USA Swimming Board of Directors Meeting Minutes
May 7, 2021 / Denver, CO & Virtual Zoom Conference Call

CALL TO ORDER
Bob Vincent, Board Chair, called the May 7, 2021 Board of Directors meeting to order at 8:04 a.m. Mountain Time with the following members in attendance:

PRESENT: Maya Andrews, Chris Brearton, Kenneth Chung, Kathy Fish, Bruce Gemmell, Jennifer Gibson, Cecil Gordon, Natalie Hall, Tim Hinchey, Lucinda McRoberts, Katie Meili, Kathleen Prindle, Bill Schalz, Jeanette Skow, Jim Sheehan, Jay Thomas, Bob Vincent.

GUESTS
Jerry Adams, Julissa Arzave, Bill Charney, Joan Choi, Corey Coon-Cassily, Maria Davila, Tristan Formon, Ryan Gibbons, John Gibson, Tim Husson, Bradley Jacobs, Paris Jacobs, Jim Kelly, Jennifer LaMont, Pam Lowenthal, Michael McCaffery, Brian McGuire, Kevin Milak, Keith Moore, Mike Murray, Kent Nelson, Ellery Parish, Dr. David Patterson, Taylor Rogers, Dave Smith, Shawn Smith, Jack Swanson, Zack Toothman, Mary Turner, Matt Webber, Michael White, Aaron Zhu.

STAFF
Leland Brown III, Juan Caraveo, Jay Chambers, Paula D'Amico, Tina Dessart, Shana Ferguson, Jane Grosser, Elizabeth Hahn, Brendan Hansen, Abigail Howard, Trish Hughes, Kiki Laino, Jaime Lewis, Isabelle McLemore, Stacy Michael-Miller, Lindsay Mintenko, Patrick Murphy, Kaitlin Pawlowicz, Hilary Perez, Devonie Pitre, Ashanee Player, Eric Skufca, Joel Shinofield, Michelle Steinfeld, Denise Thomas, MJ Truex, Mike Unger, Scott Usher, Maggie Vail.

MOMENT OF SILENCE
A moment of silence was observed for USA swimming members who have passed away since the last USA Swimming Board of Directors meeting.

SPECIAL RECOGNITION OF DAN MCALLEN
Jim Sheehan honored the passing of Dan McAllen with brief remarks regarding his contributions to USA Swimming as an official and mentor.

AGENDA REVIEW
Mr. Vincent presented the agenda (Attachment 1).

RULES OF ENGAGEMENT / COVENANTS
Mr. Vincent provided an overview of the Rules of Engagement/Covenants.
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.

CEO WELCOME

President and CEO Tim Hinchey began by welcoming everyone and emphasized the connectivity between staff and the Board over the last several months, specifically with regard to United States Olympic and Paralympic Committee (USOPC) compliance efforts and the corresponding Board Working Groups. Mr. Hinchey stated that it is the organization’s responsibility to be a safe, inclusive, best in class National Governing Body (NGB). Mr. Hinchey then announced that there will be an Annual Business Meeting (ABM) held each September, which will include the annual meeting of the House of Delegates, as well as meetings of the Board of Directors for both USA Swimming and the Foundation.

Mr. Hinchey also previewed new marketing partnerships, as well as several campaigns benefiting the USA Swimming Foundation through a Supporter’s Club. Mr. Hinchey discussed engagement opportunities for fans during the U.S. Olympic Team Trial – Swimming in Omaha. Mr. Hinchey concluded by commending the organization on a safe return to competition and expressed his excitement for upcoming competitions.

BOARD CHAIR’S REMARKS

Mr. Vincent remarked on how well the organization has navigated challenging issues during the pandemic, including investment in member clubs through additional funding. Mr. Vincent also highlighted continued support of the Keeping Athletes First initiative, which supports athletes at every level. Mr. Vincent also communicated the importance of the upcoming governance changes and urged the Board to come together to dispel unfortunate miscommunications/misunderstandings. Finally, Mr. Vincent commended the organization’s fiscal responsibility and management of staff as important components of the organization’s financial health during the pandemic.

