

# USA Swimming Board of Directors Meeting Minutes

September 12, 2017 / Dallas, Texas

1 **CALL TO ORDER**

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

5

6 **PRESENT:** Tim Bauer, John Bitter, John Bradley, Robert Broyles, David Coddington,  
7 Anthony Ervin, Tristan Formon, Clark Hammond, Don Heidary, Amy Hoppenrath, Bill  
8 Maxson, Dan McAllen, Lucinda McRoberts, Dale Neuburger, Kelley Otto, Derek Paul, Sean  
9 Redmond, John Roy, Jim Ryan, Jim Sheehan, Bruce Stratton, Ed Tsuzuki, Mary Turner, Ron  
10 Van Pool, Robert Vincent, Mark Weber, Jim Wood, Carol Zaleski.

11

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

14

15 **MOMENT OF SILENCE**

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

18

19 **AGENDA REVIEW**

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

22

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

24

25 **CONFLICT OF INTEREST**

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

29

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

33

34 **INTRODUCTIONS**

35 **GUESTS**

36 George Block (WSCA), Sandi Blumit (RMS), Bill Charney (Charney Associates), David  
37 Cooper (RMS), Greg Eggert (USAS), Stu Hixon (Georgia Swimming), Blanton Jones (U.S.  
38 Olympic and Paralympic Foundation), Michael Lawrence (IRC), Marnie Maxwell (Maxwell

39 Associates), Arlene McDonald (Indiana Swimming), Kathy Mendez (D&I), John Peterson  
40 (RMS), Cheryl Pettibone (K&K), Bill Schalz (Governance Task Force), Joel Shinofield  
41 (CSCAA), Nick Smagula (AEC), Jayne Spittler (Convention Education), Paul Thompson  
42 (Oklahoma Swimming).

43

#### 44 **STAFF**

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

49

#### 50 **RECOGNITION OF RECORDS**

51 Dan McAllen reported six new Junior World Records and submitted a written report  
52 (Attachment 2).

53

#### 54 **BOARD CHAIR'S REMARKS**

55 Jim Sheehan recognized Ron Van Pool for his receipt of the Paragon Award from the  
56 International Swimming Hall of Fame.

57

#### 58 **MINUTES**

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

61

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

64

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

67

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

70

#### 71 **FINANCE VICE CHAIR REPORT**

#### 72 **FINANCIAL UPDATE**

73 Bob Vincent submitted a written report and provided verbal highlights, including a cash  
74 balance of over \$5.4 million and investments of over \$34.4 million as of June 30, 2017  
75 (Attachments 7-8).

76

77 Mr. Vincent also presented a number of amendments to the 2017 budget to account for: (i)  
78 investment revenue from the sale of USSIC; (ii) FINA Junior World Championships revenue

79 and expenses; (iii) Executive division salaries and benefits; and a donation to the  
80 Foundation from reserves.

81

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

83

84 + \$690,500 *Investment revenue – operating budget*

85 + \$318,000 *FINA Junior World Championships – revenue*

86 - \$1,008,500 *FINA Junior World Championships – expenses*

87

88 

---

*Net zero*

89

90 - \$652,000 *Executive division salaries & benefits*

91

92 + \$289,300 *Investment revenue – reserves (to mirror 2018)*

93

94 - \$1,000,000 *Foundation donation – reserves*

95

96 *Seconded. APPROVED.*

97

## 98 **INVESTMENT UPDATE**

99 Bob Vincent summarized the total portfolio performance and submitted a written report  
100 (Attachment 9).

101

## 102 **2018 BUDGET REVIEW**

103 Bob Vincent presented the 2018 budget for approval.

104

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

107

## 108 **LITIGATION UPDATE – CLOSED SESSION**

109 The Board meeting went into closed session so that USA Swimming Secretary & General  
110 Counsel, Lucinda McRoberts, could give a legal update.

## 111 **PERSONNEL MATTERS – CLOSED SESSION**

112 The Board meeting continued in closed session so that Board Chair, Jim Sheehan, could  
113 provide an update on the CEO evaluation process.

114

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

116 *Seconded. APPROVED.*

117

## 118 **USA SWIMMING FOUNDATION PRESENTATION**

119 Debbie Hesse introduced Marnie Maxwell, Blanton Jones, Nicole Wilson, and Scott Usher,  
120 who presented on a variety of topics regarding the USA Swimming Foundation, including

121 its (i) background and evolution; (ii) position within the Olympic Movement; (iii) current  
122 financials and support provided and received; (iv) Annual Fund; (v) Major Gifts program;  
123 and (vi) strategic planning (Attachment 10).

