

These minutes will be officially approved by the USA Swimming Board of Directors at its November 20, 2020 meeting.

## **USA Swimming Board of Directors Meeting Minutes**

September 25, 2020 / Virtual Zoom Conference Call

1 **CALL TO ORDER**

2 Bob Vincent, Board Chair, called the September 25, 2020 Board of Directors meeting to order  
3 at 8:04 a.m. Mountain Time with the following members in attendance:

4  
5 **PRESENT:** Maya Andrews, Chris Brearton, Kenneth Chung, Bruce Gemmell, Jennifer Gibson,  
6 Cecil Gordon, Natalie Hall, Tim Hinchey, Lucinda McRoberts, Kathleen Prindle, Bill Schalz,  
7 Jeanette Skow, Jim Sheehan, Davis Tarwater, Jay Thomas, Tom Ugast, Bob Vincent.

8  
9 **GUESTS**

10 Jerry Adams, Dale Ammon, Lorna Anaya, Wade Atkins, Julie Bachman, Julie Bare, Geoffrey  
11 (Phil) Barnes, Jody Betts, Carolyn (Sandi) Blumit, Amy Boyden, Stephanie Boysen, Robert  
12 Broyles, Bill Charney, David Coleman, Jessica Cooper, David Cottam, Bruno Darzi, Maria  
13 Davila, Alina DeArmas, Judith Divan, Van Donkersgoed, Sandy Drake, Lucy Duncan, Carron  
14 Dunker, Cathy Elgas, Mary Evelyn, Emily Fagan, Tristan Formon, Gavin Formon, Tracey  
15 Garrett, George Geanon, Ryan Gibbons, Steven Goldman, Laura Hartman, Jon Hayashida,  
16 Melissa Hellervik-Bing, Chip Holland, Zane Hugo, Patrick Hunter, Lauren Hurt, Tim Husson,  
17 Lehla Irwin, Bradley Jacobs, Paris Jacobs, Kadence Jeffries, Thomas Johnson, Patrick  
18 Johnstone, Nabil Kebbab, Bob Keller, Helen Kelly, Marnie Kern, Emily Kowalski, David  
19 Kutrufis, Robert Kwong, Michael Lawrence, Fred Leff, Cheyl Linscott, Marilyn Loitz, Pam  
20 Lowenthal, Joseph Matlack, Arlene McDonald, Susan Mechler, Kevin Milak, Stephen Mitchell,  
21 Lindsay Mondick, Keith Moore, Mick Nelson, Sue Nelson, Lisa Olack, Stephanie O'Malley,  
22 Cheryl Pearson, Betsy Purcell, Mary Redmond, Kyle Russell, Betsy Russell, Sandra  
23 Sanguinetti, Jason Schmeltzer, Gloria Schuldt, Lynne Shine, Wayne Shulby, Dave Smith, Robin  
24 Smith, Bob Staab, John Stanley, Eric Stimson, Mary Jo Swalley, Zach Toothman, Mary Ellen  
25 Tynan, Ron Van Pool, Robert Walker, Mary Wallack, Marianne Walling, Lesleigh Watson,  
26 Dipper Wettstein, Michael White, Greg York, Aaron Zhu.

27  
28 **STAFF**

29 Matt Barbini, Wendy Bartlett, Rebecca Chafin, Paula D'Amico, Tina Dessart, Dean Ekeren,  
30 Shana Ferguson, Jane Grosser, Brendan Hansen, Steve Levine, Jaime Lewis, Isabelle  
31 McLemore, Lindsay Mintenko, Patrick Murphy, Kaitlyn Palmieri, Eric Skufca, Joel Shinofield,  
32 Jennifer Thomas, MJ Truex, Mike Unger, Morgan Weinberg.

33  
34

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35 **MOMENT OF SILENCE**

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

38

39 **AGENDA REVIEW**

40 Bob Vincent presented the agenda (Attachment 1).

41

42 **RULES OF ENGAGEMENT / PROTOCOL**

43 Bob Vincent provided an overview of the Rules of Engagement, including Zoom protocols.

44

45 **DECLARATION OF CONFLICT OF INTEREST (2.5.4)**

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

49

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

53

54 **CEO'S WELCOME**

55 Tim Hinchey, President & CEO, welcomed Board members and guests and expressed his  
56 gratitude for the support, communication, and open dialogue between staff and the Board  
57 over the last several months during the COVID-19 pandemic. Mr. Hinchey went on to praise  
58 the relationship and collaboration between staff, the Board, athletes, and coaches to find  
59 solutions to keep the sport of swimming alive, including the financial contributions to  
60 member clubs from the USA Swimming Foundation and LSCs. Finally, Mr. Hinchey  
61 emphasized USA Swimming's pivot to a stronger and more unified national governing body.