MINUTES

Mr. Vincent presented the February 5, 2021 Board of Directors meeting minutes.

MOTION: To approve the February 5, 2021, Board of Directors meeting minutes (Attachment 2). Seconded. APPROVED.
BOARD APPROVAL OF EXTERNAL AUDITOR
Vice Chair Fiscal Oversight Kenneth Chung asked the Board to extend the contract for the organization’s external auditor for one year, to avoid introduction of a new auditor during a quad.

MOTION: To approve Waugh & Goodwin, LLP as the external auditor for USA Swimming for the year ending December 31, 2021. Seconded. APPROVED.

CENTER FOR SAFE SPORT REQUIRED UPDATES
Mr. Vincent presented updates to the Rulebook required by the U.S. Center for Safe Sport, which mandates that all staff of member clubs and Local Swimming Committees (LSCs) be USA Swimming members.

2.6 PRIVILEGES AND RESPONSIBILITIES OF MEMBERSHIP
Employees and individuals serving on the board of directors of volunteers of USA Swimming, Zones, LSCs and member clubs, volunteers of USA Swimming, Zones, LSCs and member clubs who interact directly and frequently with or have authority over athletes as a regular part of their duties, and individuals with any ownership interest in a member club or serving on the board of directors for a member club must be non-athlete members of USA Swimming. This does not apply to volunteers such as timers, marshals, computer operators, etc., who only have limited contact with athletes during a meet; however, any individual who is banned, currently suspended or ineligible for membership is prohibited from serving as a timer, marshal, or computer operator, or otherwise being on deck at any time in connection with a USA Swimming activity.

MOTION: To approve changes in accordance with the Center for Safe Sport. Seconded. APPROVED.

SPECIAL MEETING LOGISTICS
Chief Administrative Officer Lucinda McRoberts asked the Board of Directors to pass a resolution to hold a Special Meeting of the House of Delegates.

RESOLVED: To call a Special Meeting of the USA Swimming House of Delegates for 3:00 p.m. Mountain Time on June 30, 2021, and that it be held virtually to vote on legislative approvals necessary to bring USA Swimming into compliance with the USOPC Bylaws and federal law. Seconded. APPROVED.
Ms. McRoberts reported that the organization will provide a written notice to all members of the House of Delegates, noting the House of Delegates will be the same that convened in September 2020.

Ms. McRoberts presented an amendment to the organization’s Bylaws which clarifies that votes will be counted from those present and voting, with “present” including those attending virtually.

6.2.5 Each member shall have one (1) vote on each matter submitted to the House of Delegates. There shall be no voting by proxy. At all meetings of the House of Delegates only those members duly certified and present (including virtually present at all meetings conducted via telecommunication) shall be permitted to vote. Vote outcomes shall be determined by those members of the House of Delegates present and voting.

**MOTION:** To amend Bylaw 6.2.5 as follows, effective immediately. Seconded. **APPROVED.**

Ms. McRoberts presented Bylaw 6.1.9, which requires LSC members to be elected by July 1 of each year and asked the Board to extend the deadline for 2021, since the composition of the House of Delegates may be decided on June 30, 2021.

**MOTION:** For 2021 only, to extend the deadline to elect LSC members to the USA Swimming House of Delegates and to provide written certification thereof until September 1, 2021. Seconded. **APPROVED.**

Ms. McRoberts noted that the Board Governing Policy Manual will need updates to comply with the 33.3% athlete representation federal mandate, which will be on the agenda at the September 2021 Board of Directors meeting.

**FINA UPDATE**

Dale Neuburger reported that FINA is currently conducting a search for an Executive Director, with hopes to announce that individual during the FINA Congress in June 2021. Mr. Neuburger additionally noted that FINA is likely to elect Hussan Al-Wusallam as its next President.

Mr. Neuburger remarked on the difficulties across all aquatic disciplines in preparation for the Olympic Games but expressed his confidence in USA Swimming’s National Team to be prepared. Mr. Neuburger reported that he is unsure as to whether the Junior World Championships scheduled for August 2021 in Kazan, Russia will occur, due to concerns regarding young athletes traveling during this time. Mr. Neuburger additionally noted the
scheduling challenges for future events due to the date change of the FINA World
Championships from July 2021 to May 2022.

