

USA Swimming Board of Directors Meeting Minutes

September 25, 2020 / Virtual Zoom Conference Call

1 **CALL TO ORDER**

2 Bob Vincent, Board Chair, called the September 25, 2020 Board of Directors meeting to order
3 at 8:04 a.m. Mountain Time with the following members in attendance:

4
5 **PRESENT:** Maya Andrews, Chris Brearton, Kenneth Chung, Bruce Gemmell, Jennifer Gibson,
6 Cecil Gordon, Natalie Hall, Tim Hinchey, Lucinda McRoberts, Kathleen Prindle, Bill Schalz,
7 Jeanette Skow, Jim Sheehan, Davis Tarwater, Jay Thomas, Tom Ugast, Bob Vincent.

8 9 **GUESTS**

10 Jerry Adams, Dale Ammon, Lorna Anaya, Wade Atkins, Julie Bachman, Julie Bare, Geoffrey
11 (Phil) Barnes, Jody Betts, Carolyn (Sandi) Blumit, Amy Boyden, Stephanie Boysen, Robert
12 Broyles, Bill Charney, David Coleman, Jessica Cooper, David Cottam, Bruno Darzi, Maria
13 Davila, Alina DeArmas, Judith Divan, Van Donkersgoed, Sandy Drake, Lucy Duncan, Carron
14 Dunker, Cathy Elgas, Mary Evelyn, Emily Fagan, Tristan Formon, Gavin Formon, Tracey
15 Garrett, George Geanon, Ryan Gibbons, Steven Goldman, Laura Hartman, Jon Hayashida,
16 Melissa Hellervik-Bing, Chip Holland, Zane Hugo, Patrick Hunter, Lauren Hurt, Tim Husson,
17 Lehla Irwin, Bradley Jacobs, Paris Jacobs, Kadence Jeffries, Thomas Johnson, Patrick
18 Johnstone, Nabil Kebbab, Bob Keller, Helen Kelly, Marnie Kern, Emily Kowalski, David
19 Kutrufis, Robert Kwong, Michael Lawrence, Fred Leff, Cheyl Linscott, Marilyn Loitz, Pam
20 Lowenthal, Joseph Matlack, Arlene McDonald, Susan Mechler, Kevin Milak, Stephen Mitchell,
21 Lindsay Mondick, Keith Moore, Mick Nelson, Sue Nelson, Lisa Olack, Stephanie O'Malley,
22 Cheryl Pearson, Betsy Purcell, Mary Redmond, Kyle Russell, Betsy Russell, Sandra
23 Sanguinetti, Jason Schmeltzer, Gloria Schuldt, Lynne Shine, Wayne Shulby, Dave Smith, Robin
24 Smith, Bob Staab, John Stanley, Eric Stimson, Mary Jo Swalley, Zach Toothman, Mary Ellen
25 Tynan, Ron Van Pool, Robert Walker, Mary Wallack, Marianne Walling, Lesleigh Watson,
26 Dipper Wettstein, Michael White, Greg York, Aaron Zhu.

27 28 **STAFF**

29 Matt Barbini, Wendy Bartlett, Rebecca Chafin, Paula D'Amico, Tina Dessart, Dean Ekeren,
30 Shana Ferguson, Jane Grosser, Brendan Hansen, Steve Levine, Jaime Lewis, Isabelle
31 McLemore, Lindsay Mintenko, Patrick Murphy, Kaitlyn Palmieri, Eric Skufca, Joel Shinofield,
32 Jennifer Thomas, MJ Truex, Mike Unger, Morgan Weinberg.