62

63 **BOARD CHAIR'S REMARKS**

64 Bob Vincent remarked on the multitude of contributions from the USA Swimming executive  
65 staff, Foundation Board Chair Dr. Cecil Gordon and the USA Swimming Foundation, Local  
66 Swimming Committees (LSCs), member coaches, member athletes, and the Board of  
67 Directors during the COVID-19 pandemic.

68

69 **MINUTES**

70 **MOTION:** *To approve the April 24, 2020 Board of Directors meeting minutes (Attachment 2).*  
71 *Seconded. APPROVED.*

72

73

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74 **BOARD PROCESS**

75 **NOMINATING COMMITTEE UPDATE**

76 Lucinda McRoberts, Chief Administrative Officer & General Counsel, reported that two new  
77 Board members would be elected the following day and highlighted the nomination process,  
78 including key dates and application numbers through each phase. Ms. McRoberts expressed  
79 gratitude to Davis Tarwater and Tom Ugast for their contributions to the Board, and  
80 additionally thanked Mary Wallack for leading the Nominating Committee.

81  
82 Bob Vincent congratulated the Nominating Committee for finding six qualified candidates  
83 for the two open Board positions.

84  
85 **BOARD PROPOSED LEGISLATION**

86 Bob Vincent explained proposed legislation R-20, which would move the management of  
87 certain LSC Bylaw changes to USA Swimming staff instead of the Rules & Regulations  
88 Committee, was not necessary at this time.

89  
90 **MOTION** *To withdraw proposed legislation, R-20. Seconded. APPROVED.*

91  
92 Lucinda McRoberts proposed memorializing previously Board-approved safety measures in  
93 Articles 202.4.10 (N), 202.4.16, 202.6.6 (H) and 202.6.19 to the House of Delegates to be  
94 officially added to the 2021 Rulebook.

95  
96 **MOTION** *To submit to the House of Delegates the changes to Articles 202.4.10 (N), 202.4.16,*  
97 *202.6.6 (H) and 202.6.19 approved by the Board under its emergency powers, effective as of*  
98 *August 1, 2020. Seconded. APPROVED.*

99  
100 **PROPOSED CHANGES TO BOARD POLICY MANUAL**

101 Bob Vincent reported that, in consultation with the athletes from the Athletes Executive  
102 Committee, the proposed changes to the Board Policy Manual would allow more athlete  
103 representatives on the Zone Directors Council (Attachment 3).

104  
105 **MOTION** *To approve the proposed changes to the Board Policy Manual by updating the*  
106 *composition of the Zone Directors' Council to include 12 elected Zone Directors, consisting of a*  
107 *Coach Director, a Non-Coach Director, and an Athlete Representative from each Zone.*  
108 *Seconded. APPROVED.*

109  
110

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111 **USA SWIMMING FOUNDATION UPDATE**

112 Cecil Gordon remarked on the productivity of the Foundation Board of Directors despite the  
113 difficulties with the COVID-19 pandemic. Mr. Gordon expressed his gratitude to the USA  
114 Swimming staff and the USA Swimming Board of Directors for their collaboration, support,  
115 and contributions over the past year. Mr. Gordon highlighted the successful Foundation  
116 Board transition to a strictly fundraising board, but also noted the unfortunate inability to  
117 meet in-person due to the pandemic.

118

119 **NEW PILLARS**

120 Cecil Gordon introduced the Four Pillars of the Foundation Board of Directors and described  
121 their ability to provide a strategic direction for fundraising and allow the Board more  
122 opportunities to collaborate with USA Swimming staff.

123

124 Tim Hinchey presented the first pillar, Raise Money, on which he will work with the  
125 Foundation to increase the ability for more funds to be used for learn-to-swim programs and  
126 local community engagement, and additionally to raise money for the National Team. Mr.  
127 Hinchey explained the process by which the Foundation will work with the Commercial team  
128 on this pillar, including access to Digideck, a resource USA Swimming has utilized to capture  
129 global partners.

