



# 2025 BOARD OF DIRECTORS ELECTION GUIDE

## What is the structure, size, and composition of the Board of Directors?

The composition of the 15-member Board of Directors (the “Board” includes:

- The Immediate Past Board Chair
- The Chair of the National Team Steering Committee
- Five “10-Year Athletes” (as defined in the U.S. Olympic & Paralympic Committee (“USOPC”) Bylaws and USA Swimming Rules & Regulations) directly elected by all other 10-Year Athletes, including the USOPC Team USA Athletes’ Commission Representative, the USOPC Team USA Athletes’ Commission Alternate, and three At-Large 10-Year Athletes
- Seven At-Large members elected by the House of Delegates (“HOD”), at least three of whom must be coaches and at least two of whom must be Independent. If the Immediate Past Board Chair was originally elected by the House of Delegates (“HOD”) as an At-Large member, they may fulfill the Independent requirement.

## Which Board positions will be elected this year?

Three At-Large members, at least two of whom must be coaches, and one 10-Year Athlete member. The HOD will elect the At-Large members, and 10-Year Athletes will elect the 10-Year Athlete member.

## When does the election take place?

On September 27, the HOD will elect the At-Large members. The 10-Year Athlete member will be elected via an online vote from September 19 to September 26. USA Swimming will announce the winners of both elections on September 27 at the annual meeting of the HOD.

## How long are the terms of the Directors?

Four years.

## Who elects the Board officers?

The Board elects its officers (Board Chair, Vice-Chair, and Vice-Chair Fiscal Oversight) from among its members.

## Who are the current members of the Nominating Committee?

- Trish Martin (Official member, Chair)
- Taylor Abbott (10-Year Athlete)
- Tara Bolivar (Coach member of the Board, or their designee)
- Mike Donadio (individual of independent background)
- Nic Fink (10-Year Athlete representative of the Board)
- Zach Harting (10-Year Athlete)
- Katie Ann Robinson (individual of independent background)
- Matt Webber (Coach member)
- Doug Wharam

## How did the Nominating Committee vet and recommend nominees?

All proposed nominees submitted a detailed application form, with content addressing their educational and career background, connection with swimming, and experience in positions of leadership (board or management). The Secretary & General Counsel screened all candidates to ensure that they met the eligibility and good standing requirements. Each member of the Nominating Committee reviewed all applications and preliminarily scored (using a uniform matrix) the candidates. The Committee then identified those candidates with the strongest experience and qualifications, and those exemplifying the skills and attributes of Board members identified in Board policies. Additionally, the Committee focused on the Board Charge. The Board Charge is guidance for the Nominating Committee, which the Board developed and voted on at its Q1 meeting. The Board Charge specifies the following experience, skills, and attributes that constitute “ideal candidates” to complement and augment the composition of the incumbent Board in the upcoming nominations/election cycle.

The Board is seeking the following expertise and background for the available seats:

### 10-Year Athlete

- Experience/interest in college swimming and the changing NCAA environment
- Existing governance experience to understand the complexity and some of the stakeholders
- Post-swimming job experience (or “while-swimming” job experience)
- Time & commitment to the sport and to this volunteer Board position

### Coach

Pursuant to Bylaw 4.2, the Board must have a minimum of three voting coach members. Thus, the Board is seeking successful coaches who (1) is currently leading a thriving USA Swimming Club, (2) has governance experience through service on USA Swimming national committees, and (3) demonstrates a track record of coaching athletes at all levels of USA Swimming competition. The Board has also emphasized the importance of coach members who have led a fiscally and strategically sound club.

### At-Large/Overall

- Corporate and/or nonprofit finance and accounting experience
  - CPA and/or MBA

- Experience in:
  - Financial statement production and review
  - Financial planning and analysis
  - Financial report and compliance (including audit and/or investment committee work)
  - Budget development
  - Risk management
  - Youth-serving sport organization experience

After collaborative review of each applicant, the Committee invited candidates to interview with Committee members. All interviews were recorded, and each Committee member reviewed all interviews. The Committee then discussed the candidates' responses to standard questions and shared their impressions of the candidates. After extensive deliberations, the Committee conducted reference checks for each of the candidates before official nominating them to the ballot.

