

These minutes will be officially approved by the USA Swimming Foundation Board of Directors at its next Board meeting.

USA Swimming Foundation Board of Directors Meeting Minutes

September 25, 2026 / Denver, CO

1 **CALL TO ORDER**

2 Anne Berry, Foundation Board Chair, called the September 25, 2026 Foundation Board of Directors
3 meeting to order on September 25, 2026, at 9:00 a.m. Mountain Time.
4

5 **PRESENT**

6 Anne Berry, Alex Blavatnik (virtual), Kim Chen Bock, Deirdre Clute, Jay DeFinis, Brendan Donohue
7 (virtual), John Enquist, Ethan Hallowell (virtual), Kyle Jackson, Cullen Jones, Jon Kossow (virtual), Greg
8 Pinchbeck, Kevin Ring, Brian Rodde (virtual), Scott Rosman, Carrie Stolar, Mary Wayte
9

10 **ABSENT**

11 Elizabeth Beisel, Kelley Gay, Heather Glass, Dawson Hughes, David Shackley.
12

13 **STAFF**

14 Tami Bock, Aubrey Brick, Leland Brown, Paula D'Amico, Sophie Graff, Jake Grosser, Logan Houck, Jill
15 Johnson, Rachel Levitsky, Thomas Luchsinger, Greg Meehan, Patick Murphy, Derek Paul, Hillary Perez,
16 Molly Quinn, Joel Shinofield, Michelle Steinfeld, Nikki Warner.
17

18 **GUESTS**

19 Kenneth Chung, Seth Dunn, Paris Jacobs, Brent Lang, Sabir Muhammad, Jeff Pacini, Jeff Sargent, Tom
20 Ugast.
21

22 **WELCOME / MEETING OVERVIEW**

23 Kevin Ring, USA Swimming and USA Swimming Foundation Chief Executive Officer, welcomed Board
24 members and guests to the meeting and thanked the Foundation Board for its continued service and
25 support of the Foundation's mission.
26

27 Ms. Berry welcomed attendees and reflected on the Foundation's progress since the May Board
28 meeting. Ms. Berry noted there were 623 days remaining until the 2028 U.S. Olympic Team Trials and
29 emphasized the importance of continued Board engagement and preparedness as the Foundation works
30 to advance its pillars of Saving Lives, Building Champions, and Impacting Communities.
31

32 **CONFLICT OF INTEREST DISCLOSURE**

33 "Is any director aware of any conflict of interest (that is, of a personal interest or direct or
34 indirect pecuniary interest) in any matter being considered by this meeting, which should now be reported
35 or disclosed or addressed under the USA Swimming Conflict of Interest Policy?
36

37 If a Board member determines there to be a conflict of interest at any point during the meeting when a
38 specific subject is being discussed and/or action is being taken, a declaration of a conflict of interest should
39 be made at that time."
40

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No disclosures were made.

CONSENT AGENDA

Michelle Steinfeld, Chief Legal & Development Officer, presented the consent agenda.

MOTION: To approve the following Consent Agenda items (Attachment 2):

- May 8, 2026 Draft Board Meeting Minutes

Seconded. **APPROVED.**

WORKING GROUP UPDATES

GOLDEN GOGGLES

Rachel Levitsky, Senior Manager, VIP Engagement & Communications, provided an update on event logistics and preparations for the 2026 Golden Goggle Awards. Ms. Levitsky reviewed attendance, hospitality, and promotional activities surrounding the event.

Jay Definis, USA Swimming Foundation Board Treasurer, thanked the Golden Goggles Working Group, Board members, and staff for their efforts in securing auction items and supporting event fundraising. Mr. DeFinis highlighted expanded engagement with officials, alumni, Masters Swimming, and other swimming constituencies.

Jill Johnson, Senior Manager, Development, reported that the online auction featured 171 items and had generated approximately \$75,000 in activity prior to the event. Ms. Johnson encouraged Board members to continue promoting the auction and noted strong engagement from supporters and bidders.

