CALL TO ORDER
USA Swimming Board Chair, Jim Sheehan, called the September 12, 2017 Board of Directors meeting to order at 8:30 a.m. Central Time with the following members in attendance:


NOT PRESENT: Van Donkersgoed, Natalie Hall, Aaron Peirsol, Chip Peterson, Amy Schulz, Marie Scovron, Davis Tarwater, Garrett Weber-Gale.

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.

AGENDA REVIEW
Jim Sheehan removed Age Group Tech Suits from TASK FORCE REPORTS/UPDATES, as it was a duplicate item (Attachment 1).

MOTION: To approve the Agenda, as amended. Seconded. APPROVED.

CONFLICT OF INTEREST
"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.

INTRODUCTIONS

GUESTS
George Block (WSCA), Sandi Blumit (RMS), Bill Charney (Charney Associates), David Cooper (RMS), Greg Eggert (USAS), Stu Hixon (Georgia Swimming), Blanton Jones (U.S. Olympic and Paralympic Foundation), Michael Lawrence (IRC), Marnie Maxwell (Maxwell
Associates), Arlene McDonald (Indiana Swimming), Kathy Mendez (D&I), John Peterson (RMS), Cheryl Pettibone (K&K), Bill Schalz (Governance Task Force), Joel Shinofield (CSCAA), Nick Smagula (AEC), Jayne Spittler (Convention Education), Paul Thompson (Oklahoma Swimming).

STAFF
Jeff Allen, Manny Banks, John Burbidge, Juan Caraveo, Paula D’Amico, Tina Dessart, Cathy Durance, Matt Farrell, Jim Harvey, Debbie Hesse, Tim Hinchey, Pat Hogan, Lindsay Mintenko, Mick Nelson, Sue Nelson, Dave Thomas, MJ Truex, Mike Unger, Scott Usher, George Ward, Nicole Wilson, Susan Woessner.

RECOGNITION OF RECORDS
Dan McAllen reported six new Junior World Records and submitted a written report (Attachment 2).

BOARD CHAIR’S REMARKS
Jim Sheehan recognized Ron Van Pool for his receipt of the Paragon Award from the International Swimming Hall of Fame.

MINUTES
*MOTION*: To approve the April 21, 2017 Board of Directors meeting minutes. *Seconded.*
*APPROVED*. (Attachment 3).

*MOTION*: To approve the April 22, 2017 Board of Directors meeting minutes. *Seconded.*
*APPROVED*. (Attachment 4).

*MOTION*: To approve the May 31, 2017 Board of Directors meeting minutes. *Seconded.*
*APPROVED*. (Attachment 5).

*MOTION*: To approve the July 2, 2017 Executive Committee meeting minutes. *Seconded.*
*APPROVED*. (Attachment 6).

FINANCE VICE CHAIR REPORT
FINANCIAL UPDATE
Bob Vincent submitted a written report and provided verbal highlights, including a cash balance of over $5.4 million and investments of over $34.4 million as of June 30, 2017 (Attachments 7-8).

Mr. Vincent also presented a number of amendments to the 2017 budget to account for: (i) investment revenue from the sale of USSIC; (ii) FINA Junior World Championships revenue...
and expenses; (iii) Executive division salaries and benefits; and a donation to the Foundation from reserves.

**MOTION:** To amend the 2017 budget as follows:

- $690,500 Investment revenue – operating budget
- $318,000 FINA Junior World Championships – revenue
- $1,008,500 FINA Junior World Championships – expenses

____________________
Net zero

- $652,000 Executive division salaries & benefits
+ $289,300 Investment revenue – reserves (to mirror 2018)
- $1,000,000 Foundation donation – reserves

Seconded. **APPROVED.**

**INVESTMENT UPDATE**
Bob Vincent summarized the total portfolio performance and submitted a written report (Attachment 9).

**2018 BUDGET REVIEW**
Bob Vincent presented the 2018 budget for approval.

**MOTION:** To approve the 2018 budget as presented for submission to the House of Delegates for final approval. Seconded. **APPROVED.**

**LITIGATION UPDATE – CLOSED SESSION**
The Board meeting went into closed session so that USA Swimming Secretary & General Counsel, Lucinda McRoberts, could give a legal update.

**PERSONNEL MATTERS – CLOSED SESSION**
The Board meeting continued in closed session so that Board Chair, Jim Sheehan, could provide an update on the CEO evaluation process.

**MOTION:** To accept the CEO evaluation parameters for the last six months of 2017. Seconded. **APPROVED.**

**USA SWIMMING FOUNDATION PRESENTATION**
Debbie Hesse introduced Marnie Maxwell, Blanton Jones, Nicole Wilson, and Scott Usher, who presented on a variety of topics regarding the USA Swimming Foundation, including
its (i) background and evolution; (ii) position within the Olympic Movement; (iii) current financials and support provided and received; (iv) Annual Fund; (v) Major Gifts program; and (vi) strategic planning (Attachment 10).