#### **Which current members will remain on the Board?**

- Chris Brearton, Outgoing Chair
- Katy Arris-Wilson
- Kenneth Chung
- Natalie Coughlin Hall, Incoming Chair, 10-Year Athlete Representative
- Nic Fink, 10-Year Athlete Representative
- Kathy Fish
- Caitlin Leverenz Smith, USOPC Team USA Athletes' Commission Representative
- Sabir Muhammad
- Kathleen Prindle
- Katie Meili, USOPC Team USA Athletes' Commission Alternate

#### **Who are the nominees?**

##### **At-Large/Coach**

- Jack Bauerle
- Billy Doughty
- Clark Hammond
- Brent Lang
- Kate Lundsten
- Pete Raykovich
- Ann Senn

##### **10-Year Athlete Representative:**

- Andrew Gemmell
- Andrew Seliskar

##### **Self-Nominated**

- Ira Klein (Coach)

#### **Can someone still self-nominate for a position on the Board?**

All individuals placed on the list of all nominees and the ballot must first participate in the above screening and interview process. However, if the Committee does not propose a nominee, it will notify that individual by July 22 prior to the annual meeting of the HOD. Any such individuals may self-nominate by submitting their names to the Secretary & General Counsel no later than July 31. If an individual does not first go through the Nominating Committee application, screening, and interview process, they may not be placed on the ballot by any means. Additionally, if a nominee does not pass the screening process (i.e., the nominee does not meet the qualifications in Bylaw 4.6 and/or is not a member of USA Swimming in good standing), they may not be placed on the ballot by any means.

#### **How can I learn more about the candidates?**

In addition to the written statement provided by each nominee (below), USA Swimming will conduct an in-person Meet the Candidates event at the 2025 Annual Summit in Denver, Colorado.

#### **What are the rules about campaigning?**

Campaigning rules are outlined in Bylaw 6.3.3. All nominees must adhere to the campaigning rules and any campaigning not expressly permitted by the Bylaws is strictly prohibited.



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## AT LARGE NOMINEES



### JACK BAUERLE

Jack Bauerle has experienced unparalleled success in all facets of coaching life at the University of Georgia. National champions, All-Americans, record-setters, Olympians, Scholar All-Americans, and NCAA Postgraduate Scholarship recipients have become the norm under Bauerle, who has spent 43 seasons as the helm of the program.

In his time overseeing Georgia's program, Bauerle has produced seven NCAA and 12 SEC crowns with the Lady Bulldogs, with 62 different men and women team members winning 175 national championships. In his tenure, 304 Georgia student-athletes have accumulated 2,116 All-America citations, while Bauerle himself has been chosen as the SEC Coach of the Year 18 times (16 with the women, two with the men) and the National Women's Coach of the Year on seven occasions.

In 2008, Bauerle reached the pinnacle of his coaching success when he was chosen as the United States' women's team coach for the Olympics, leading the American women to 14 medals, the most of any nation. Including Beijing, he has coached for Team USA at six Olympic Games, serving as a women's assistant in 2000, men's assistant in 2016 and 2020, and personal coach in 2004 and 2012.

Under Bauerle's leadership, Georgia has produced 87 Olympians representing 20 different nations, earning 38 medals in the process. Georgia swimmers have earned 15 Gold Medals, beginning with Sheila Taormina in the 4x200m freestyle relay at the 1996 Atlanta Games. At the 2000 Sydney Games, Kristy Kowal became the first individual medalist as she took Silver in the 200m breaststroke, while in 2012, Allison Schmitt became the program's first individual Gold Medalist when she won the 200m freestyle in London.

At the Rio games, Bulldog swimmers totaled seven medals, including the program's first male medalists in Chase Kalisz (silver – 400m IM) and Gunnar Bentz (gold – 4x200m freestyle relay). Bauerle was joined in Rio by 12 Georgia swimming alums representing the USA, Canada, and Finland, along with former diving coach Dan Laak and volunteer diving assistant Cesar Castro representing Brazil.