130

131 Joel Shinofield, Managing Director of Sport Development, informed the Board that growing  
132 competitive opportunities is the purpose of pillar two, Make a Difference in Communities.  
133 Mr. Shinofield detailed the three components for which grants will be provided to clubs and  
134 other entities, including: (i) existing member clubs who are expanding their services and  
135 creating new opportunities within their community and neighboring communities; (ii) clubs  
136 that are led by women and underrepresented coaches who are building a community  
137 program; and (iii) clubs who partner with Historically Black Colleges and Universities to  
138 create programming and utilize the facilities HBCUs have available. Mr. Shinofield noted the  
139 goal of this initiative is to create a grant program by 2028 funded at the level of our current  
140 learn-to-swim grant program.

141

142 Shana Ferguson, Chief Commercial Officer, reported that there will be more efforts to engage  
143 and recognize all past USA Swimming and USS Swimming members within pillar three,  
144 Engage Alumni.

145

146 Mike Unger, Chief Operating Officer, presented pillar four, Support Facilities and Pools,  
147 which focuses on how the Foundation and its constituents can assist membership with

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148 access to facilities and pools through engaging current facility partners, accessing and getting  
149 more pools in diverse communities, and helping clubs acquire supplies for their outdoor  
150 facilities to operate during the cooler months.

151

#### 152 **CLUB GRANTS UPDATE**

153 Cecil Gordon provided background on how the Club Relief Program began and how through  
154 two rounds of applications the Foundation was able to grant almost \$3 million to over 700  
155 clubs impacted by the COVID-19 pandemic. Mr. Gordon additionally reported that Local  
156 Swimming Committees (LSCs) gave an additional \$6 million to clubs within their LSCs.

157

158 Joel Shinofield noted the importance of supporting clubs through the pandemic, including  
159 the role clubs play in allowing swimmers to develop as people and athletes as well as realize  
160 their dreams.

161

#### 162 **“ENDS”**

163 Bill Charney, USA Swimming’s Governance Consultant, stated the Foundation’s purpose and  
164 presented the Ends, which will be used to measure the success of the Four Pillars by  
165 examining the growth in philanthropic support within each initiative.

166

#### 167 **APPROVAL OF REVISION TO BYLAWS**

168 Cecil Gordon highlighted the changes made to the Foundation Bylaws, including minor  
169 administrative changes within Sections 3.1 and 5.2, and clarification within Section 5.6  
170 regarding the Foundation Board’s Treasurer who will serve on USA Swimming’s Audit  
171 Committee, as opposed to the Investment Committee (Attachment 4).

172

173 ***MOTION** To approve the revision of the USA Swimming Foundation Bylaws provided. Seconded.*

174 **APPROVED.**

175

176 Cecil Gordon summarized the Foundation’s accomplishments for the year by way of  
177 continuing learn-to-swim grants, successful Swim-A-Thons, and updated composition and  
178 direction for the Foundation Board of Directors.

179

#### 180 **GOLDEN GOGGLE AWARDS**

181 Mike Unger reported that the Golden Goggle Awards will be held virtually on Thursday,  
182 November 19, 2020 with the hopes of hosting the event at both USA Swimming’s  
183 headquarters and the U.S. Olympic and Paralympic Museum. Mr. Unger added that the event  
184 will have many of the same components as an in-person event, including swimming hosts,

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185 virtual tables for sale, entertainment throughout the night, and a silent auction. Additionally,  
186 Mr. Unger noted that the event will be broadcast on the Olympic Channel and Peacock in the  
187 days following the live event.

188  
189 Cecil Gordon thanked those on the USA Swimming Board who have given financially to the  
190 Foundation.

191  
192 Bob Vincent exclaimed his excitement for the changes within the Foundation Board and  
193 remarked that he would match each Board member’s financial gift up to the Champions Club  
194 level of \$1,000.

195  
196 **MONITORING**  
197 Bob Vincent briefly described what the Ends monitoring reports entail, as well as the process  
198 by which they are distributed and discussed prior to Board meetings.