Mr. Neuburger emphasized the importance of relationship building between USA Swimming
and FINA leadership, to ensure that the organizations support one another. Mr. Neuburger
reported on FINA committee succession planning, specifically that Carol Zaleski is stepping
down from her role on the FINA Technical Committee; Mr. Neuburger stated his hopes for
American succession planning within the FINA leadership. Mr. Neuburger stressed the
significance of American representation on FINA committees, in order for the U.S. to play a
role in decision-making. He also noted that Mr. Al-Wusallam is looking for American
leadership within FINA’s future governance structure.

Mike Unger added that the Board and the International Relations Committee (IRC) have
already begun looking for candidates to represent the U.S. on FINA committees.

NOMINATING COMMITTEE UPDATE
Ms. McRoberts reported that the Nominating Committee is currently accepting Board
applications, due May 15, 2021. The Nominating Committee has been apprised of possible
changes to Board composition following the June 30, 2021 Special Meeting of the House of
Delegates.

POLICY AND PROCEDURES MANUAL UPDATE
Ms. McRoberts announced that the Operating Policy Manual has been updated and will be
emailed to the Board for review. The updates will include a Motion without a Meeting to
approve legislation which shifts responsibility for the Policy Manual from the Board to the
USA Swimming President & CEO.

UPDATED WORK PLAN
KPIs UPDATE ON SUCCESSFUL ATHLETES, COACHES, AND CLUBS, POLICY 1.2
Mr. Vincent reported that the Key Performance Indicators (KPIs) for Policy 1.2 have been
updated (Attachment 3).

PUBLIC ENGAGEMENT WITH SWIMMING, POLICY 1.3
Mr. Vincent reminded the Board of the November 2020 Board of Directors’ meeting
agreement to move the reporting of Policy 1.3 to November Board meetings to allow for
greater availability of data for the report.
POLICY 3.2: EXTERNAL RELATIONS

Mr. Vincent presented Policy 3.2, External Relations (Attachment 4).

**MOTION:** that the Board approve that the performance monitoring report on Policy 3.2, “External Relations,” 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. **APPROVED.**

POLICY 3.4: FINANCIAL CONDITION & ACTIVITIES

Mr. Vincent presented Policy 3.4, Financial Condition & Activities (Attachments 5-13).

Chief Financial Officer Eric Skufca presented the 2020 financial results, in which he highlighted the expense reduction to budget of over $14.6 million. Mr. Skufca noted that approximately half of this reduction resulted from active decisions made by staff and the other half was a byproduct of postponement of events primarily caused by the global pandemic. Mr. Skufca noted the 2020 operating surplus was larger than budgeted, but the surplus will be needed for the remainder of the “quad” and beyond.

Mr. Skufca provided the 2021 budget to current projection summary, highlighting material variances in both revenues and expenses. Revenue variances include membership trending more positively than budgeted, but Olympic Trials net revenue projecting less than budget. Expense variances primarily include increases around COVID testing and mitigation at events, as well as travel logistics for the National Team.

The Board engaged in discussion regarding membership projections and pathways.

Mr. Skufca provided a high-level overview of the budget process for 2022 and through the next 2024 three-year “quad.”

Mr. Skufca highlighted Provisions 2 and 8 within Policy 3.4, noting anticipated increased expenditures in certain areas of the budget primarily due to unknowns at the time of the 2021 budget approval in November 2020; that budget could only reasonably anticipate the scale of program expenses within the National Team Division for travel logistics and COVID testing and mitigation expenses throughout the year.

Mr. Chung summarized the financials by remarking on the continued efforts of the staff to strategically navigate the organization through these unique times by ensuring we tighten finances where needed, but still execute our membership programming and resources. Mr.
Chung reported that the Paycheck Protection Program 2 (PPP2) working group recommends that the organization not apply for PPP2 at this time given the current status and interpretations of the program as they relate to the organization.

MOTION: that the Board approve that the performance monitoring report on Policy 3.4, “Financial Condition & Activities,” 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. APPROVED.