In Tokyo, a contingent of 10 Bulldogs, as well as Coach Laak, joined Bauerle at the Olympic Aquatics Centre. Starting a run of seven medals won at the meet, Kalisz and teammate Jay Litherland led a 1-2 sweep of the 400m IM, giving Georgia its first male gold medalist in an individual event. Schmitt, competing in her fourth games, earned two medals and brought her career total to 10, while Hali Flickinger earned a pair of bronze medals in the 400m IM and 200m butterfly. Additionally, two members of Bauerle's pro group medaled as Andrew Wilson won gold in the 4x100m medley relay and Natalie Hinds took silver in the 4x100m freestyle relay.

Bauerle has been inducted into the State of Georgia, the Georgia Aquatics and the Montgomery County (Pa.) Coaches halls of fame. He also received the Bill Hartman Award, which is one of the highest honors given to a former UGA student-athlete based on 20 years of excellence in his profession.

#### Nominating Committee Endorsement

Jack Bauerle served as the head coach of the University of Georgia Swimming and Diving program for 43 years. Under his leadership, UGA athletes captured 7 NCAA national championships and earned 41 Olympic medals. Jack was the head coach of the 2008 U.S. Women's Olympic Team and served as an assistant coach

for the 2000, 2016, and 2020 Olympic teams, as well as on the National Team Steering Committee. He also led the Athens Bulldogs USA Swimming club. In his role at UGA, Jack oversaw all aspects of program management, including staffing, budgeting, fundraising, alumni relations, and recruiting.



### BILLY DOUGHTY

Billy Doughty is the CEO/Head Swim Coach of DART Swimming in California. Billy was named Head Coach of DART Swimming in 2009. DART is currently a Silver Medal Club with over 400 USA Swimming members across three sites in the Sacramento region. DART also manages aquatic complexes and operates additional aquatic programming, including multiple swim schools, summer day camps, a summer league recreational team, and a water polo program.

Under Billy's leadership over the past 16 years, DART has experienced significant financial growth, expanded programming, and increased athlete membership at all levels of the program. Billy was the only full-time employee in 2009. At that time, DART operated out of two community pools in Davis, California. DART now utilizes nine facilities, including the recently built North Natomas Aquatic Center, host of the 2025 TYR Pro-Series meet. Billy oversees a full-time staff of eight employees and eighty part-time employees. Billy also has experience hosting major USA Swimming meets, including TYR Pro-Series and Futures Championships.

During Billy's time with DART, he has overseen a number of high-performance swimmers who have been successful at the national, international, and collegiate level, including 2024 Olympian and 2025 World Champion (200 Fly) Luca URLando and US National Team members Chris Wieser and Emma Barksdale. DART has had three individual and relay teams break National Age Group records.

Billy has served in numerous coaching roles with USA Swimming, including Head USA Coach for World Juniors 2019 (Budapest, Hungary), Assistant USA Coach for the Junior Pan Pacs 2018 (Fiji), and Assistant USA Coach for Mel Zajac 2018 (Vancouver, British Columbia). Billy has been named to the USA National and National Junior Coaches list consistently since 2015.

Billy currently serves on the USA Swimming Senior Development Committee, a position he has held since 2023. Billy previously served on the Sierra Nevada LSC Board of Directors for 10 years. In addition, Billy held leadership positions with Southeastern Swimming LSC and Pacific Swimming LSC.

Billy began his full-time coaching career in 2002 with a team that is now known as Palo Alto Stanford Aquatics. From 2006-2009, Billy worked as the Head Coach of the City of Mobile Swim Association in Mobile, Alabama.

Billy grew up swimming in Nashville, Tennessee and Huntsville, Alabama. Billy swam for Clemson University. Billy has been married to his wife, Jen (also a former swimmer at Duke), for 22 years. They have two boys, ages 19 and 16. Billy's oldest son is a Division 1 collegiate water polo player and his youngest son hopes to continue his basketball career at the collegiate level after high school. The Doughty family enjoys camping with friends anywhere near water.