199  
200 **MANAGEMENT PARAMETERS MONITORING**  
201 **POLICY 3.4: FINANCIAL CONDITION & ACTIVITIES**  
202 Bob Vincent presented Policy 3.4, Financial Condition & Activities (Attachments 5 -9).

203  
204 ***MOTION:** To approve that the performance monitoring report on Policy 3.4, “Financial*  
205 *Condition & Activities,” conveys (a) interpretations of the policy that are reasonable, and (b)*  
206 *that the report reasonably substantiates compliance with the policy requirements, consistent*  
207 *with the CEO’s interpretations. Seconded. **APPROVED.***

208  
209 Eric Skufca, Chief Financial Officer, reported that USA Swimming has submitted its  
210 forgiveness application as part of the Paycheck Protection Program, with the hope of gaining  
211 more clarity and confirmation on our anticipated forgiveness in late 2020 or early 2021.

212  
213 Mr. Skufca explained the partial compliance of Policy Provision 2 is due to the unprecedented  
214 nature of 2020, which contributed to the revenue and expenditures being materially  
215 different from the 2020 budget approved by the Board in November 2019. Mr. Skufca noted  
216 that there is a strategic plan to reach compliancy for Policy Provision 2.

217  
218 Mr. Skufca presented the annually reviewed investment policy statement and noted most  
219 changes are housekeeping in nature based on the Investment Committee’s annual review  
220 (Attachments 10 - 11).

221



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222 **MOTION:** To approve USA Swimming's Investment Policy Statement. Seconded. **APPROVED.**

223

### 224 **POLICY 3.6: FINANCIAL PLANNING AND BUDGETING**

225 Bob Vincent presented Policy 3.6, Financial Planning & Budgeting (Attachments 12 - 15).

226

227 Eric Skufca conveyed that Policy Provision 5 requires Board approval for Board related  
228 expenditures in 2021.

229

230 **MOTION:** To approve that the performance monitoring report on Policy 3.6, "Financial  
231 Planning and Budgeting," conveys (a) interpretations of the policy that are reasonable, and (b)  
232 that the report reasonably substantiates compliance with the policy requirements, consistent  
233 with the CEO's interpretations. Seconded. **APPROVED.**

234

235 **MOTION:** To approve Board related expenses for 2021. Seconded. **APPROVED.**

236

### 237 **POLICY 3.10 LSC REPORTING REQUIREMENTS**

238 Bob Vincent presented Policy 3.10, LSC Reporting Requirements (Attachment 16).

239

240 Lucinda McRoberts briefly described Policy 3.10 and reported that all 59 LSCs signed an  
241 Affiliation Agreement, which memorialized the existing relationship between USA  
242 Swimming and its LSCs. Ms. McRoberts stated that next steps include looking at compliance  
243 related facets, as well as what the next iteration of the agreement will entail based on  
244 feedback from both USA Swimming and the LSCs.

245

246 **MOTION:** To approve that the performance monitoring report on Policy 3.10, "LSC Reporting  
247 Requirements," conveys (a) interpretations of the policy that are reasonable, and (b) that the  
248 report reasonably substantiates compliance with the policy requirements, consistent with the  
249 CEO's interpretations. Seconded. **APPROVED.**

250

### 251 **ENDS/PRIORITY RESULTS MONITORING**

#### 252 **POLICY 1.1: COMPETITIVE SUCCESS**

253 Bob Vincent presented Policy 1.1, Competitive Success (Attachment 17).

254

255 Lindsay Mintenko, Managing Director of the National Team, reported that with the  
256 postponement of the Olympic Games, the Ends in Policy 1.1 were altered for 2020 but will  
257 remain the same for the 2021 Olympic year. Mrs. Mintenko provided highlights from the  
258 report, including that the U.S. Anti-Doping Agency (USADA) has recognized USA Swimming  
259 as a world class National Governing Body (NGB) in their annual report, the organization was

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260 able to increase direct athlete support by 30%, and there is continued emphasis on mental  
261 health for athletes and coaches.

