



LIST OF COMMITTEES

1. Age Group Development

Role: Identifies and promotes ideas to assist USA Swimming in developing Age Group swimmers and provides assistance in transitioning swimmers from Age Group to Senior

Time Commitment: Virtual meetings monthly

Skill Set: Passion to help age group swimming and engagement and commitment to creative thinking

2. Athletes' Advisory Council

Role: Reviews programs and services offered by the National Team Division. Evaluates and proposes rules that affect National Team Athletes. Addresses specific needs of National Team Athletes in preparation for major international events. Fulfills other duties as set forth in the USOPC Bylaws.

Time Commitment: Virtual meetings monthly; other virtual meetings as necessary.

Skill Set: 10-Year Athlete with desire to give back in a governance capacity.

3. Athletes' Executive Committee

Role: Ensure grassroots athletes are represented and have their voices heard in the USA Swimming governance process.

Time Commitment: Virtual meetings monthly.

Skill Set: Athlete representative with LSC and/or National Committee governance experience.

4. Audit

Role: Reviews the annual financial statement audit reports and Form 990 tax returns of USA Swimming & the USA Swimming Foundation and votes to recommend whether the respective Boards should accept them.

Time Commitment: Virtual meetings 3-4 meetings per year to discuss financial statements, audit reports, and tax returns requiring preparation; periodic calls throughout the year, as necessary.

Skill Set: Strong business background and financial literacy.

5. Club Development

Role: Assists in establishing successful clubs all over the country. Reviews the Flex and Junior Coach membership, audits and supports the Club Recognition Program, and creates educational opportunities for clubs to grow successfully.

Time Commitment: Virtual meetings monthly

Skills: Past experience with a club team; strong desire to help the sport of swimming grow.

6. Coach Advisory Council

Role: Lead, direct, and represent the voice, opinions, and viewpoints of all non-athlete coach members with USA Swimming.

Time Commitment: Virtual meetings monthly; other virtual meetings as necessary.

Skill Set: USA Swimming member coach with governance experience.

7. Diversity, Equity & Inclusion (“DEI”)

Role: Grows the diversity at all levels within USA Swimming and encourages inclusion in swimming. Develops initiatives to help drive growth and helps LSCs develop their vision of DEI to help better reflect the communities they are in.

Time Commitment: Virtual meetings monthly, additional sub-committee and project meetings as needed

Skill Set: Passion for bringing recognition and inclusion to the many diverse members of USA Swimming.

8. Ethics

Role: Reviews Conflict of Interest disclosure forms and determines mitigating measures for those who do have conflicts of interest. Investigates alleged violations of the Whistleblower and Anti-Retaliation Policy. Reviews and approves disclosures under the Gifts and Entertainment Policy.

Time Commitment: Virtual meetings as necessary.

Skill Set: Legal background, with specific experience in ethics determinations.

9. Executive Compensation*

Role: Recommends adjustments to CEO’s compensation and benefits package. Prepares annual incentive plans and metrics for CEO bonus.

Time Commitment: Virtual meetings as necessary.

Skill Set: Previous experience with KPI and bonus metric development.

10. Governance*

Role: Prepares and review proposed revisions to the Governing Policies, the Bylaws, and Board-proposed revisions to the Rules and Regulations.

Time Commitment: Virtual meetings as necessary.

Skill Set: Policy development and review experience.

11. International Relations

Role: Provides guidance to the Board on relationships with international swimming and anti-doping organizations. Ensures that USA Swimming has adequate time to adjust to the shifts in the sports culture and governance by cultivating and maintaining relations with these international governing bodies.

Time Commitment: Three virtual meetings per year; periodic calls throughout the year, as necessary.

Skill Set: International swimming experience and an interest in international politics.

12. Investment

Role: Oversees the investments portfolios and investment policy statements of the organizations and advises the Boards on investment matters.

Time Commitment: Virtual meetings 4-5 times a year; periodic calls throughout the year, as necessary.

Skill Set: Strong business and investment background.

13. LSC Development

Role: Supports LSCs through shared communication of available resources. Conducts workshops for LSC Board members to provide them with knowledge on strengthening their LSCs. Encourages shared services among LSCs to enhance the athlete experience across the country.

Time Commitment: Virtual meetings monthly, as well as virtual subcommittee meetings monthly and associated project work

Skill Set: Interest in non-profit governance best practices and planning workshops.