POLICY 3.5: ASSET PROTECTION
Mr. Vincent presented Policy 3.5, Asset Protection (Attachment 14).

Mr. Skufca reported full compliance at this time.

MOTION: that the Board approve that the performance monitoring report on Policy 3.5, “Asset Protection,” 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. APPROVED.

POLICY 3.8: EMERGENCY MANAGEMENT SUCCESSION
Mr. Vincent presented Policy 3.8, Emergency Management Succession (Attachment 15).

Mr. Hinchey explained that the report is unchanged.

MOTION: that the Board approve that the performance monitoring report on Policy 3.8, “Emergency Management Succession,” 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. APPROVED.

LEGISLATION – THE PATH TO COMPLIANCE
A RESPECTFUL & LEARNED PROCESS
Mr. Vincent provided an overview of the legislative process for the Board and stated that the comment and question period for membership will remain open (Attachment 16).

Mr. Vincent emphasized the importance of the governance process and asked the Board to ensure that USA Swimming is compliant with USOPC and federal mandates. Mr. Vincent expressed that compliance is intended to protect athletes and explained that a lack of compliance could result in the dissolution of the Board of Directors, as well as the
decertification of USA Swimming as a National Governing Body. Mr. Vincent presented an overview of the required rule changes and a timeline of events leading to the rule changes.

Q&A SESSION W/DR. DAVE PATTERSON (USOPC)

Dr. Dave Patterson of the USOPC answered the Board’s questions concerning a variety of compliance topics. Dr. Patterson reported that he is working with other NGBs that are also changing the composition of their voting bodies to comply with federal law; he stated that every NGB with a House of Delegates or assembly body either has made or will make commensurate changes to the USA Swimming compliance legislative proposals.

Additionally, Dr. Patterson explained that Congress has demanded that certification is no longer a default position; specifically, Dr. Patterson explained that if USA Swimming knowingly does not comply with the 33.3% athlete representation requirement, it will not go unnoticed. Moreover, given that athlete voice is so fundamental, the USOPC would consider a lack of compliance to be an egregious, material breach with grave consequences, up to and including the USOPC’s recognition of another organization as the NGB for U.S. swimming. Dr. Patterson noted that the need to comply is not only a message from the USOPC, but from Congress. Dr. Patterson advised that if USA Swimming loses its status as an NGB, there is substantial risk that it will not be re-certified as the NGB. He added that there is no guarantee that USA Swimming would even be allowed to re-apply for certification.

Dr. Patterson remarked on the specific pool of athletes needed for compliance, as defined as athletes competing on behalf of the United States at the elite level. Dr. Patterson spoke to other ways beyond House of Delegates representation for USA Swimming to ensure that all athletes have a voice—for example by inviting other athletes to attend meetings of the USA Swimming Athletes’ Advisory Council, once formed.

Dr. Patterson reminded the Board that the definition of “10-Year Athlete” existed prior to the new federal mandate and noted that these athletes who have lived the entire swimming journey and who have reached all levels of the sport can provide a unique and comprehensive perspective.

Dr. Patterson stated it is imperative for the House of Delegates to pass all three pieces of legislation to be compliant. Dr. Patterson emphasized that doing so sends a positive message to the entire community that USA Swimming is putting athletes first.

LEGISLATION - WORKING GROUP UPDATES

Vice Chair / Chair Elect Chris Brearton provided a brief overview of the formation and operations of the Working Groups. Mr. Brearton noted that each Working Group was led by
a Board member and included representation from all levels of membership. Mr. Brearton surprised the intentional process of communicating with the membership.

COMMITTEES WORKING GROUP UPDATE & DISCUSSION
Katie Meili provided an overview of the Committees Working Group’s legislation, including ensuring the National Team Steering and Rules & Regulations Committees are Designated Committees, as defined by the USOPC, and that these Committees have 1/3 athlete representation. Additionally, Ms. Meili indicated that the legislation updates the composition of the Senior Development Committee and Age Group Development Committee by providing 1/3 athlete representation.