Billy would bring a wealth of knowledge to the USA Swimming Board of Directors, including coaching experience at the national and international





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levels, proven acumen running multiple aquatic-focused businesses, knowledge about operating diverse aquatic programming, and significant expertise running elite-level swim meets.

Change is coming in swimming (Collegiate Swimming) and USA Swimming needs to be ready to pivot. Billy will bring a commitment to elite USA club swimming with a unique financial aquatic background to ensure this success.

### Nominating Committee Endorsement

Billy Doughty has served as CEO and head coach of DART Swimming since 2009. Under his leadership, DART has grown into a multi-million-dollar aquatics organization that has produced multiple Junior National Team and National Team athletes—including a Paris Olympian. In 2019, Billy was selected as Head Men's Coach for the World Junior Championships in Budapest. He has also held numerous governance roles at both the LSC and national levels, including service on the Senior Development Committee.



### CLARK HAMMOND

I'm Clark R. Hammond, a dedicated attorney with over 40 years of experience, seeking re-election to the USA Swimming Board of Directors. My passion for swimming began as a young athlete in AAU meets and later water polo and was reignited in 1989 when my daughter joined year-round swimming. Since then, I've served in leadership roles from local clubs to the national level, deeply connected to the community you all represent.

My volunteer roles reflect my commitment to you. At the club level, I held various offices and was a board member. In my LSC, I've served as treasurer, secretary, Safe Sport Coordinator (current), and Officials Committee member. At the Zone level, I served as the Officials Chair. Nationally, I chaired the Rules & Regulations Committee, Nationals Officials Committee, and the first Nominating Committee, shaping policies that impact your daily efforts. I've officiated at all levels, from novice meets to the Olympic Trials (2008, 2012, 2016 and 2021 as Meet Referee) and internationally at World Championships meets held in Istanbul, Turkey and Kazan, Russia.

With a BBA in Economics (University of Miami, 1975) and JD (Cumberland School of Law, 1984), I serve on my firm's executive committee, overseeing strategic planning, budgets, compliance, and risk management. As a mediator, I bring people together to solve tough problems—skills vital for the 2025 Board Charge, which emphasizes strategic oversight, financial stewardship, and addressing challenges like NIL's impact on college swimming. These align directly with your work in coaching, competing, officiating, and volunteering.

As your current Director and also as a previous Director (2015-2018), I helped guide USA Swimming toward a stronger future. In my first term, we reduced the Board from 35 to 15 members, allowing staff to manage operations while we focused on priorities like safety, inclusivity, and growth—issues that matter to every coach, athlete, official, and volunteer. Currently, I serve as the chair of the Executive Compensation Committee of the board. My experience as a swimmer, official, and volunteer equips me to advance our mission of excellence while ensuring safe, inclusive environments for all.

Since 1989, I have been advocating for coaches, athletes, officials, and volunteers like you, always prioritizing decisions that benefit our entire swimming community. In every issue and decision before the board, I've

worked with the best interest of our members in mind, ensuring that your needs, voices, and well-being drive every choice we make. I'm confident that my legal skills, strategic thinking, and passion for swimming will help us keep our team on track. I'm committed to ensuring that we have the appropriate structure, leadership, and allocation of our financial and other resources. Additionally, I'm dedicated to continuously seeking opportunities to elevate our sport to new heights.

If you vote for me, you will continue to have a proactive ally dedicated to growing opportunities, improving experiences, and supporting the coaches, athletes, officials, and volunteers who make USA Swimming thrive.

### Nominating Committee Endorsement

Clark Hammond is a current member of the USA Swimming Board of Directors, seeking a second term. He has long served the USA Swimming organization at multiple levels—from club, LSC, and Zone governance to national leadership—holding key roles such as chair of the Rules & Regulations, Officials, Nominating, and Executive Compensation Committees. Professionally, as a partner at his law firm, Clark serves on the executive committee responsible for strategic planning and financial management of the organization. Clark is a trained mediator and teaches at the University of Alabama Law School.