33 34 **MOMENT OF SILENCE**

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

37 **AGENDA REVIEW**

38 Bob Vincent presented the agenda (Attachment 1).

39

40 **RULES OF ENGAGEMENT / PROTOCOL**

41 Bob Vincent provided an overview of the Rules of Engagement, including Zoom protocols.

42

43 **DECLARATION OF CONFLICT OF INTEREST (2.5.4)**

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

47

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

51

52 **CEO'S WELCOME**

53 Tim Hinchey, President & CEO, welcomed Board members and guests and expressed his
54 gratitude for the support, communication, and open dialogue between staff and the Board
55 over the last several months during the COVID-19 pandemic. Mr. Hinchey went on to praise
56 the relationship and collaboration between staff, the Board, athletes, and coaches to find
57 solutions to keep the sport of swimming alive, including the financial contributions to
58 member clubs from the USA Swimming Foundation and LSCs. Finally, Mr. Hinchey
59 emphasized USA Swimming's pivot to a stronger and more unified national governing body.

60

61 **BOARD CHAIR'S REMARKS**

62 Bob Vincent remarked on the multitude of contributions from the USA Swimming executive
63 staff, Foundation Board Chair Dr. Cecil Gordon and the USA Swimming Foundation, Local
64 Swimming Committees (LSCs), member coaches, member athletes, and the Board of
65 Directors during the COVID-19 pandemic.

66

67 **MINUTES**

68 **MOTION:** *To approve the April 24, 2020 Board of Directors meeting minutes (Attachment 2).*
69 *Seconded. APPROVED.*

70

71 **BOARD PROCESS**

72 **NOMINATING COMMITTEE UPDATE**

73 Lucinda McRoberts, Chief Administrative Officer & General Counsel, reported that two new
74 Board members would be elected the following day and highlighted the nomination process,
75 including key dates and application numbers through each phase. Ms. McRoberts expressed
76 gratitude to Davis Tarwater and Tom Ugast for their contributions to the Board, and
77 additionally thanked Mary Wallack for leading the Nominating Committee.

78 Bob Vincent congratulated the Nominating Committee for finding six qualified candidates
79 for the two open Board positions.

80

81 **BOARD PROPOSED LEGISLATION**

82 Bob Vincent explained proposed legislation R-20, which would move the management of
83 certain LSC Bylaw changes to USA Swimming staff instead of the Rules & Regulations
84 Committee, was not necessary at this time.

85

86 ***MOTION*** To withdraw proposed legislation, R-20. **Seconded. APPROVED.**

87

88 Lucinda McRoberts proposed memorializing previously Board-approved safety measures in
89 Articles 202.4.10 (N), 202.4.16, 202.6.6 (H) and 202.6.19 to the House of Delegates to be
90 officially added to the 2021 Rulebook.

91

92 ***MOTION*** To submit to the House of Delegates the changes to Articles 202.4.10 (N), 202.4.16,
93 202.6.6 (H) and 202.6.19 approved by the Board under its emergency powers, effective as of
94 August 1, 2020. **Seconded. APPROVED.**

95

96 **PROPOSED CHANGES TO BOARD POLICY MANUAL**

97 Bob Vincent reported that, in consultation with the athletes from the Athletes Executive
98 Committee, the proposed changes to the Board Policy Manual would allow more athlete
99 representatives on the Zone Directors Council (Attachment 3).

100

101 ***MOTION*** To approve the proposed changes to the Board Policy Manual by updating the
102 composition of the Zone Directors' Council to include 12 elected Zone Directors, consisting of a
103 Coach Director, a Non-Coach Director, and an Athlete Representative from each Zone.
104 **Seconded. APPROVED.**

105

106 **USA SWIMMING FOUNDATION UPDATE**

107 Cecil Gordon remarked on the productivity of the Foundation Board of Directors despite the
108 difficulties with the COVID-19 pandemic. Mr. Gordon expressed his gratitude to the USA
109 Swimming staff and the USA Swimming Board of Directors for their collaboration, support,
110 and contributions over the past year. Mr. Gordon highlighted the successful Foundation
111 Board transition to a strictly fundraising board, but also noted the unfortunate inability to
112 meet in-person due to the pandemic.

113

114

115

116

117 **NEW PILLARS**

118 Cecil Gordon introduced the Four Pillars of the Foundation Board of Directors and described
119 their ability to provide a strategic direction for fundraising and allow the Board more
120 opportunities to collaborate with USA Swimming staff.