STAFF REPORTS

OPENING COMMENTS
Tim Hinchey thanked the USA Swimming Board and staff for their support during his transition to USA Swimming and emphasized his desire to speak with additional Board and staff members in the coming days and weeks. Mr. Hinchey also thanked Frank Busch for his service to the organization as National Team Director.

INTERNATIONAL COMPETITION PERFORMANCES
Lindsay Mintenko summarized international competition performances at the FINA World Championships, World University Games, and FINA World Junior Championships. Ms. Mintenko also provided background and context to the decision of open water swimmers not to compete at the World University Games.

WORLD JUNIORS REPORT
Mike Unger reported that the FINA World Junior Championships was a successful event and that FINA was very pleased with USA Swimming’s efforts. Over 90 countries and 600 athletes attended, and the U.S. athletes appreciated having a home meet, especially since USA Swimming does not get to host FINA events often.

SWIMSUIT UPDATE (LSCs)
Matt Farrell summarized the circumstances that lead to the study and updated the Board on the progress of Stu Isaac (Isaac Sports Group). Mr. Isaac will ultimately present his findings (but not a recommendation) to the Age Group Development Committee.

CENTER FOR SAFE SPORT
Susan Woessner updated the Board on efforts undertaken to transition to the Center for Safe Sport for allegations involving sexual misconduct, including implementing emergency legislation to enact the relevant changes effective July 1, 2017, as well as submitting legislation to the House of Delegates to make those changes permanent.

STATE OF THE SPORT PREVIEW
Tim Hinchey previewed his State of the Sport address, which will summarize his professional and personal background, including his swimming experience, offer support to those in Texas and Florida, and provide highlights from various events and his listening tour over the past sixty days.
CLOSING COMMENTS
Tim Hinchey reported that the Executive Leadership Team is working on an organizational audit to look at what staff is doing, why they are doing it, and how they can do it better.

DISCUSSION/ACTION ITEMS
HURRICANES HARVEY & IRMA
Jim Sheehan presented two Resolutions that provide exemptions from the 120-day rule for those athletes affected by Hurricanes Harvey and Irma, respectively (Attachments 11-12). Mr. Sheehan also summarized additional efforts underway to provide other types of support.

The Board discussed ways in which USA Swimming could best support its affected members.

MOTION: To bring before the House of Delegates the proposed Resolutions regarding the 120-day rule exemption. Seconded. APPROVED.

COLLEGE SWIMMING UPDATE
Joel Shinofield reported on at-risk and cut programs, including Buffalo, North Dakota and Wright State. Mr. Shinofield also reported on threatened programs that have stabilized, including the University of Chicago, Green Bay and Southern Illinois. Finally, Mr. Shinofield highlighted the creation of the National Invitational Championship to provide additional opportunities for swimmers, as well as a number of other programs and events.

OVERVIEW OF ASCA
Don Heidary and George Block provided an overview of the American Swimming Coaches Association, including education and certification, programs and services, and independence and advocacy (Attachment 13).

ATHLETE LEADERSHIP CAMP
Mark Weber thanked the Board for their support of the Athlete Leadership Camp. Mr. Weber summarized the vision of the camp as a combination of performance training and leadership education for LSC athletes. Despite Hurricane Harvey, the plan remains to hold the camp in Houston, Texas.

2018-2019 CHAMPIONSHIP SITE RECOMMENDATIONS
Mike Unger presented the recommendations for championships sites/dates for 2018 – 2019 (Attachment 14).
MOTION: To approve the proposed championship sites/dates for 2018 – 2019. Seconded. APPROVED.

CONVENTION EDUCATION
Jayne Spittler, Chair of the Convention Education Committee, presented to the Board on the evolution of the role and responsibilities of the Convention Education Committee (Attachment 15). Ms. Spittler also highlighted certain changes in place for the 2017 Convention.

THE FUTURE OF THE USAS CONVENTION
Mike Unger reported on succession planning efforts for the Convention Committee, as a majority of the Committee intends to retire en masse. Those Committee discussions evolved into bigger questions regarding the role, value, organization and planning of the Convention.

The Board discussed advantages and disadvantages of the Convention’s current form and potential changes to it.

MOTION: To appoint a task force to consider and evaluate the future of Convention and report to the Board at the Spring 2018 meeting. Seconded. APPROVED.

TASK FORCE REPORTS/UPDATES
LSC BYLAWS REVIEW
Lucinda McRoberts provided a brief update on the progress of the LSC Bylaws Review, which is expected to result in legislation in 2018.

BOARD GOVERNANCE
Bill Schalz updated the Board on changes that have been made to the Board Governance legislation proposal since the last Board meeting, most notably the creation of the Program & Events Committee.