262

263 ***MOTION:** To approve that the performance monitoring report on End 1.1, "Competitive*  
264 *Success," conveys (a) interpretations of the policy that are reasonable, and (b) that the report*  
265 *reasonably substantiates achievement of the policy requirements, consistent with the CEO's*  
266 *interpretations. Seconded. **APPROVED.***

267

### 268 **POLICY 1.3 PUBLIC ENGAGEMENT WITH SWIMMING**

269 Bob Vincent presented Policy 1.3, Public Engagement with Swimming (Attachment 18).

270

271 Joel Shinofield reported that the data used for Policy 1.3 comes from the Sports & Fitness  
272 Industry Association's (SFIA) annual research data, which is published in July and suggested  
273 that Policy 1.3 be presented at the September or November Board meeting in order to  
274 provide current and complete data.

275

276 Shana Ferguson added that without swim meets there is no data to report on tickets sales.

277

278 ***MOTION:** To approve that the performance monitoring report on Policy 1.3, "Public*  
279 *Engagement with Swimming," conveys (a) interpretations of the policy that are reasonable,*  
280 *and (b) that the report reasonably substantiates compliance with the policy requirements,*  
281 *consistent with the CEO's interpretations. Seconded. **APPROVED.***

282

### 283 **STRATEGIC DISCUSSION**

#### 284 **ADDRESSING DIVERSITY, EQUITY, AND INCLUSION IN OUR SPORT**

285 Tim Hinchey congratulated MJ Truex, Senior Director of Education, Programs & Services, and  
286 Joel Shinofield on their Diversity, Equity, and Inclusion (DEI) efforts and emphasized that  
287 DEI efforts have been ongoing for years at USA Swimming.

288

289 Joel Shinofield briefly described the long-term and large scaled DEI imbedding efforts across  
290 the organization, including through coach education and LSC consulting.

291

292 MJ Truex thanked the Board and Strategy Team for their support with DEI efforts and  
293 provided an update on those efforts, including the launch of a DEI Council, which will provide  
294 strategic feedback to the organization. Ms. Truex also reported that USA Swimming is  
295 regularly collaborating with the Black Leadership in Aquatics Coalition (Team BLAC) to



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296 incorporate new ideas with current programming and noted that there is an intention to create  
297 other diverse athlete leadership groups in the future.

298

299 Ms. Truex then described the various metrics for measuring DEI efforts and provided steps  
300 coaches and other members should be taking as everyday engagement, including  
301 education, conversations, and intentional planning. Ms. Truex described how Key  
302 Performance Indicators (KPIs) for DEI are derived from a report card compiled by the  
303 United States Olympic and Paralympic Committee (USOPC) and how USA Swimming  
304 collaborates with other National Governing Bodies (NGBs) on DEI initiatives.

305

306 Kenneth Chung emphasized the importance of DEI as a business initiative, and Cecil Gordon  
307 conveyed the significance of being intentional with DEI efforts for DEI to be part of the  
308 standard in which we operate and allow us to continue to move in the right direction through  
309 both actions and words. The Board engaged in further discussions around DEI efforts,  
310 including networking and mentorships for athletes, coaches and parents; the creation of  
311 other athlete leadership groups; the importance of the demographics in swimming mirroring  
312 those of our country; identifying issues and creating opportunities; and engaging third-party  
313 consultants for various aspects.

314

315 Tim Hinchey asked that Policy 1.3, Provision C, be presented to the DEI Council for strategic  
316 discussion and feedback as to whether we have the right goals and KPIs.

317

### 318 **KEEPING ATHLETES FIRST INITIATIVE**

319 Lucinda McRoberts provided background and course of action for the four initiatives that  
320 compose the Keeping Athletes First (KAF) initiative. Ms. McRoberts stated that work on the  
321 four initiatives will continue through 2021 with the goal of having all swim clubs Safe Sport  
322 recognized, a coach education curriculum developed and facilitated through an internal  
323 learning management system (LMS), completing online member registration, and to  
324 continually maintain a best in class Safe Sport staff and program.

325

326 Ms. McRoberts presented statistics for clubs who have completed or initiated the process to  
327 achieve Safe Sport Club Recognition. Ms. McRoberts emphasized the need to normalize clubs  
328 achieving Safe Sport Club Recognition, specifically by removing barriers for completing the  
329 process so we can reach our goal of every USA Swimming club achieving Safe Sport Club  
330 Recognition by the end of 2021.

331

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332 The Board engaged in discussion on the progress and importance of the Safe Sport Club  
333 Recognition initiative, including how LSCs can assist in the process.