121
122 Tim Hinchey presented the first pillar, Raise Money, on which he will work with the
123 Foundation to increase the ability for more funds to be used for learn-to-swim programs and
124 local community engagement, and additionally to raise money for the National Team. Mr.
125 Hinchey explained the process by which the Foundation will work with the Commercial team
126 on this pillar, including access to Digideck, a resource USA Swimming has utilized to capture
127 global partners.

128
129 Joel Shinofield, Managing Director of Sport Development, informed the Board that growing
130 competitive opportunities is the purpose of pillar two, Make a Difference in Communities.
131 Mr. Shinofield detailed the three components for which grants will be provided to clubs and
132 other entities, including: (i) existing member clubs who are expanding their services and
133 creating new opportunities within their community and neighboring communities; (ii) clubs
134 that are led by women and underrepresented coaches who are building a community
135 program; and (iii) clubs who partner with Historically Black Colleges and Universities to
136 create programming and utilize the facilities HBCUs have available. Mr. Shinofield noted the
137 goal of this initiative is to create a grant program by 2028 funded at the level of our current
138 learn-to-swim grant program.

139
140 Shana Ferguson, Chief Commercial Officer, reported that there will be more efforts to engage
141 and recognize all past USA Swimming and USS Swimming members within pillar three,
142 Engage Alumni.

143
144 Mike Unger, Chief Operating Officer, presented pillar four, Support Facilities and Pools,
145 which focuses on how the Foundation and its constituents can assist membership with
146 access to facilities and pools through engaging current facility partners, accessing and getting
147 more pools in diverse communities, and helping clubs acquire supplies for their outdoor
148 facilities to operate during the cooler months.

149
150 **CLUB GRANTS UPDATE**

151 Cecil Gordon provided background on how the Club Relief Program began and how through
152 two rounds of applications the Foundation was able to grant almost \$3 million to over 700
153 clubs impacted by the COVID-19 pandemic. Mr. Gordon additionally reported that Local
154 Swimming Committees (LSCs) gave an additional \$6 million to clubs within their LSCs.

155

156 Joel Shinofield noted the importance of supporting clubs through the pandemic, including
157 the role clubs play in allowing swimmers to develop as people and athletes as well as realize
158 their dreams.

159

160 **“ENDS”**

161 Bill Charney, USA Swimming’s Governance Consultant, stated the Foundation’s purpose and
162 presented the Ends, which will be used to measure the success of the Four Pillars by
163 examining the growth in philanthropic support within each initiative.

164

165 **APPROVAL OF REVISION TO BYLAWS**

166 Cecil Gordon highlighted the changes made to the Foundation Bylaws, including minor
167 administrative changes within Sections 3.1 and 5.2, and clarification within Section 5.6
168 regarding the Foundation Board’s Treasurer who will serve on USA Swimming’s Audit
169 Committee, as opposed to the Investment Committee (Attachment 4).

170

171 ***MOTION** To approve the revision of the USA Swimming Foundation Bylaws provided. Seconded.*

172 **APPROVED.**

173

174 Cecil Gordon summarized the Foundation’s accomplishments for the year by way of
175 continuing learn-to-swim grants, successful Swim-A-Thons, and updated composition and
176 direction for the Foundation Board of Directors.

177

178 **GOLDEN GOGGLE AWARDS**

179 Mike Unger reported that the Golden Goggle Awards will be held virtually on Thursday,
180 November 19, 2020 with the hopes of hosting the event at both USA Swimming’s
181 headquarters and the U.S. Olympic and Paralympic Museum. Mr. Unger added that the event
182 will have many of the same components as an in-person event, including swimming hosts,
183 virtual tables for sale, entertainment throughout the night, and a silent auction. Additionally,
184 Mr. Unger noted that the event will be broadcast on the Olympic Channel and Peacock in the
185 days following the live event.

186

187 Cecil Gordon thanked those on the USA Swimming Board who have given financially to the
188 Foundation.

189

190 Bob Vincent exclaimed his excitement for the changes within the Foundation Board and
191 remarked that he would match each Board member’s financial gift up to the Champions Club
192 level of \$1,000.