Ms. Meili reported that the Committees Working Group also recommends adoption of a USA Swimming Athletes' Advisory Council (AAC) as the advocacy body for all 10-Year Athletes. Ms. Meili noted that three members from the Athletes Executive Committee (AEC) will sit on the AAC with voice but no vote. Ms. McRoberts provided an overview of the process to seat the AAC, including the need for nomination and election periods.

Ms. Meili stated the final recommendation from the Committees Working Group is to form a Selection Procedure Approval Committee to memorialize a process which already occurs in practice.

MOTION: To submit the Committees legislative proposals to the Rules & Regulations Committee for consideration in advance of the June 30 Special Meeting of the House of Delegates. Seconded. APPROVED.

BOARD WORKING GROUP UPDATE & DISCUSSION
Jeanette Skow described the current Board structure and presented the recommendation of the Board Working Group, including adding two athletes to the Board of Directors: the USOPC AAC Representative and Alternate, to replace two at-large positions. Ms. Skow reported that these were the only proposed changes to the Board’s composition. Ms. Skow additionally noted the proposed legislation includes clarifying language regarding the Past Chair’s geographical and semi-independent representation.

Ms. Skow addressed the concerns surrounding grassroot athlete representation and the proportionate reduction of representation of coaches, by stating that the Working Group believes that the at-large positions on the Board provide all USA Swimming members an opportunity for election.
MOTION: To submit the Board of Directors legislative proposals to the Rules & Regulations Committee for consideration in advance of the June 30 Special Meeting of the House of Delegates. Seconded. Seconded. APPROVED.

Ms. Skow commented on the importance of ensuring that the Board nominating process has a means for recognizing grassroots athletes; thus the Board Working Group proposed a new charge to the Nominating Committee, specifically regarding athletes who have experience at local competitions and with governance.

The Board engaged in discussion regarding the word “seeking” within the motion.

MOTION: To approve the BOD to expand its charge to the Nominating Committee to include that special emphasis should be placed on seeking considering athletes, for both 10 Year Athlete and At-Large positions, who have insight and experience in local and regional competition and governance. Seconded. APPROVED.

HOUSE OF DELEGATES WORKING GROUP UPDATE & DISCUSSION

Bill Schalz provided an overview of the House of Delegates Working Group's process. Mr. Schalz reported that the House of Delegates Working Group recommends reducing the size of the House of Delegates to 390, while also ensuring that there is 33.3% 10 Year Athlete representation.

Mr. Schalz summarized the changes that the House of Delegates Working Group made to its proposal after feedback from membership, including specifying three votes from each LSC, removing UANA and FINA members as voting members, reducing the Board Chair’s selected number of coaches from 25 to 15, allowing the 18 largest LSCs an additional coach vote, and allowing the Chairs of the Age Group Development Committee and Senior Development Committee to elect an additional coach member to receive a vote.

Mr. Schalz addressed the concerns regarding constituencies losing representation in the House of Delegates by stressing that the House of Delegates Working Group attempted to reduce the numbers evenly to comply with the federal mandate.

The Board engaged in discussion regarding several topics, including ways to encourage athlete participation from the AEC, incentivizing LSCs to involve their athletes, ensuring specific measures are in place during the committee application period for athletes, and continuing to give grassroot athletes a voice.
Mr. Brearton highlighted the progress made by the House of Delegates Working Group and stated that while there is a reduction in the number of delegates, representation is clear and even across the board.

Board members recognized that complying with the federal mandate is in the best interest of the membership, specifically athletes, and committed to bringing the best possible legislation on behalf of the membership to the House of Delegates on June 30, 2021.

Mr. Hinchey noted the hard work done by staff and volunteers to keep USA Swimming moving forward but stated that hard work would be negated if the organization is not compliant.

**MOTION:** To submit the House of Delegates legislative proposal to the Rules & Regulations Committee for consideration in advance of the June 30 Special Meeting of the House of Delegates. Seconded. **APPROVED.**

**WORKING LUNCH - CLOSED SESSION**

**LITIGATION UPDATE**
The Board went into closed session so Ms. McRoberts, General Counsel, could provide a legal update.

