

These minutes will be officially approved by the USA Swimming Foundation Board of Directors at its May 8, 2026 meeting.

USA Swimming Foundation Board of Directors Meeting Minutes

February 20, 2026 / Virtual

1 **CALL TO ORDER**

2 USA Swimming Foundation Executive Director, Elaine Calip, called the February 20, 2026, Board of
3 Directors meeting to order at 12:02 p.m. Mountain Time.

4

5 **PRESENT**

6 Elizabeth Beisel, Anne Berry, Kim Chen Bock, Deirdre Clute, Jay DeFinis, Brendan Donohue, John Enquist,
7 Kelley Gay, Heather Glass, Ethan Hollowell, Kyle Jackson, Jon Kossow, Greg Pinchbeck, Kevin Ring, Brian
8 Rodde, Scott Rosman, David Shackley, Carrie Stolar, Mary Wayte

9

10 **ABSENT**

11 Alex Blavatnik, Dawson Hughes, Cullen Jones

12

13 **STAFF**

14 Leland Brown, Elaine Calip, Sophie Graf, Jake Grosser, Cory Hilliard, Jill Johnson, Thomas Luchsinger, Greg
15 Meehan, Stacy Michael-Miller, Patick Murphy, Kelcie O'Donnell, Joel Shinofield, Michelle Steinfeld, Nikki
16 Warner

17

18 **GUESTS**

19 Jeff Pacini

20

21 **WELCOME / MEETING OVERVIEW**

22 Elaine Calip, Executive Director, welcomed everyone to the first meeting of 2026, with a special welcome
23 to the new Board members.

24

25 Anne Berry, USA Swimming Foundation Board Chair, expressed how important a home Olympic Games is
26 for our sport, and highlighted the 875 days until the LA 2028 Opening Ceremonies.

27

28 USA Swimming and USA Swimming Foundation CEO, Kevin Ring expressed enthusiasm surrounding LA
29 2028. Mr. Ring elaborated on the importance of intentionally integrating the USA Swimming Foundation
30 into the broader USA Swimming planning process. Mr. Ring provided an operational update to the Board
31 with the new job positions that will be added to support the Foundation.

32

33 **WELCOME NEW BOARD MEMBERS**

34 Ms. Berry welcomed the Foundation's newest Board members and invited introductions from Brendan
35 Donohue, Brian Rodde, Dierdre Clute, and Ethan Hollowell. Ms. Berry thanked the Nominating Committee
36 for their diligence and expertise in strengthening the Board.

37

38 **CONFLICT OF INTEREST DISCLOSURE**

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39 “Is any director aware of any conflict of interest (that is, of a personal interest or direct or
40 indirect pecuniary interest) in any matter being considered by this meeting, which should now be reported
41 or disclosed or addressed under the USA Swimming Conflict of Interest Policy?
42

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

46
47 No conflicts were reported.
48

49 **APPROVAL OF MINUTES**

50 **MOTION:** *To approve the November 21, 2025, Foundation Board of Directors meeting minutes. Seconded.*
51 **APPROVED.**
52

53 **2026 NOMINATING COMMITTEE**

54 Greg Pinchbeck, Nominating Committee Chair, asked incumbent candidates, Kelley Gay, Kim Chen Bock,
55 and Heather Glass, to meet with Ms. Calip to discuss their intentions for the upcoming election cycle. Mr.
56 Pinchbeck informed the group that the Board charge will be shared by the Q2 meeting. He also highlighted
57 a current seat vacancy that can be filled through a special election process.
58

59 **EVENT CELEBRATIONS**

60 Thomas Luchsinger, Director of Development and Alumni Relations, provided highlights from the
61 collaboration with the NFL Off the Field Wives Association in San Francisco. Activities included a learn to
62 swim clinic, AED and CPR education, and engagement with youth participants with Ambassador Natalie
63 Hinds.
64

65 **U.S. MASTERS UPDATE**

66 Carrie Stolar, US Masters Swimming (USMS) Board Member and USA Swimming Foundation Board
67 Member, reported on behalf of Dawson Hughes. Ms. Stolar informed the Board that USMS Open Water
68 National Championships will be hosted in tandem with USA Swimming’s Open Water National
69 Championship events, April 3-4, 2026 in Sarasota, Florida.
70

71 Ms. Stolar shared USMS’s plans to return to Indianapolis for its 2028 Short Course Spring Nationals around
72 the 2028 Olympic Team Trials – Swimming.
73

74 Ms. Stolar announced that the USMS Relay and National Coaches Clinic is scheduled for September 25 –
75 27, 2026 in Denver, Colorado. This will allow USMS and its members the opportunity to participate in the
76 Golden Goggle Awards weekend.
77

78 **NATIONAL TEAM UPDATE**

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79 Greg Meehan, Managing Director, National Team, shared staffing updates from the National Team division.
80 Mr. Meehan updated the Board on visits to National Team athletes' training sites, which is an intentional
81 investment to strengthen team culture.