### BRENT LANG

Brent Lang is a lifelong swimmer, seasoned business executive, and mentor who brings a unique blend of competitive swimming experience and proven leadership in both the private sector and the Olympic movement.

Brent grew up as an age-group swimmer in Beaverton, Oregon, where he swam for the Tualatin Hills Swim Club. His older brother was also a swimmer, and his dad was a meet official and served as club president. When Brent was 11, his family moved to the island of Guernsey in the English Channel, where he won two British National Age Group Championships before moving back to Oregon for high school.

He attended the University of Michigan and swam for Coach Jon Urbanchek, who had a lasting impact on Brent's development as both an athlete and a person. Brent graduated summa cum laude with a degree in industrial and operations engineering and was a four-time NCAA champion. He was a member of the 1988 U.S. Olympic Team, winning a gold medal as a member of the 4x100 Freestyle Relay at the Seoul Olympics. He also won gold for Team USA at the World University Games (1987), Pan Pacific Games (1989), and World Championships (1991).

Brent began his business career as a management consultant before earning his MBA from Stanford. After graduating, he immersed himself in the high-tech world of Silicon Valley and spent the next 27 years building and scaling technology companies.

He spent nine years as CEO and board member of Vocera Communications (NYSE:VCRA), a leader in communication and workflow solutions for hospitals, until the company was acquired by Stryker in 2022. Previously, he served as president and COO and helped lead the company's successful IPO in 2012. Brent joined Vocera in 2001 as one of its earliest employees, serving as vice president of marketing.



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Currently, Brent serves on the board of Outset Medical (NASDAQ:OM), a medical technology company developing hemodialysis systems for hospital and home use. He is also Chair of the Board at Eko Health, maker of digital stethoscopes that leverage AI to help clinicians deliver earlier, more accurate diagnoses of cardiac and pulmonary conditions.

Until December 2024, Brent served as a Director and Treasurer for the USA Gymnastics Board of Directors. He was recruited for the board following the sexual abuse scandal and played a central role in rebuilding the organization's leadership, culture, and reputation—focusing on transparency, athlete safety, financial discipline, and regaining community trust. He also served on the board of Thriveworks, a provider of mental health services, deepening his understanding of athlete well-being, and currently serves on the Leadership Council of the Positive Coaching Alliance, which promotes character-building through positive coaching.

Brent was awarded the CEO World Award in 2014 and the NCAA Silver Anniversary Award in 2015. He lives in Los Altos, California, with his wife and still loves swimming with the local Masters team. Swimming has shaped his life, and he's committed to giving back to the sport that helped define him.

### Nominating Committee Endorsement

Olympian Brent Lang has extensive financial management skills gained through his successful career as the CEO and COO of a multi-million-dollar corporation, including a strong track record in strategy, risk management, technology, and board governance. Beyond his professional accomplishments, Brent has served as an independent director on several boards for sports and other organizations, including the Positive Coaching Alliance and USA Gymnastics, where he played a key role in guiding the organization through its recovery following high-profile sexual abuse scandals. Brent holds an MBA from Stanford University.



### KATE LUNDSTEN

Kate joined the Aquajets Swim Team as Head Coach in 2004 and has been building strong swimmers- and even stronger teams- ever since. A passionate team-builder and lifelong advocate for swimmer development, Kate believes that the power of the team is greater than the strength of any individual- a philosophy that guides every aspect of her coaching. In addition to coaching, she serves as Board Chair of Newjets, Inc., the nonprofit parent organization

of Aquajets, where she leads with a focus on program growth, and building a team-driven culture.

A coach for over 30 years, Kate has proudly represented the U.S. on multiple national team staffs, including Head Women's Coach at the 2017 FINA World Junior Championships, and as an assistant coach for the 2018 Junior Pan Pacs and 2019 Pan Am Games. These roles, along with years of club and high school leadership, have given her a deep understanding of the broader swimming ecosystem- from grassroots development to international competition.

Kate is a passionate advocate for coaches, athletes, and clubs. She understands firsthand what it takes to lead in today's coaching landscape and is committed to ensuring their voices are heard at the national level. Her goal is to help shape decisions that reflect the heart of the sport and support those doing the day-to-day work on deck.