334

### 335 **STAFF UPDATES**

336 Tim Hinchey submitted a written report to the Board (Attachment 19).

337

### 338 **MEMBERSHIP & FINANCES**

339 Eric Skufca remarked on the 2020 budget across all the divisions being materially different  
340 than what was approved in November 2019 due to the COVID-19 pandemic. Mr. Skufca  
341 highlighted the projected budget for 2020, noting the areas of lost revenue, including not  
342 using investment income to operate programs as we have done historically. Additionally, Mr.  
343 Skufca pointed out while there is a 25% decrease in revenue, the staff has proactively  
344 decreased expenditures by 25% to ensure financial steadiness in the coming years.

345

346 Joel Shinofield reported on the challenges regarding membership in 2020, noting the  
347 organization's goal to provide the same number of opportunities after the pandemic as prior  
348 to the pandemic. Mr. Shinofield conveyed the ways in which the organization is using  
349 membership surveys to project membership, including membership's ability to access  
350 facilities and pools. Mr. Shinofield also stated that membership numbers are declining for  
351 the 2021 membership year with the added challenge of Flex membership not being used as  
352 intended, which will negatively impact revenue and ultimately, the ability to fund programs.

353

354 Tom Ugast, Board Vice Chair of Fiscal Oversight, challenged the Board to reexamine revenue  
355 from membership in 2021, specifically Flex membership and club dues.

356

357 Bob Vincent added that due to COVID-19, it was decided not to implement or move forward  
358 with any changes to Flex membership and club dues in 2020 but agreed it would be  
359 necessary moving forward.

360

361 Tim Hinchey stated that the organization will continue to do more with less while  
362 prioritizing services and benefits for the membership.

363

### 364 **RETURN TO COMPETITION**

365 Tim Hinchey reported on the massive undertaking of safely returning to competition from  
366 grassroots competitions to the Olympic Trials. Mike Unger remarked on the thorough and  
367 methodical approach various divisions within the organization have worked together to  
368 develop a plan to safely return to competition.

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369 Joel Shinofield reported the goal of the Return to Competition plan is to provide a balanced  
370 access to competitions. Mr. Shinofield presented the Speedo Swim Again Series and  
371 detailed the virtual, month-long competition, noting in the first week of competition over  
372 200 teams and more than 10,000 athletes participated.

373  
374 Dean Ekeren, Director of Events, described the National Leaderboard as an individual  
375 competition that replaces the November TYR Pro Swim Series with separate leaderboards  
376 over the months of October, November, and December. Mr. Ekeren reported that currently  
377 the 2021 TYR Pro Swim Series will move forward as planned.

378  
379 Mr. Ekeren reported that the Toyota U.S. Open is a decentralized elite level event being held  
380 at eight (8) to ten (10) sites. Mr. Ekeren provided further details, including a minimum of 80  
381 athletes will compete at each site and all sites will be sanctioned, long course meters. Mr.  
382 Unger added that NBC will still broadcast the Toyota U.S. Open from a few of the event sites.

383  
384 Lindsay Mintenko emphasized the importance of having long course competitions to prepare  
385 for the Olympic Games in 2021; this with the potential of a TYR Pro Swim Series for 2021.

386  
387 Mr. Shinofield presented the 18 and Under Winter Championships that will also be  
388 distributed across the country to accommodate those who cannot travel. Mr. Shinofield  
389 reported that the competition will be sanctioned and can be hosted by any USA Swimming  
390 member club to format the meet as they wish between December 1 – 13, 2020 with those  
391 swimmers who achieve the published time standards included in the competition results.

392  
393 Mr. Unger updated the Board on the 2021 Olympic Trials, including that the venue in Omaha  
394 is up and functional, current cuts will remain the same with 1,226 athletes currently  
395 qualified, USA Swimming is working with the city of Omaha on capacity allowance, and that  
396 due to the postponement we were actually able to get extra NBC broadcast hours.

397  
398 The Board engaged in discussion regarding opportunities for athletes to make Trial cuts,  
399 rational for date changes, and creating opportunities for swimmers to compete.

400  
401 **COLLEGE SWIMMING UPDATE**  
402 Joel Shinofield introduced Greg Earhart, Executive Director of College Swimming and Diving  
403 Coaches Association of America (CSCAA).