193

194

195 **MONITORING**

196 Bob Vincent briefly described what the Ends monitoring reports entail, as well as the process
197 by which they are distributed and discussed prior to Board meetings.

198

199 **MANAGEMENT PARAMETERS MONITORING**

200 **POLICY 3.4: FINANCIAL CONDITION & ACTIVITIES**

201 Bob Vincent presented Policy 3.4, Financial Condition & Activities (Attachments 5 -9).

202

203 ***MOTION:** To approve that the performance monitoring report on Policy 3.4, "Financial*
204 *Condition & Activities," conveys (a) interpretations of the policy that are reasonable, and (b)*
205 *that the report reasonably substantiates compliance with the policy requirements, consistent*
206 *with the CEO's interpretations. Seconded. **APPROVED.***

207

208 Eric Skufca, Chief Financial Officer, reported that USA Swimming has submitted its
209 forgiveness application as part of the Paycheck Protection Program, with the hope of gaining
210 more clarity and confirmation on our anticipated forgiveness in late 2020 or early 2021.

211

212 Mr. Skufca explained the partial compliance of Policy Provision 2 is due to the unprecedented
213 nature of 2020, which contributed to the revenue and expenditures being materially
214 different from the 2020 budget approved by the Board in November 2019. Mr. Skufca noted
215 that there is a strategic plan to reach compliancy for Policy Provision 2.

216

217 Mr. Skufca presented the annually reviewed investment policy statement and noted most
218 changes are housekeeping in nature based on the Investment Committee's annual review
219 (Attachments 10 - 11).

220

221 ***MOTION:** To approve USA Swimming's Investment Policy Statement. Seconded. **APPROVED.***

222

223 **POLICY 3.6: FINANCIAL PLANNING AND BUDGETING**

224 Bob Vincent presented Policy 3.6, Financial Planning & Budgeting (Attachments 12 - 15).

225

226 Eric Skufca conveyed that Policy Provision 5 requires Board approval for Board related
227 expenditures in 2021.

228

229 ***MOTION:** To approve that the performance monitoring report on Policy 3.6, "Financial*
230 *Planning and Budgeting," conveys (a) interpretations of the policy that are reasonable, and (b)*
231 *that the report reasonably substantiates compliance with the policy requirements, consistent*
232 *with the CEO's interpretations. Seconded. **APPROVED.***

233

234 **MOTION:** To approve Board related expenses for 2021. Seconded. **APPROVED.**

235

236 **POLICY 3.10 LSC REPORTING REQUIREMENTS**

237 Bob Vincent presented Policy 3.10, LSC Reporting Requirements (Attachment 16).

238

239 Lucinda McRoberts briefly described Policy 3.10 and reported that all 59 LSCs signed an
240 Affiliation Agreement, which memorialized the existing relationship between USA
241 Swimming and its LSCs. Ms. McRoberts stated that next steps include looking at compliance
242 related facets, as well as what the next iteration of the agreement will entail based on
243 feedback from both USA Swimming and the LSCs.

244

245 **MOTION:** To approve that the performance monitoring report on Policy 3.10, "LSC Reporting
246 Requirements," conveys (a) interpretations of the policy that are reasonable, and (b) that the
247 report reasonably substantiates compliance with the policy requirements, consistent with the
248 CEO's interpretations. Seconded. **APPROVED.**

249

250 **ENDS/PRIORITY RESULTS MONITORING**

251 **POLICY 1.1: COMPETITIVE SUCCESS**

252 Bob Vincent presented Policy 1.1, Competitive Success (Attachment 17).

253

254 Lindsay Mintenko, Managing Director of the National Team, reported that with the
255 postponement of the Olympic Games, the Ends in Policy 1.1 were altered for 2020 but will
256 remain the same for the 2021 Olympic year. Mrs. Mintenko provided highlights from the
257 report, including that the U.S. Anti-Doping Agency (USADA) has recognized USA Swimming
258 as a world class National Governing Body (NGB) in their annual report, the organization was
259 able to increase direct athlete support by 30%, and there is continued emphasis on mental
260 health for athletes and coaches.