She also believes deeply in the importance of Safe Sport, mental health awareness, and expanding access to swimming. Kate supports continued progress toward inclusive, athlete- centered environments where everyone can thrive and feel supported.

Known for her collaborative leadership style, Kate believes the best solutions come when people work together. She values diverse perspectives and is driven by the belief that united teams- on deck, in the boardroom, and across the sport- create the most meaningful impact.

Before Aquajets, Kate led the Eden Prairie High School Girls' Swim Team to four state titles, earning multiple Coach of the Year honors. Her swimmers have gone on to break records, join National Junior Teams, compete at Olympic Trials, and even win Olympic gold. A former NCAA national champion herself, Kate swam for Hamline University where she earned 24 All-American honors and a national record in the 100 backstroke.

She brings creativity, heart, and a team-first mindset to every role- and sees board service not as a solo opportunity, but a shared responsibility to strengthen USA Swimming for generations to come.

### Nominating Committee Endorsement

Kate Lundsten has been the head coach of the Aquajets Swim Team for over 20 years. Under her leadership, Aquajets has been named a USA Swimming Gold Medal Team six times and Silver Medal Team eight times. Kate has coached two Olympians and numerous National and Junior National Team athletes. She was selected as Head Women's Coach for the 2017 FINA World Junior Championships, the 2018 Junior Pan Pacific Championships, and the 2019 Pan American Games. Kate has served on the Senior Development Committee.



### PETE RAYKOVICH

- Coach
- 40 + years
- Head coaching experience
- Club 1993-present, DACA Swimming
- College Division 1 (Head Coach), Community College (Head Coach), Mid-Major (Associate Head Coach)

- High School
- ASCA Level 5
- USA National Team experience
- Past USA National coach member
- Head Coach and assistant Coach for international competitions
- Coach and Advisory Coach for USA National JR Teams
- CEO/Director
  - DeAnza-Cupertino Aquatics (DACA) (1993-Present)
- Developed a model for a non-profit, Aquatic Programming Business.
  - DACA does not fundraise or solicit donations.
  - Financial health is achieved from the success of our various programs. While all programs operate under the DACA umbrella,



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they are treated as separate businesses and operate independently.

- DACA employees 50-100 staff, depending upon the time of year. Approximately one third are Fulltime.
- USA Swimming governance
  - Various LSC positions including Senior Chairman
  - Various USA positions including Site-Selection Chairman, Olympic Operations Committee member
  - Coaches Advisory Council (2023-present)
- Related affiliations
  - Former Board member Marin County YMCA
- Past member of the Foothill-DeAnza College District Aquatic Facility Task Force.

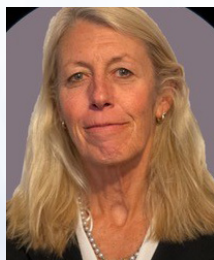
My intention in running for this BOD position is to help bridge the communication from Colorado Springs to clubs, coaches and athletes. I hope to bring a balanced perspective and educated vision to the Board of Directors shaped by grassroots development, high-performance coaching, and organizational leadership. I have built programs, guided Athletes and helped to shape policy.

Specifically, I see Club swimming as the financial, talent and participant engine that can move USA Swimming forward. Club swimming is a “business”. Clubs are the “customers” of our Governing Body. They need to be treated that way. Sustained International success cannot be achieved without healthy clubs.

Additionally, USA Swimming faces increasingly difficult financial challenges with a limited number of available facilities, barriers to on-boarding new participants, lengthy competitions and the NIL influence on collegiate swimming. We need to get ahead of these challenges. Coaches, Athletes, Officials and Volunteers can and must work together to resolve these complications.

### Nominating Committee Endorsement

Pete Raykovich has served as Director of De Anza Cupertino Aquatics (DACA) since 1993. Pete oversees the fiscal management of six DACA business units, which he helped establish to transition DACA from a fundraising model to a self-funded structure. DACA has consistently placed in the Top Ten at Nationals. Pete has served on USA Swimming’s Coach Advisory Council and International Committee and chaired the Site Selection Committee. As a coach, Pete has worked with multiple National Teams.