VIP/HOSPITALITY GROUP

Ms. Levitsky provided a recap of Foundation hospitality activations conducted during the 2026 Pan Pacific Championships. Ms. Levitsky reported on the Foundation's inaugural Open Water VIP event, attended by 23 participants, and highlighted the success of the VIP Deck presented by OneAmerica, which hosted nearly 500 attendees over four days. Ms. Levitsky noted that donor feedback reinforced the value of offering hospitality experiences directly connected to competition venues and athlete experiences. Ms. Levitsky also reviewed alumni-focused events, including a swim clinic led by Foundation Ambassador Rowdy Gaines, an alumni happy hour, and a dedicated alumni viewing section during competition.

Carrie Stolar shared observations from her participation in Pan Pacific Championships hospitality events. Ms. Stolar praised the VIP Deck experience and noted the strong sense of community created through interactions among donors, athletes, alumni, corporate partners, and international guests. Ms. Stolar emphasized the value of in-person engagement opportunities and commended Foundation staff and volunteers for successfully executing the events.

Mr. Ring reported receiving positive feedback from sponsors and partners, including OneAmerica, regarding the quality of the hospitality experience and brand exposure provided during the

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championships. Mr. Ring emphasized the value of championship events as opportunities for donor cultivation, relationship building, and showcasing the Foundation's mission. Mary Wayte shared positive feedback from alumni participants and discussed opportunities to increase awareness of future alumni events and activities.

Ms. Levitsky provided an update on plans for a VIP hospitality event during Short Course World Championship Trials and encouraged Board members to invite prospective donors and supporters from their networks.

BOARD TRAINING

1:1 FUNDRAISING CONVERSATIONS

Ms. Steinfeld provided training on conducting fundraising conversations with prospective donors. Ms. Steinfeld encouraged Board members to focus on learning about an individual's connection to swimming and areas of interest within the Foundation's pillars of Saving Lives, Building Champions, and Impacting Communities. Ms. Steinfeld emphasized the importance of relationship building, identifying philanthropic interests, and sharing information with Foundation staff to support future donor cultivation efforts.

COMMS ONE PAGER

Ms. Levitsky (Attachment 3) reviewed a newly developed Foundation communications one-pager intended to support Board members in discussing the Foundation's mission, impact, and fundraising priorities.

LINKEDIN UPDATE

Nikki Warner, Senior Director, Communications, presented plans to launch a dedicated USA Swimming Foundation LinkedIn page. Ms. Warner explained that the platform will support Foundation awareness, engagement, fundraising, and mission-related storytelling.

Ms. Levitsky reviewed ways Board members can support the initiative, including engaging with, sharing, and promoting Foundation content through their personal and professional networks.

BOARD DONATION PAGES

Ms. Johnson demonstrated customizable Foundation fundraising pages that Board members may use to support personal fundraising initiatives and events.

GOVERNANCE UPDATES

GIVE/GET UPDATES

Ms. Steinfeld reviewed proposed updates to the Foundation Board Governing Policies Manual intended to clarify Give/Get expectations.

MOTION: Approve amendments to Policy 2.6 of the Foundation Board Governing Policies Manual (Attachment 4). Seconded. **APPROVED.**

NEW NOMINATING & GOVERNANCE COMMITTEE

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Ms. Steinfeld presented a proposal to expand the responsibilities of the Nominating Committee to include governance-related matters and establish a Nominating & Governance Committee.

MOTION: Approve amendments to Policy 2.8 of the Foundation Board Governing Policies Manual (Attachment 5). Seconded. **APPROVED.**

NOMINATING COMMITTEE UPDATE

Greg Pinchbeck, Nominating Committee Chair, reported that the committee continues to evaluate candidates for two potential Board openings. Mr. Pinchbeck noted the committee is focused on identifying candidates who can support the Foundation's Impacting Communities pillar, enhance geographic diversity, and contribute to the Foundation's strategic priorities.

FINANCE UPDATE

Ms. Steinfeld (Attachment 6) provided a financial update and reported that Building Champions fundraising revenue has increased significantly year-over-year, including the recent execution of a major gift agreement. Ms. Steinfeld noted continued positive performance of Foundation investments and progress related to implementation of approved investment strategies.