124

## 125 **STAFF REPORTS**

### 126 **OPENING COMMENTS**

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

131

### 132 **INTERNATIONAL COMPETITION PERFORMANCES**

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

137

### 138 **WORLD JUNIORS REPORT**

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

143

### 144 **SWIMSUIT UPDATE (LSCs)**

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

148

### 149 **CENTER FOR SAFE SPORT**

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

154

### 155 **STATE OF THE SPORT PREVIEW**

156 Tim Hinchey previewed his State of the Sport address, which will summarize his  
157 professional and personal background, including his swimming experience, offer support  
158 to those in Texas and Florida, and provide highlights from various events and his listening  
159 tour over the past sixty days.

160

161

162

163 **CLOSING COMMENTS**

164 Tim Hinchey reported that the Executive Leadership Team is working on an organizational  
165 audit to look at what staff is doing, why they are doing it, and how they can do it better.

166

167 **DISCUSSION/ACTION ITEMS**

168 **HURRICANES HARVEY & IRMA**

169 Jim Sheehan presented two Resolutions that provide exemptions from the 120-day rule for  
170 those athletes affected by Hurricanes Harvey and Irma, respectively (Attachments 11-12).

171 Mr. Sheehan also summarized additional efforts underway to provide other types of  
172 support.

173

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

176

177 **MOTION:** *To bring before the House of Delegates the proposed Resolutions regarding the*  
178 *120-day rule exemption. Seconded. APPROVED.*

179

180 **COLLEGE SWIMMING UPDATE**

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

186

187 **OVERVIEW OF ASCA**

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

191

192 **ATHLETE LEADERSHIP CAMP**

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

197

198 **2018-2019 CHAMPIONSHIP SITE RECOMMENDATIONS**

199 Mike Unger presented the recommendations for championships sites/dates for 2018 –  
200 2019 (Attachment 14).

201

202 **MOTION:** *To approve the proposed championship sites/dates for 2018 – 2019. Seconded.*  
203 **APPROVED.**

204

### 205 **CONVENTION EDUCATION**

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

210

### 211 **THE FUTURE OF THE USAS CONVENTION**

212 Mike Unger reported on succession planning efforts for the Convention Committee, as a  
213 majority of the Committee intends to retire en masse. Those Committee discussions  
214 evolved into bigger questions regarding the role, value, organization and planning of the  
215 Convention.

216

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

219

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

222

### 223 **TASK FORCE REPORTS/UPDATES**

#### 224 **LSC BYLAWS REVIEW**

225 Lucinda McRoberts provided a brief update on the progress of the LSC Bylaws Review,  
226 which is expected to result in legislation in 2018.

227

#### 228 **BOARD GOVERNANCE**

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

232

#### 233 **TRANSGENDER ATHLETE CONSIDERATIONS**

234 Susan Woessner provided background on the prior work of the Transgender Athlete Task  
235 Force and the creation of the existing Inclusion of Minor Transgender Athletes  
236 recommended practices. Ms. Woessner also described the need for additional efforts to  
237 address questions of competitive advantage and related considerations for minor, post-  
238 pubescent athletes.

239

240 **MOTION:** *To appoint a task force to examine various aspects of addressing potential*  
241 *competitive advantage for minor, post-pubescent athletes and how best to address it.*  
242 *Seconded. APPROVED.*

243

#### 244 **ALCOHOL/TOBACCO/GAMBLING**

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

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

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

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

258

#### 259 **OTHER REPORTS**

##### 260 **BOARD CHAIR'S REPORT**

261 Jim Sheehan submitted a written report and recognized the incredible work of the National  
262 Board of Review Committee (Attachment 16).

263

##### 264 **FINA BUREAU**

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

268

##### 269 **UANA**

270 Dale Neuburger submitted a written report and discussed the Pan American Games in Lima  
271 2019 (Attachment 18).

272

##### 273 **FINA TECHNICAL SWIMMING COMMITTEE**

274 Carol Zaleski submitted a written report and reported on the FINA Congress in Budapest in  
275 in July, as well as the World Junior Championships in Indianapolis in August (Attachment  
276 19).

277

278 **FINA ATHLETES COMMISSION**

279 Aaron Peirsol was not in attendance but submitted a written report (Attachment 20).

280

281 **U.S. OLYMPIC COMMITTEE**

282 **GOVERNANCE AND NGBC**

283 Ron Van Pool submitted a written report and described a working group within the USOC  
284 that is addressing USOC Leadership Qualifications (Attachment 21).