### ANN SENN

I am honored to be a 2025 candidate for the USA Swimming Board of Directors. Swimming has been a constant in my life—I’ve been an athlete, coach, lifeguard, parent, official, and dedicated volunteer. Professionally, I bring extensive experience as an executive leader and board member in both for-profit and non-profit organizations. My expertise includes strategy, financial management, technology, and leading change. Having worked in complex multi-

stakeholder environments, I understand the challenge of balancing disparate needs and staying mission-focused while navigating operational, financial, and external challenges.

**Professional experience:** At Deloitte, I was a senior partner and served as the Global Chief Strategy Officer where I worked with the global CEO, leadership team, and board to develop a transformative strategy and financial plan across the Firm’s operations in 150+ countries. Prior to that, I served as the Deloitte US Consulting Chief Strategy Officer, Global Leader for IT Strategy services, and on internal boards. Over the years, I have also worked with World Relief, Twin Cities Habitat for Humanity, and the Minnetonka School District. Currently, I serve on boards, coach executive leaders, and am a member of our school district financial advisory committee.

**Interests:** Investing in our next generation of youth and adult leaders is important to me. I chose in my doctoral thesis (2024) to explore how high school swim & dive athletes (and their coaches) view leadership and teaming as well as the underlying question of whether youth sports contributed to building those valuable life skills. In 2013, I co-founded Vantage, the nationally recognized experiential learning program at Minnetonka High School. I continue to support Vantage as an entrepreneurship instructor, advisory board chair, and teacher coach. While at Deloitte, I sponsored a networking and learning program for Twin Cities women executives and taught second year MBA students at the UW Madison.

**Sports:** I swam in Madison, WI with the Badger Dolphins, Shorewood Hills, and University of Wisconsin teams. Later, I returned to the pool and competed in USMS national and FINA Masters World competitions. Swimming has always been a family affair. After our children began swimming my husband, Mark, joined our club board and the entire family helped transform the club from a struggling satellite swim program into a sustainable school district-supported aquatics model. Over the years I volunteered with meets, fundraising events, and mentoring coaches while Mark served as board member, meet director (club, state, and high school), and club representative to the MN LSC. While our children swam high school and our daughter continued as an NCAA DIII athlete, we were active in organizing parents and finances to support the programs. When our daughter returned to coach the high school team, I resumed working with coaches and high school athletic leaders.

**Education:** I received my BBA and MBA from the University of Wisconsin, Madison. In 2024, I received an EdD from Bethel University.

**Life:** I live in Excelsior, MN with my husband, Mark and our 95-pound Akita, Moka.

### Nominating Committee Endorsement

Ann Senn was a partner at Deloitte, a global multi-billion-dollar firm, in several executive roles leading strategy, technology, organizational performance, and transformational change initiatives. Through her professional career, Ann developed background in finance, technology, operations, project management, marketing, and leadership. She is also an experienced board member for multiple types of organizations, both for-profit and non-profit, including Habitat for Humanity and the local school district. She supported her local swim club as a meet director and board member. Ann holds an MBA from the University of Wisconsin.





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## AT LARGE NOMINEES - SELF NOMINATED



### IRA KLEIN

My name is Ira Klein; I am currently on the Board of Directors for USA Swimming. I am also the Head Coach of the Sarasota Tsunami Swim Team plus CEO and founder of the Klein Swim Academy, Inc., since 2010.

I became an AAU coach in 1975, prior to the formation of USA Swimming. I was part of the group that guided the change from one organization to the

other while I was coaching in NYC, in the Metro LSC. In my 51-year career I have also coached in Illinois, Florida, California, Nevada and Alabama. I have been privileged to coach several Olympians but consider myself first and foremost an age group club coach. I have coached several HS teams, as well as at Auburn University and Queens College in NY.

