Advisory Council (CAC) Committee Minutes

July 8, 2026 / Virtual meeting

Present: Jamie Bloom, Alexis Keto, Jeremy Linn, Michael Lawrence, Pete Raykovich, Shawn Smith, Gregg Troy, Tim Bauer, Terry Stoddard, Marco Greico, Alison Pick, Chrissy Gentry, Scott Goldblatt, Breeja Larson

Absent: Kristine Julian, Anakin Fischer, Abi Liu, Jennifer Gibson

Guests: Joel Shinofield (USA Swimming Staff), Adriana Quirke (USA Swimming Staff), Jake Grosser (USA Swimming Staff), Macie McNichols (USA Swimming Staff), Doug Cornish (Guest), Robert Berkowitz (Guest), Tom Ugast (Guest), Jennifer LaMont (Guest)

Call to Order

Jamie Bloom called the July 8, 2026 meeting of the Coach Advisory Council (CAC) to order at 10:04 a.m. Mountain Time.

Conflict of Interest Disclosure

No new conflicts of interest were disclosed.

Approval of Agenda

Coach Advisory Council (CAC)
July 8, 2026 | 10:00 a.m. MT

1. Call to Order
2. Conflict of Interest Disclosure / Reminder
3. Approval of Agenda
4. Approval of Minutes
 - June 10, 2026
5. Reports
 - USA Swimming Staff Liaison Update
 - National Team Director Update
6. Coach Retention and Professional Development
 - Doug Cornish

- i. Coach career decisions and professional pathways
 - ii. Coach benefits and retention
 - iii. Review of coach survey initiative
- 7. Governance Initiatives
 - o LSC Review Task Force
 - i. Update from June 24 CAC feedback session
 - o Fifth Coach Seat on Board of Directors
 - i. Working Group Update
 - o National Events Calendar Project
 - i. Working Group Update
 - o 2026 House of Delegates Legislation Review
 - i. Review of posted legislative proposals
- 8. Pillar Reports and Action Plans
 - o Clubs
 - o Coaches
 - o Communications
 - o Fast (Elite) Swimming
- 9. Annual Summit Planning
 - o Coach Track Topic Selection
 - o Delegate Registration and Participation Update
- 10. Strategic Alignment Discussion
 - o CAC Priorities and USA Swimming Strategic Plan
- 11. New Business
 - o Meet Contracts and Meet Hosts
 - i. Discussion of current practices and challenges
 - ii. Potential governance considerations
- 12. Announcements
- 13. Next Meeting Confirmation
 - o August 12, 2026
- 14. Adjournment

The committee approved the agenda as presented.

Motion: Approve the agenda as presented

Moved by: Jeremy Linn

Seconded by: Shawn Smith

Vote: Approved

Approval of Previous Minutes

The June 10, 2026 CAC meeting minutes were reviewed.

Motion: Approve the June 10, 2026 minutes as written

Moved by: Jeremy Linn

Seconded by: Michael Lawrence

Vote: Approved

Reports

USA Swimming Staff Liaison Update

Presenter: Joel Shinofield

- Provided an update on Zone Select Camps, including improvements to coach education based on participant feedback.
- Reviewed implementation of club dues-funded initiatives, including expanded Team Services support and development of the Age Group Excellence program.

National Team Update

Presenter: Adriana Quirke

- Reported on National Team training activities involving approximately 25–30 athletes across five training groups in preparation for Nationals.
- Reviewed upcoming team selections and international competition plans, including Junior Pan Pacific Championships and Open Water World Junior Championships.

Coach Retention and Professional Development

Presenters: Doug Cornish and Robert Berkowitz

- Presented information on coach career sustainability, professional pathways, benefits, and factors contributing to coaches leaving the profession.
- Discussed the connection between coach retention and athlete retention and the importance of creating sustainable long-term career opportunities for coaches.
- Reviewed efforts to gather coach feedback and explore financial, benefit, and professional-development resources that could improve coach retention.
- Members discussed the role of clubs, governing bodies, and coach education in improving employment practices and supporting long-term coach development.

Governance Initiatives

LSC Review Task Force

Presenter: Michael Lawrence

- The committee received an update regarding the LSC Review Task Force following the June 24 CAC feedback session.
- Members discussed the importance of maintaining coach input as the Task Force continues its review and develops potential recommendations.