261

262 **MOTION:** To approve that the performance monitoring report on End 1.1, "Competitive
263 Success," conveys (a) interpretations of the policy that are reasonable, and (b) that the report
264 reasonably substantiates achievement of the policy requirements, consistent with the CEO's
265 interpretations. Seconded. **APPROVED.**

266

267 **POLICY 1.3 PUBLIC ENGAGEMENT WITH SWIMMING**

268 Bob Vincent presented Policy 1.3, Public Engagement with Swimming (Attachment 18).

269

270 Joel Shinofield reported that the data used for Policy 1.3 comes from the Sports & Fitness
271 Industry Association's (SFIA) annual research data, which is published in July and suggested
272 that Policy 1.3 be presented at the September or November Board meeting in order to
273 provide current and complete data.

274 Shana Ferguson added that without swim meets there is no data to report on tickets sales.

275

276 **MOTION:** *To approve that the performance monitoring report on Policy 1.3, "Public*
277 *Engagement with Swimming," conveys (a) interpretations of the policy that are reasonable,*
278 *and (b) that the report reasonably substantiates compliance with the policy requirements,*
279 *consistent with the CEO's interpretations. Seconded. APPROVED.*

280

281 **STRATEGIC DISCUSSION**

282 **ADDRESSING DIVERSITY, EQUITY, AND INCLUSION IN OUR SPORT**

283 Tim Hinchey congratulated MJ Truex, Senior Director of Education, Programs & Services, and
284 Joel Shinofield on their Diversity, Equity, and Inclusion (DEI) efforts and emphasized that
285 DEI efforts have been ongoing for years at USA Swimming.

286

287 Joel Shinofield briefly described the long-term and large scaled DEI imbedding efforts across
288 the organization, including through coach education and LSC consulting.

289

290 MJ Truex thanked the Board and Strategy Team for their support with DEI efforts and
291 provided an update on those efforts, including the launch of a DEI Council, which will provide
292 strategic feedback to the organization. Ms. Truex also reported that USA Swimming is
293 regularly collaborating with the Black Leadership in Aquatics Coalition (Team BLAC) to
294 incorporate new ideas with current programing and noted that there is an intention to create
295 other diverse athlete leadership groups in the future.

296

297 Ms. Truex then described the various metrics for measuring DEI efforts and provided steps
298 coaches and other members should be taking as everyday engagement, including
299 education, conversations, and intentional planning. Ms. Truex described how Key
300 Performance Indicators (KPIs) for DEI are derived from a report card compiled by the
301 United States Olympic and Paralympic Committee (USOPC) and how USA Swimming
302 collaborates with other National Governing Bodies (NGBs) on DEI initiatives.

303

304 Kenneth Chung emphasized the importance of DEI as a business initiative, and Cecil Gordon
305 conveyed the significance of being intentional with DEI efforts for DEI to be part of the
306 standard in which we operate and allow us to continue to move in the right direction through
307 both actions and words. The Board engaged in further discussions around DEI efforts,
308 including networking and mentorships for athletes, coaches and parents; the creation of
309 other athlete leadership groups; the importance of the demographics in swimming mirroring
310 those of our country; identifying issues and creating opportunities; and engaging third-party
311 consultants for various aspects.

312

313 Tim Hinchey asked that Policy 1.3, Provision C, be presented to the DEI Council for strategic
314 discussion and feedback as to whether we have the right goals and KPIs.

315

316 **KEEPING ATHLETES FIRST INITIATIVE**

317 Lucinda McRoberts provided background and course of action for the four initiatives that
318 compose the Keeping Athletes First (KAF) initiative. Ms. McRoberts stated that work on the
319 four initiatives will continue through 2021 with the goal of having all swim clubs Safe Sport
320 recognized, a coach education curriculum developed and facilitated through an internal
321 learning management system (LMS), completing online member registration, and to
322 continually maintain a best in class Safe Sport staff and program.