I believe it is more important to find solutions rather than pointing out the problems, which is why I have served our sport in almost every capacity possible. I have held the position of Age Group Chair, Senior Chair, Tech Planning, Coach Rep and General Chair in 4 different LSCs. I sat on the USAS board as a VP in the mid 90's and spent nearly 30 years serving on the ASCA Board, including as both President and VP. In the early 1980s I was a founding member and president of the YMCA Coaches Swimming Assoc. I have served on several different committees, the Ad Hoc committee that formulated the current HOD make up as well as the CAC. My latest honor was to be co-chair on the search for the new USA Swimming National Team Managing director.

Part of my experience includes being the head of the Field Services Dept. at USA Swimming from 2004 – 2008. While it was an awesome experience I missed working with athletes' day to day and in 2008 took the opportunity to return to Sarasota and coach once more.

These past four years, serving our sport on the Board of Directors has been quite an experience, especially this past year. To be honest, it was quite time-consuming but in some strange ways also quite fulfilling. Working alongside so many dedicated volunteers focused on what we can do to make our sport better made me even more focused on doing all I can to help.

This will be the last time I run for a position with our sports organization. We are embarking on a new era, and I want to do all I can to help make that work better than anyone expects. I have been there with each changing era, AAU to USA Swimming, Ray Essick to Chuck Wielgus, Chuck to Tim Hinchey. As well as Quick to Pursley to Schubert to Mintenko to Meehan. My desire is to be part of this new era, to continue to dedicate myself to our sport and our organization.

Thank you for your consideration to allow me to continue serving on the Board of Directors



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## ATHLETE NOMINEES



### ANDREW GEMMELL

Andrew was a 10 year (2009-2018) national team athlete, representing the US internationally across both pool and open water events. He was a 2012 Olympian, qualifying for four world championships (2009, 2011, 2013, and 2017) where he won a gold and a silver, and was a six time national champion across the 1500, 5k, and 10k.

He's been involved with swimming governance for over 10 years, with seven years on the International Relations Committee, involvement in both the USA house of delegate reformation efforts and the Coaches' Advisory Council, and serving a term on the Pan American Swimming (formerly UANA) Open Water Committee.

Professionally, Andrew is a Director in KPMG's Cloud Engineering & Artificial Intelligence division, where he leads teams who advise and implement the latest technology for Fortune 500 firms, focusing on modernization, automation, and cost optimization within their cloud footprint. He currently serves as the technical product owner and lead AI architect for KPMG's system implementation (Oracle, SAP, Salesforce, etc.) business.

He currently resides in Savannah GA, where he lives with his wife and two cats, enjoys cooking, trivia, and going on the occasional ocean swim.

#### Nominating Committee Endorsement

Olympian Andrew Gemmell is a Director at KPMG, where he has worked since 2019 specializing in AI, cloud, and software engineering—expertise he believes will support USA Swimming's ongoing digital and technology transformation. He has also contributed to the organization through his service on USA Swimming's International Relations Committee. Andrew holds a BBA in Economics from the University of Georgia, where he competed as an NCAA athlete, and a Master's in Applied Economics from Georgetown University.



### ANDREW SELISKAR

Andrew Seliskar spent well over a decade within the USA Swimming ecosystem and competed across all levels of the sport. Seliskar began his career as a summer league swimmer in Northern Virginia and progressed through the ranks of the Eastern Zone, NCAA, and National Team to ultimately represent the United States at the Olympic Games in Tokyo.

Seliskar graduated from UC Berkeley in 2019 with a degree in Environmental Economics & Policy. Following his career in the pool, Andrew now serves as an Associate with McKinsey & Company in Dallas, TX. Andrew is currently on educational leave from this role to pursue his MBA at the University of Texas McCombs School of Business and is expected to graduate in the spring of 2026.

#### Nominating Committee Endorsement

Olympian Andrew Seliskar is a Senior Business Analyst at McKinsey & Company, where he works with a diverse range of clients across the Telecom, Media, and Technology sectors. He believes his analytical experience will enable him to contribute effectively to the Board's work, particularly within the investment, governance, and audit committees. Alexander holds a bachelor's degree in Environmental Economics and Policy from UC Berkeley, where he was an NCAA champion, and is currently pursuing his MBA at the University of Texas.