**PERSONNEL UPDATE**
The Board remained in closed session to discuss personnel. All staff except Mr. Hinchey left the meeting.

**STAFF UPDATES**

**CEO’S UPDATE**
Mr. Hinchey submitted a written report (Attachment 17).

**DIGITAL TRANSFORMATION (KEEPING ATHLETES FIRST)**
Managing Director of Sport Development Joel Shinofield expressed his enthusiasm for how the digital transformation will assist the membership.

Director of Data Analytics Patrick Murphy reported that the organization is in the process of updating the SWIMS database to improve data collection and to better support the membership, specifically the Keeping Athletes First initiative. Mr. Murphy described the method his team is using and the work completed thus far. Mr. Murphy shared that the system will allow members to manage their accounts, modernizing the system to better communicate with all membership. Mr. Murphy noted that the new system is built for
longevity. Mr. Murphy provided a demonstration of what the membership database will feature.

Mr. Shinofield commented on the benefits of the new system, including ensuring that club coaches and athletes are compliant with regards to Athlete Protection Training (APT) and other certifications prior to competitions, and ultimately allowing for safer environments. Mr. Shinofield added that the new system will provide clubs with valuable data points, including retention rates, that can be shared broadly.

Mr. Murphy showed how facility data will be collected and Mr. Shinofield added that this will help parents find our clubs and learn-to-swim programs, all leading to the possible growth of clubs and overall membership.

Mr. Murphy touched on modernizing the interface between the data warehouse and reports for clubs to access data without needing to go through a staff member.

**OLYMPIC TRIALS**

Mr. Unger provided an update on the Olympic Trials, including that the competition pool construction will begin in mid-May and that there are approximately 820 athletes qualified for Wave I and just under 600 athletes qualified for Wave II.

Mr. Unger discussed the COVID mitigation plan, including COVID testing at the venue, plans for those fully vaccinated, and the various tiers of individuals attending the Trials. Mr. Unger stated that the plan was compiled after collaborating with several entities on their experiences, including other NGBs, professional sports organizations, and National Team doctors. Mr. Unger noted that a COVID Officer and Medical Director will be available.

Mr. Unger reported that revenue will come from three sources: the USOPC, the rights fee from Omaha, and the joint venture with the Omaha Sports Commission. Mr. Unger noted that the revenue from the joint venture may be lower than anticipated due to ticket sales.

Mr. Unger reported that Wave I will be broadcast on the Olympic Channel, with the USOPC providing half of the production revenue. Mr. Unger added that Wave II will be on NBC some nights and paid for by NBC.

Chief Commercial Officer Shana Ferguson added that while COVID will impact all aspects of Trials, there will still be plenty of engagement and entertainment for spectators.
FOUNDAION UPDATE
Chair Dr. Cecil Gordon provided a Foundation Board of Directors’ update, including that the Board met with its new members in March 2021. The Foundation Board designated Anne Berry as its representative on the Nominating Committee, and it was able to fulfill a request from the National Team to provide $1 million for the Team to compete in Tokyo. Dr. Gordon additionally noted that the Foundation is financially sound, even after awarding $4.2 million to swim lesson providers, USA Swimming clubs, and the National Team.

Mr. Shinofield reported that the Community Outreach Program has provided 12 grants to clubs, including clubs led by women or multicultural coaches, clubs partnering with Historically Black Colleges and Universities (HBCUs), and clubs creating programming within a community that has an existing pool but limited, or no, competitive programming. Mrs. Ferguson stated that the Make-A-Splash tour is virtual again this year and kicked off with a Facebook Live event with Cullen Jones and Nathan Adrian. The tour will continue in markets across the U.S. via print, digital, social media, and radio.

Mr. Hinchey remarked that the concept of New Fundraising is to find ways to get more people to take part in swimming.

Mrs. Ferguson reported that the Supporters Club now has 284 members, with over $17,000 in donations, and she emphasized that 84% of those donors have never given to the Foundation previously.

Mrs. Ferguson reported on the launch of the Faces in the Crowd campaign, which will help fill empty seats at Trials; the proceeds from this campaign will go towards the Foundation. Lastly, Mr. Hinchey described the opportunity for individuals to join the Champions Club Swim by swimming at Trials, with the goal of obtaining 50 new members.