323

324 Ms. McRoberts presented statistics for clubs who have completed or initiated the process to
325 achieve Safe Sport Club Recognition. Ms. McRoberts emphasized the need to normalize clubs
326 achieving Safe Sport Club Recognition, specifically by removing barriers for completing the
327 process so we can reach our goal of every USA Swimming club achieving Safe Sport Club
328 Recognition by the end of 2021.

329

330 The Board engaged in discussion on the progress and importance of the Safe Sport Club
331 Recognition initiative, including how LSCs can assist in the process.

332

333 **STAFF UPDATES**

334 Tim Hinchey submitted a written report to the Board (Attachment 19).

335

336 **MEMBERSHIP & FINANCES**

337 Eric Skufca remarked on the 2020 budget across all the divisions being materially different
338 than what was approved in November 2019 due to the COVID-19 pandemic. Mr. Skufca
339 highlighted the projected budget for 2020, noting the areas of lost revenue, including not
340 using investment income to operate programs as we have done historically. Additionally, Mr.
341 Skufca pointed out while there is a 25% decrease in revenue, the staff has proactively
342 decreased expenditures by 25% to ensure financial steadiness in the coming years.

343

344 Joel Shinofield reported on the challenges regarding membership in 2020, noting the
345 organization's goal to provide the same number of opportunities after the pandemic as prior
346 to the pandemic. Mr. Shinofield conveyed the ways in which the organization is using
347 membership surveys to project membership, including membership's ability to access
348 facilities and pools. Mr. Shinofield also stated that membership numbers are declining for
349 the 2021 membership year with the added challenge of Flex membership not being used as
350 intended, which will negatively impact revenue and ultimately, the ability to fund programs.

351

352 Tom Ugast, Board Vice Chair of Fiscal Oversight, challenged the Board to reexamine revenue
353 from membership in 2021, specifically Flex membership and club dues.

354
355 Bob Vincent added that due to COVID-19, it was decided not to implement or move forward
356 with any changes to Flex membership and club dues in 2020 but agreed it would be
357 necessary moving forward.

358
359 Tim Hinchey stated that the organization will continue to do more with less while
360 prioritizing services and benefits for the membership.

361
362 **RETURN TO COMPETITION**

363 Tim Hinchey reported on the massive undertaking of safely returning to competition from
364 grassroots competitions to the Olympic Trials. Mike Unger remarked on the thorough and
365 methodical approach various divisions within the organization have worked together to
366 develop a plan to safely return to competition.

367 Joel Shinofield reported the goal of the Return to Competition plan is to provide a balanced
368 access to competitions. Mr. Shinofield presented the Speedo Swim Again Series and
369 detailed the virtual, month-long competition, noting in the first week of competition over
370 200 teams and more than 10,000 athletes participated.

371
372 Dean Ekeren, Director of Events, described the National Leaderboard as an individual
373 competition that replaces the November TYR Pro Swim Series with separate leaderboards
374 over the months of October, November, and December. Mr. Ekeren reported that currently
375 the 2021 TYR Pro Swim Series will move forward as planned.

376
377 Mr. Ekeren reported that the Toyota U.S. Open is a decentralized elite level event being held
378 at eight (8) to ten (10) sites. Mr. Ekeren provided further details, including a minimum of 80
379 athletes will compete at each site and all sites will be sanctioned, long course meters. Mr.
380 Unger added that NBC will still broadcast the Toyota U.S. Open from a few of the event sites.

381
382 Lindsay Mintenko emphasized the importance of having long course competitions to prepare
383 for the Olympic Games in 2021; this with the potential of a TYR Pro Swim Series for 2021.

384
385 Mr. Shinofield presented the 18 and Under Winter Championships that will also be
386 distributed across the country to accommodate those who cannot travel. Mr. Shinofield
387 reported that the competition will be sanctioned and can be hosted by any USA Swimming
388 member club to format the meet as they wish between December 1 – 13, 2020 with those
389 swimmers who achieve the published time standards included in the competition results.