Mr. DeFinis summarized Audit Committee discussions and the recommendation regarding selection of the Foundation's external auditor.

MOTION: Approve Sorren as the external auditor for the USA Swimming Foundation for the year ending December 31, 2027, as recommended by the Audit Committee. Seconded. **APPROVED.**

OLYMPIC TRIALS UPDATE

Jake Grosser, Chief Operating Officer, provided an update on planning efforts for the 2028 U.S. Olympic Team Trials in Indianapolis. Mr. Grosser reviewed recently announced event dates, local organizing committee leadership, sponsorship initiatives, ticketing strategies, premium hospitality concepts, and venue enhancements under consideration.

Mr. Grosser emphasized efforts to enhance the athlete experience, increase fan engagement, maximize event accessibility, and generate additional revenue opportunities through expanded premium inventory and hospitality offerings.

The Board discussed maintaining affordable ticket options for families and swimming communities while supporting the Foundation's long-term stewardship and fundraising goals.

Greg Meehan, Managing Director, National Team, provided additional information regarding the qualification process for the newly added Olympic 50-meter stroke events and discussed how those events will be incorporated into the 2028 Olympic Trials competition schedule.

U.S. MASTERS UPDATE

Mr. DeFinis provided an update on ongoing collaboration between the Foundation and U.S. Masters Swimming. Mr. DeFinis highlighted fundraising efforts supporting Adult Learn-to-Swim programs and

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discussed opportunities to increase awareness and philanthropic engagement among Masters Swimming members.

Ms. Stolar reported on recent engagement with U.S. Masters Swimming volunteers and members, including participation in Golden Goggles. Ms. Stolar discussed efforts to strengthen connections between the Foundation and the Masters community through education, outreach, and donor development opportunities.

COMMUNITY IMPACT UPDATE

Leland Brown, Director, Diversity Inclusion and Community Engagement, provided updates on International Water Safety Day and Foundation grantmaking programs.

Mr. Brown reported that International Water Safety Day activities reached more than 3,400 individuals in person and more than 500,000 families through digital outreach. He announced plans to expand the initiative into a month-long program in 2027 and reviewed strategies for increasing awareness, learn-to-swim participation, and competitive swimming pathways in underserved communities.

Mr. Brown also outlined updates to the Foundation's grant review process. Mr. Brown reviewed evaluation criteria including drowning rates, school and municipal partnerships, pathways from learn-to-swim to competitive swimming, support for underrepresented communities, and cost-effective program delivery. He also discussed efforts to expand access to swimming opportunities and strengthen connections between Foundation-funded learn-to-swim programs and competitive swimming pathways.

CLOSED SESSION

REVIEW REVISED GIFT ACCEPTANCE POLICY

The Board went into Closed Session so Ms. Steinfeld could present the Revised Gift Acceptance Policy for review.

OPEN SESSION

APPROVAL REVISED GIFT ACCEPTANCE POLICY

The Board came out of Closed Session to approve the Revised Gift Acceptance Policy (Attachment 7).

MOTION: Approve Revised Gift Acceptance Policy. Seconded. **APPROVED.**

CLOSED SESSION

U.S. MASTERS SWIMMING

The Board returned to Closed Session so Mr. DeFinis could provide an U.S. Masters Swimming update.

EXECUTIVE SESSION

The Board remained in Closed Session to conduct an Executive Session; all members of the staff left the meeting except Mr. Ring and Ms. Steinfeld.

ADJOURNMENT

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211 Ms. Berry adjourned the September 25, 2026 meeting of the Foundation Board of Directors at
212 approximately 12:00 p.m. Mountain Time.
213

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Attachment 1	Agenda
Attachment 2	Page 2 – Draft May 8, 2026, Foundation Board Meeting Minutes
Attachment 3	Page 3 – USA Swimming Foundation Talking Points
Attachment 4	Page 4 – Policy 2.6 FBGPM
Attachment 5	Page 4 – Policy 2.8 FBGPM
Attachment 6	Page 4 – Foundation Q2 2026 Financial Statement Report
Attachment 7	Page 5 – Gift Acceptance Policy

DRAFT