Fifth Coach Seat on Board of Directors

- The committee reviewed continued work regarding a potential fifth coach seat on the USA Swimming Board of Directors.
- Members continued discussion of the governance rationale for additional coach representation and the development of the proposal.

National Events Calendar Project

- The committee reviewed progress on the National Events Calendar Project.
- Members continued discussion of providing coaches with improved visibility into national competition and development opportunities and agreed that additional work and input are needed as the project develops.

2026 House of Delegates Legislation Review

- The committee discussed posted 2026 House of Delegates legislative proposals and the importance of identifying legislation affecting coaches, clubs, and CAC priorities.
- Members were encouraged to continue reviewing proposals in preparation for additional discussion.

Pillar Reports and Action Plans

Reminder that pillars are encouraged to provide written updates prior to future meetings when possible.

Clubs

- The Clubs Pillar provided a written report in advance of the meeting.
- Members discussed using written pillar reports more consistently to document progress and preserve meeting time for issues requiring broader committee discussion.

Coaches

- A copy of this report is filed with these minutes

Communications and Fast Swimming

- The committee reviewed ongoing pillar work and encouraged continued progress between CAC meetings.

Annual Summit Planning

- Members reviewed planning for the 2026 USA Swimming Annual Summit, including Coach Track programming and committee participation.
- Discussion included educational content intended to provide practical value to coaches.
- Members received an update regarding delegate registration and were advised that the registration deadline had been extended to August 15.

Strategic Alignment Discussion

- Members discussed aligning CAC priorities and projects with USA Swimming's broader strategic objectives.
- Discussion focused on identifying areas where CAC can provide meaningful coach perspective and concentrating committee efforts on initiatives with the greatest potential impact.

New Business

Meet Contracts and Meet Hosts

- Members discussed current practices involving meet contracts, meet hosts, and expectations between participating organizations.
- Discussion included challenges created by inconsistent practices and whether additional education, guidance, or governance consideration could improve clarity for clubs and coaches.

Action Items

- Continue work on the proposal for additional coach representation on the USA Swimming Board of Directors.
- Continue development of the National Events Calendar Project.
- Members will continue reviewing 2026 House of Delegates legislative proposals affecting coaches and clubs.
- Pillars will provide written updates prior to meetings when possible.
- Continue follow-up on coach retention and professional development opportunities.
- Continue consideration of meet contracts and meet host practices.

Announcements

Members were reminded of upcoming Annual Summit registration and planning activities.

The next CAC meeting was confirmed for August 10, 2026.

Adjournment

Jamie Bloom adjourned the July 8, 2026 meeting of the Coach Advisory Council (CAC) at approximately 11:15 a.m. Mountain Time.

Next Meeting

Date: August 10, 2026

Time: 10:00 a.m. Mountain Time

Format: Virtual

These minutes were prepared in accordance with USA Swimming committee governance guidelines.

CAC-Club Pillars Report
Wednesday, July 8, 2026

Club Pillar Members=Chrissy Gentry, Jennifer Gibson & Pete Raykovich

We held our first official meeting to brainstorm on finding our best path forward on how to be most useful to clubs (primarily new clubs) in their quest to be successful long-term.

After much discussion, we came up with our first action items to proceed with:

- 1) Made a list of “involved persons” that we would like to speak with to gain insight from those who are already working with coaches and/or clubs.
- 2) Started compiling questions that we would ask of those in #1 for consistency;
- 3) On Wednesday, June 24th, we had our first meeting with the three leading USA Swimming Staff Members in Club Development-Jay Chambers, Joel Shinofield and Beth Winkowski. They took us through the exact procedures and work they do with new clubs and clubs that need assistance within USA Swimming. It was VERY insightful! All three of us expressed how much we learned from this one talk alone!

*Next steps:

- 1) Schedule multiple Pillar meetings to get us through the next few months;
- 2) Finish questions and start to reach out to the “involved persons” to gain more info;
- 3) Schedule ongoing meetings with Jay, Joel and Beth. We all feel this could be beneficial
In helping us find our eventual best path.

Respectfully submitted,
Jennifer Gibson, CAC/Club Pillar Member