285

286 **ATHLETES ADVISORY COUNCIL**

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

290

291 **VICE CHAIR OF ADMINISTRATION REPORT**

292 Robert Broyles submitted a written report and thanked the Convention Education  
293 Committee and Jayne Spittler for their dedicated efforts (Attachment 23).

294

295 **VICE CHAIR OF PROGRAM OPERATIONS REPORT**

296 Dan McAllen submitted a written report (Attachment 2).

297

298 **TECHNICAL VICE CHAIR REPORT**

299 Tim Bauer had nothing to report.

300

301 **VICE CHAIR OF PROGRAM DEVELOPMENT REPORT**

302 John Bitter submitted a written report (Attachment 24).

303

304 **VICE CHAIR OF THE ATHLETES EXECUTIVE COMMITTEE REPORT**

305 Mark Weber submitted a written report (Attachment 25) and thanked Jim Sheehan, Dale  
306 Neuburger, Steve McFarland, the Board and UANA for his experience in Budapest.

307

308 **SOUTHERN ZONE REPORT**

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

313

314 **WESTERN ZONE REPORT**

315 David Coddington and Sean Redmond submitted a written report (Attachment 26).

316

317



318 **EASTERN ZONE REPORT**

319 Tristan Formon and Mary Turner submitted a written report (Attachment 27).

320

321 **CENTRAL ZONE REPORT**

322 Amy Hoppenrath and John Bradley submitted a written report (Attachment 28).

323

324 **NCAA**

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

326

327 **YMCA**

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

330

331 **U.S. MASTERS SWIMMING**

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

334

335 **OLD BUSINESS**

336 No old business to report.

337

338 **NEW BUSINESS**

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

340

341 **ADJOURN**

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

Respectfully submitted:



Lucinda McRoberts, Secretary & General Counsel



Jim Sheehan, Board Chair

## USA Swimming Board of Directors Minutes Attachments

September 12, 2017 / Dallas, Texas

|               |   |
|---------------|---|
| Attachment 1  | Page 1 – Agenda   |
| Attachment 2  | Page 2 – Vice Chair of Program Operations Report          |
| Attachment 3  | Page 2 – DRAFT April 21, 2017 Board of Directors Minutes  |
| Attachment 4  | Page 2 – DRAFT April 22, 2017 Board of Directors Minutes  |
| Attachment 5  | Page 2 – DRAFT May 31, 2017 Board of Directors Minutes    |
| Attachment 6  | Page 2 – DRAFT July 2, 2017 Executive Committee Minutes   |
| Attachment 7  | Page 2 – Finance Vice Chair Report                        |
| Attachment 8  | Page 2 – USA Swimming and Foundation Financial Statements |
| Attachment 9  | Page 3 – USA Swimming Investment Statement                |
| Attachment 10 | Page 4 – USA Swimming Foundation Presentation             |
| Attachment 11 | Page 5 – Hurricane Harvey Resolution                      |
| Attachment 12 | Page 5 – Hurricane Irma Resolution                        |
| Attachment 13 | Page 5 – ASCA Overview                                    |
| Attachment 14 | Page 5 – 2018 – 2019 Championship Site Recommendations    |
| Attachment 15 | Page 6 – Convention Education Presentation                |
| Attachment 16 | Page 7 – Board Chair’s Report                             |
| Attachment 17 | Page 7 – FINA Bureau Report                               |
| Attachment 18 | Page 7 – UANA Report                                      |
| Attachment 19 | Page 7 – FINA Technical Committee Report                  |
| Attachment 20 | Page 8 – FINA Athletes Commission Report                  |
| Attachment 21 | Page 8 – USOC Governance and NGBC Report                  |
| Attachment 22 | Page 8 – Athletes Advisory Council Report                 |
| Attachment 23 | Page 8 – Vice Chair of Administration Report              |
| Attachment 24 | Page 8 – Vice Chair of Program Development Report         |
| Attachment 25 | Page 8 – Athletes Executive Committee Report              |
| Attachment 26 | Page 8 – Western Zone Report                              |
| Attachment 27 | Page 9 – Eastern Zone Report                              |
| Attachment 28 | Page 9 – Central Zone Report                              |
| Attachment 29 | Page 9 – YMCA Report                                      |
| Attachment 30 | Page 9 – Masters Swimming Report                          |
| Attachment 31 | Anti-Doping Task Force Report                             |