404

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405 Mr. Earhart provided an update on the work from CSCAA, including working with USA  
406 Swimming's Commercial division to show the value and success of swimming and diving  
407 programs, statistics regarding lost and added programs, and ways CSCAA is working with  
408 colleges to equip them with tools to save their swimming and diving programs. Mr. Earhart  
409 conveyed his hope for a new model for college athletic programs from the NCAA in which  
410 USA Swimming can work with them from the grassroots to the elite level. Finally, Mr. Earhart  
411 noted the two issues with the current swimming and diving college programs: cost and  
412 access.

413

#### 414 **AQUATICS COALITION**

415 Shana Ferguson provided an update on the Aquatics Coalition, including providing clubs and  
416 facility operators with advocacy toolkits, guidance on engaging the media, guidelines for  
417 safely reopening as well as what to do if someone tests positive for COVID-19. Mrs. Ferguson  
418 described the various ways the Coalition is using their platform to continue its advocacy for  
419 reopening pools and facilities.

420

#### 421 **IRC COMMITTEE UPDATE**

422 Mike Unger provided background on the process by which nominees for the FINA Committee  
423 and Panels are decided including, approval from the Board to endorse the nominees the  
424 International Relations Committee (IRC) recommended (Attachment 20).

425

426 ***MOTION:** To approve the recommendations provided by the IRC Committee for nominations*  
427 *to FINA committees to be forwarded to the United States Aquatic Sports (USAS). Seconded.*

428 **APPROVED.**

429

#### 430 **COMMITTEE & VOLUNTEER ENGAGEMENT**

431 Tim Hinchey described his pathway to focusing on volunteer engagement after first making  
432 changes to athlete and coach engagement.

433

434 Jim Sheehan reported that committee chairs have been surveyed and the data used from that  
435 survey will be used to determine areas of greater opportunities and address areas of  
436 concern. Mr. Sheehan noted that work has already begun with the Officials Committee and  
437 the Programs and Events Committee.

438

#### 439 **CLOSING ROUNDTABLE**

#### 440 **NEXT MEETING / EVENTS**

- 441 • Board of Directors Meeting / Saturday, September 26, 2020

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- 442 • Foundation Board of Directors / Thursday, November 19, 2020
- 443 • Golden Goggle Awards / Thursday, November 19, 2020
- 444 • Board of Directors Meeting / Friday, November 20, 2020

445

#### 446 **APPRECIATION TO OUTGOING BOARD MEMBERS**

447 Bob Vincent thanked Davis Tarwater and Tom Ugast for their work on the Board of the  
448 Directors over the last two years.

449

#### 450 **MEETING ASSESSMENT**

451 The Board engaged in a round table discussion assessing the day's meeting, including the  
452 progress and adjustments the organization has made in the face of the COVID-19 pandemic.

453

#### 454 **CLOSED SESSION (2.3.6)**

##### 455 **LITIGATION UPDATE**

456 The Board went into closed session so Lucinda McRoberts could provide a legal update.

457

##### 458 **COMMERCIAL UPDATE**

459 The Board remained in closed session so Shana Ferguson could provide a confidential  
460 commercial update.

461

##### 462 **PERSONNEL UPDATE**

463 The Board remained in closed session so Lucinda McRoberts could provide a personnel  
464 update. All staff except Tim Hinchey and Lucinda McRoberts left the meeting.

465

##### 466 **COMPENSATION COMMITTEE UPDATE**

467 The Board remained in closed session for compensation discussions. Tim Hinchey and  
468 Lucinda McRoberts left the meeting.

469

##### 470 **ADJOURN**

471 Bob Vincent adjourned this meeting at 3:05 p.m. Mountain Time.

472

473

**DRAFT**

**DRAFT**

**DRAFT**

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474 Respectfully submitted:



Lucinda McRoberts, CAO & General Counsel



Bob Vincent, Board Chair

**DRAFT**



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### **USA Swimming Board of Directors Minutes Attachments**

September 25, 2020 / Virtual Zoom Conference Call

|               |                                                                   |
|---------------|-------------------------------------------------------------------|
| Attachment 1  | Page 2 – Agenda: September 25, 2020                               |
| Attachment 2  | Page 2 – DRAFT BOD Minutes April 24, 2020                         |
| Attachment 3  | Page 3 – Zone Directors’ Council Athletes Legislation             |
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