14. National Board of Review

Role: Acts as a hearing body to resolve matters, questions, and disputes involving USA Swimming, LSCs, and/or the membership.

Time Commitment: Virtual meetings periodically throughout the year; possible service on review panels.

Skill Set: Strong USA Swimming Rules & Regulations knowledge and good listening skills; legal background helpful but not required.

15. National Team Steering

Role: Operate under the direction of the National Team Managing Director to create a National Team program, expedite decisions regarding that program, and plan for specific needs of the National Team in preparation for international competition.

Time Commitment: In-person meetings twice a year; virtual meetings as necessary.

Skill Set: High-level coach member of USA Swimming, leading one or more National Team and/or National Junior Team athletes.

16. Senior Development

Role: Decides formatting and time standards of Senior Level meets and discusses how to encourage faster swimming within all levels of the sport.

Time Commitment: Virtual meetings monthly; potential for in-person meetings annually

Skill Set: Experience at Senior Level meets and awareness of common feedback complaints from swimmers at this level; interest in advocating for athletes at all levels.

17. Nominating

Role: Identifies candidates who are highly qualified to serve on the USA Swimming Board.

Time Commitment: Screens applications for the Board; participates in multiple phone interviews of potential candidates from May through August; periodic virtual meetings throughout the year, as necessary.

Skill Set: In-depth USA Swimming knowledge, understanding of the Board structure, and strong verbal skills.

18. Officials

Role: Develops and provides resources for officials for successful meets. Develops evaluation standards for officials and runs workshops for new referees and officials.

Time Commitment: Virtual meetings monthly.

Skill Set: Strong verbal and written skills; interest in presenting on behalf of the committee at various workshops and meetings.

19. Open Water

Role: Assists USA Swimming in developing and promoting the success of Open Water Swimming programs at all levels of competition.

Time Commitment: Virtual meetings 4 times per year, or as necessary

Skill Set: Understanding of open water competition at both the developmental and elite level

20. Operational Risk

Role: Reviews USA Swimming historical loss trends and current activities for operational risk and safety considerations. Develops guidelines & mitigation recommendations regarding operational risk management and safety during training, competition, and other activities

Time Commitment: Virtual calls monthly

Skill Set: Interest and/or experience in risk management and safety.

21. Registration/Membership

Role: Improves and develops USA Swimming registration policies, while supporting LSC registrars in implementing these policies. Holds workshops and meetings to educate registrars on membership policies and software and discusses current issues or concerns.

Time Commitment: Virtual meetings every two months and monthly webinars with LSC Registrars and Times Chairs

Skill Set: Interest in the behind-the-scenes aspects of USA Swimming.

22. Rules & Regulations

Role: Reviews proposed changes to the USA Swimming Rules & Regulations and makes drafting recommendations.

Time Commitment: Virtual meetings primarily from April through July; periodic calls throughout the year, as necessary.

Skill Set: Strong understanding of USA Swimming rules, policies and procedures.

23. Safe Sport

Role: Plans, implements, and coordinates USA Swimming's commitment to safeguard the physical, mental, and emotional wellbeing of all its members.

Time Commitment: Meetings every 2 months, as well as subcommittee calls every 2 months and associated project work.

Skill Set: Passion for athlete safety, particularly the Safe Sport Movement and abuse prevention.

24. Selection Procedures Approval

Role: Develop, approve, and implement selection criteria for the selection of athletes, coaches, and/or staff for Delegation Event teams and Protected Competition.

Time Commitment: Virtual meetings as necessary prior to date of publishing selection procedures.

Skill Set: N/a

25. Sports Medicine and Science

Role: Supports the development, implementation, and evaluation of medical and science-based programs for USA Swimming. Addresses and highlights science-related topics relevant to swimming.

Time Commitment: Three virtual meetings per year.

Skill Set: Interest in sports science and/or kinesiology & nutrition.

26. Zone Directors' Council

Role: Providing advice to inform the Board of issues and opportunities within the four zones.

Time Commitment: Virtual meetings monthly; additional virtual meetings as needed.

Skill Set: LSC governance experience and desire to serve your Zone.

**Committee is populated exclusively by members of the USA Swimming Board of Directors.*

For more information about these Committees, please review the USA Swimming Rulebook, Bylaws, Board Governing Policies Manual, and Operating Policy Manual. If you have any questions regarding committees, please reach out to Ellery Parish at eparish@usaswimming.org.