TRANSGENDER ATHLETE CONSIDERATIONS
Susan Woessner provided background on the prior work of the Transgender Athlete Task Force and the creation of the existing Inclusion of Minor Transgender Athletes recommended practices. Ms. Woessner also described the need for additional efforts to address questions of competitive advantage and related considerations for minor, post-pubescent athletes.
MOTION: To appoint a task force to examine various aspects of addressing potential competitive advantage for minor, post-pubescent athletes and how best to address it. Seconded. APPROVED.

ALCOHOL/TOBACCO/GAMBLING
Jim Sheehan indicated that he had previously proposed a task force to look at the issues around alcohol, tobacco, and gambling products in swimming via email and requested that the Board approve the following individuals to serve:

- Tom Ugast, Team CEO
- John Bradley - Central Zone Coach Director
- Clark Hammond - Southern Zone Non-coach Director
- Dave Ferris - Coach and Team Owner
- Anthony Irvin - elite athlete
- Matt Farrell - staff liaison

Tim Hinchey will also be involved as a subject matter expert as he has had experience with these topics in some of his prior positions in sport.

MOTION: To approve the proposed task force to look at the issues around alcohol, tobacco, and gambling products in swimming. Seconded. APPROVED.

OTHER REPORTS
BOARD CHAIR’S REPORT
Jim Sheehan submitted a written report and recognized the incredible work of the National Board of Review Committee (Attachment 16).

FINA BUREAU
Dale Neuburger submitted a written report and highlighted the number of U.S. individuals selected to serve on committees, panels and in leadership positions within FINA (Attachment 17).

UANA
Dale Neuburger submitted a written report and discussed the Pan American Games in Lima 2019 (Attachment 18).

FINA TECHNICAL SWIMMING COMMITTEE
Carol Zaleski submitted a written report and reported on the FINA Congress in Budapest in July, as well as the World Junior Championships in Indianapolis in August (Attachment 19).
FINA ATHLETES COMMISSION
Aaron Peirsol was not in attendance but submitted a written report (Attachment 20).

U.S. OLYMPIC COMMITTEE
GOVERNANCE AND NGBC
Ron Van Pool submitted a written report and described a working group within the USOC that is addressing USOC Leadership Qualifications (Attachment 21).

ATHLETES ADVISORY COUNCIL
Natalie Hall was not in attendance but submitted a written report. Anthony Ervin reported that the AAC is focused heavily on the issue of doping and how to effect positive change (Attachment 22).

VICE CHAIR OF ADMINISTRATION REPORT
Robert Broyles submitted a written report and thanked the Convention Education Committee and Jayne Spittler for their dedicated efforts (Attachment 23).

VICE CHAIR OF PROGRAM OPERATIONS REPORT
Dan McAllen submitted a written report (Attachment 2).

TECHNICAL VICE CHAIR REPORT
Tim Bauer had nothing to report.

VICE CHAIR OF PROGRAM DEVELOPMENT REPORT
John Bitter submitted a written report (Attachment 24).

VICE CHAIR OF THE ATHLETES EXECUTIVE COMMITTEE REPORT
Mark Weber submitted a written report (Attachment 25) and thanked Jim Sheehan, Dale Neuburger, Steve McFarland, the Board and UANA for his experience in Budapest.

SOUTHERN ZONE REPORT
Clark Hammond reported on the Southern Zone’s Senior Meet success, which included 738 swimmers competing. Mr. Hammond also highlighted the Southern Zone Inclusion Camp, which featured David Marsh, Kathleen Baker, and Katie Meili, and thanked Suzanne Dangelmair for her invaluable assistance.

WESTERN ZONE REPORT
David Coddington and Sean Redmond submitted a written report (Attachment 26).
EASTERN ZONE REPORT
Tristan Formon and Mary Turner submitted a written report (Attachment 27).

CENTRAL ZONE REPORT
Amy Hoppenrath and John Bradley submitted a written report (Attachment 28).

NCAA
Marie Scovron was not present and had nothing to report.

YMCA
Jim Ryan submitted a written report (Attachment 29) and highlighted the growth of YMCA swimming and the efforts of the YMCA Swimming Council.

U.S. MASTERS SWIMMING
Ed Tsuzuki submitted a written report (Attachment 30) and described U.S. Masters Swimming's support of college club swimming.

OLD BUSINESS
No old business to report.

NEW BUSINESS
Mike Unger reminded the Board to share any leads for Golden Goggle Awards table sales.

ADJOURN
USA Swimming Board Chair, Jim Sheehan, adjourned this meeting at 2:20 p.m. Central Time.

Respectfully submitted:

Lucinda McRoberts, Secretary & General Counsel  Jim Sheehan, Board Chair
USA Swimming Board of Directors Minutes Attachments

September 12, 2017 / Dallas, Texas

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Attachment 3  Page 2 – DRAFT April 21, 2017 Board of Directors Minutes
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Attachment 7  Page 2 – Finance Vice Chair Report
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Attachment 29 Page 9 – YMCA Report
Attachment 30 Page 9 – Masters Swimming Report
Attachment 31 Anti-Doping Task Force Report