TOKYO PLANNING UPDATE
Managing Director of the National Team Lindsay Mintenko reported that the draft of the procedure for the Olympic Swimming Team selection is complete in preparation for the Olympic Trials. Mrs. Mintenko also noted that the Olympic Swimming Team camp will be held in Hawaii, prior to heading into the Athlete Village five days before competition.

Mrs. Mintenko remarked on changes for the Olympic Games, noting that more changes are likely to come. Mrs. Mintenko reported that an accreditation is required for entry into Japan, as well as two negative COVID tests; vaccination does not exempt an individual from testing. Mrs. Mintenko stated that the athletes are only allowed to move between the Athlete Village and the swimming venue, but she added that the Olympic Swimming Team has been allowed
to stay through the end of the swimming competition as opposed to leaving after individual events.

Mrs. Mintenko stated that she has asked the USOPC to build a mental health registry, so USA Swimming staff know where to direct athletes who need assistance. Mrs. Mintenko mentioned that $37,000 has been given to athletes within the athlete assist program and additionally, 37 athletes have registered with Talk Space.

2021 & 2022 EVENTS AND COMPETITIONS

Mr. Shinofield spoke to the organization’s collaboration with the Senior Development Committee to host competitive events for developmental athletes. He noted that USA Swimming was able to launch the TYR 18 & Under Spring Cup. Mr. Shinofield reported that over 1,100 athletes participated, along with 229 clubs and 49 LSCs. Mr. Shinofield added that the organization, along with the Senior Development Committee, is continuing to look for opportunities to create long course meets.

Mrs. Mintenko remarked that there are still plenty of competitions after the Olympic Games and that a focus will be on the Juniors athletes, as they have not had a competition in some time.

CLOSING ROUNDTABLE

NEXT MEETING / EVENTS

- TYR Pro Swim Series
  - Indianapolis: May 12–15
- Foundation Board of Directors Meeting
  - Colorado Springs/Virtual: September 23
- Board of Directors Meetings
  - Colorado Springs/Virtual: September 24 & 25

MEETING ASSESSMENT

The Board engaged in a round table discussion assessing the meeting, which included appreciation for facilitating hard but valuable conversations, as well as gratitude for the good progress of the Working Groups. The Board also expressed the need to communicate further on the legislative changes, while stressing the importance of compliance.

ADJOURN

Mr. Vincent adjourned the meeting at 4:01 p.m. Mountain Time.
Respectfully submitted:

Lucinda McRoberts, CAO & General Counsel

Bob Vincent, Board Chair
USA Swimming Board of Directors Minutes Attachments

May 7, 2021 / Denver, CO & Virtual Zoom Conference Call

Attachment 1  Page 1 – Agenda: May 7, 2021
Attachment 2  Page 2 – DRAFT BOD Minutes February 5, 2021
Attachment 3  Page 5 – END 1.2 Successful Athletes, Coaches & Clubs – Proposed KPIs
Attachment 4  Page 6 – Policy 3.2 External Relations
Attachment 5  Page 6 – USA-S Policy 3.4 Financial Condition and Activities
Attachment 6  Page 6 – USA-S Q1 2021 Financial Report
Attachment 7  Page 6 – USA-S Financial Statement Report 2020
Attachment 8  Page 6 – USA-S & Foundation Q1 2021 Investment Statements
Attachment 9  Page 6 – USA-S Financial Summary Comparison 2020
Attachment 10 Page 6 – USA-S Financial Written Report - 2020
Attachment 11 Page 6 – Foundation Financial Statement Report - 2020
Attachment 12 Page 6 – Foundation Financial Summary Comparison - 2020
Attachment 13 Page 6 – Foundation Financial Written Report - 2020
Attachment 14 Page 7 – Policy 3.5 Asset Protection
Attachment 15 Page 7 – Policy 3.8 Emergency Management Succession
Attachment 16 Page 7 – Working Group Legislative Proposals
Attachment 17 Page 11 – Staff Update for the Board