82

83 Mr. Meehan highlighted the commitment and strategic changes of the Open Water program and
84 elaborated on the support for Open Water athletes.

85

86 Mr. Meehan provided insight into strategic high-performance investments. Mr. Meehan informed the
87 Board of additional international racing opportunities that the National Team is considering attending in
88 2026 and 2027.

89

90 **FINANCE & INVESTMENT REPORTS**

91 Cory Hilliard, Chief Financial Officer, expressed enthusiasm for the Foundation's commitment to grow the
92 sport and the investment in athletes. Mr. Hilliard provided an investment update on the Q4 2025 Portfolio
93 review from Goldman Sachs.

94

95 Mr. Hilliard shared positive outcomes of the 2025 budget and the projected 2026 budget, with highlights
96 from the latest fundraising dashboard.

97

98 Discussion regarding the 2024/2025 surplus dollars ensued.

99

100 **MOTION:** *Approve the discussed and agreed upon 2026 budget amendment as documented below:*

101 *Recommendation 1:*

102 *Surplus dollars from 2024/2025 for full investment in Building Champions programming. Seconded.*

103 **APPROVED.**

104

105 **STRATEGIC PLANNING**

106 Mr. Ring shared his vision behind the USA Swimming strategic planning process and how the Foundation
107 is intentionally integrated at all levels.

108

109 Jake Grosser, Chief Operating Officer, presented the strategic plan to the Board, with emphasis on the
110 alignment between USA Swimming and the USA Swimming Foundation. Mr. Grosser highlighted the
111 strategic framework cycle and the 2026 objectives and key results.

112

113 Mr. Ring introduced Jeff Pacini, Founder & CEO of ion Philanthropy, who provided the Foundation and the
114 Executive Team with a proposed plan to accelerate the Foundation's fundraising efforts.

115

116 Mr. Pacini presented an assessment of the USA Swimming Foundation's operations, including strengths,
117 opportunities, the alignment of scope/roles, campaign architecture, and Board activations.

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120 Ms. Berry thanked Mr. Ring and the USA Swimming Board for their quick action in implementing initial
121 recommendations made by Mr. Pacini in his assessment.

122
123 Ms. Berry explained the original intention of the Strategic Planning Committee. Ms. Berry suggested a new
124 framework with three strategic working groups that have charges and deliverables aligned with the USA
125 Swimming strategic plan. Ms. Berry charged the Board members with identifying which working group
126 they can best support. Each group has a Board lead and a staff lead.

127
128 **MOTION:** *Amend the Foundation Board Governing Policies Manual to remove the Strategic Planning*
129 *Working Group. Seconded. APPROVED.*

130
131 Mr. Ring emphasized that he will be active with these working groups and will also activate his direct
132 reports to support the working groups as well.

133
134 **ALUMNI RELATIONS**

135 Mr. Luchsinger provided an update on the Alumni Relations Data Project, including an explanation of the
136 Alumni Data Project for constituent accuracy. Mr. Luchsinger shared a Development and Alumni Relations
137 communication plan to better engage with stakeholders.

138
139 **GOLDEN GOGGLE AWARDS**

140 Ms. Calip thanked all the Board members for aiding in the success of the 2025 Golden Goggle Awards.

141
142 Ms. Calip informed the Board that the event will remain strategically aligned with the USA Swimming
143 Summit in late September in Denver, Colorado. The event will be held at the Denver Center for Performing
144 Arts on Saturday, September 26, 2026.

145
146 **2026 CALENDAR**

147 Ms. Calip shared a calendar of domestic events and highlighted that the next Board meeting will be hosted
148 in Colorado Springs, Colorado at the USA Swimming headquarters.

149
150 Ms. Berry encouraged Board members to try to attend events when they are able.

151
152 **CLOSING REMARKS**

153 Ms. Berry thanked everyone for their time and asked the Board to reach out with questions and feedback.

154
155 Meeting adjourns at 2:47 pm Mountain Time.