390

391 Mr. Unger updated the Board on the 2021 Olympic Trials, including that the venue in Omaha
392 is up and functional, current cuts will remain the same with 1,226 athletes currently
393 qualified, USA Swimming is working with the city of Omaha on capacity allowance, and that
394 due to the postponement we were actually able to get extra NBC broadcast hours.

395
396 The Board engaged in discussion regarding opportunities for athletes to make Trial cuts,
397 rational for date changes, and creating opportunities for swimmers to compete.

398
399 **COLLEGE SWIMMING UPDATE**
400 Joel Shinofield introduced Greg Earhart, Executive Director of College Swimming and Diving
401 Coaches Association of America (CSCAA).

402
403 Mr. Earhart provided an update on the work from CSCAA, including working with USA
404 Swimming's Commercial division to show the value and success of swimming and diving
405 programs, statistics regarding lost and added programs, and ways CSCAA is working with
406 colleges to equip them with tools to save their swimming and diving programs. Mr. Earhart
407 conveyed his hope for a new model for college athletic programs from the NCAA in which
408 USA Swimming can work with them from the grassroots to the elite level. Finally, Mr. Earhart
409 noted the two issues with the current swimming and diving college programs: cost and
410 access.

411
412 **AQUATICS COALITION**
413 Shana Ferguson provided an update on the Aquatics Coalition, including providing clubs and
414 facility operators with advocacy toolkits, guidance on engaging the media, guidelines for
415 safely reopening as well as what to do if someone tests positive for COVID-19. Mrs. Ferguson
416 described the various ways the Coalition is using their platform to continue its advocacy for
417 reopening pools and facilities.

418
419 **IRC COMMITTEE UPDATE**
420 Mike Unger provided background on the process by which nominees for the FINA Committee
421 and Panels are decided including, approval from the Board to endorse the nominees the
422 International Relations Committee (IRC) recommended (Attachment 20).

423
424 **MOTION:** *To approve the recommendations provided by the IRC Committee for nominations*
425 *to FINA committees to be forwarded to the United States Aquatic Sports (USAS). Seconded.*
426 **APPROVED.**

427
428
429

430 **COMMITTEE & VOLUNTEER ENGAGEMENT**

431 Tim Hinchey described his pathway to focusing on volunteer engagement after first making
432 changes to athlete and coach engagement.

433
434 Jim Sheehan reported that committee chairs have been surveyed and the data used from that
435 survey will be used to determine areas of greater opportunities and address areas of
436 concern. Mr. Sheehan noted that work has already begun with the Officials Committee and
437 the Programs and Events Committee.

438
439 **CLOSING ROUNDTABLE**

440 **NEXT MEETING / EVENTS**

- 441 • Board of Directors Meeting / Saturday, September 26, 2020
- 442 • Foundation Board of Directors / Thursday, November 19, 2020
- 443 • Golden Goggle Awards / Thursday, November 19, 2020
- 444 • Board of Directors Meeting / Friday, November 20, 2020

445
446 **APPRECIATION TO OUTGOING BOARD MEMBERS**

447 Bob Vincent thanked Davis Tarwater and Tom Ugast for their work on the Board of the
448 Directors over the last two years.

449
450 **MEETING ASSESSMENT**

451 The Board engaged in a round table discussion assessing the day's meeting, including the
452 progress and adjustments the organization has made in the face of the COVID-19 pandemic.

453
454 **CLOSED SESSION (2.3.6)**

455 **LITIGATION UPDATE**

456 The Board went into closed session so Lucinda McRoberts could provide a legal update.

457
458 **COMMERCIAL UPDATE**

459 The Board remained in closed session so Shana Ferguson could provide a confidential
460 commercial update.

461
462 **PERSONNEL UPDATE**

463 The Board remained in closed session so Lucinda McRoberts could provide a personnel
464 update. All staff except Tim Hinchey and Lucinda McRoberts left the meeting.

465
466 **COMPENSATION COMMITTEE UPDATE**

467 The Board remained in closed session for compensation discussions. Tim Hinchey and
468 Lucinda McRoberts left the meeting.

469 **ADJOURN**
470 Bob Vincent adjourned this meeting at 3:05 p.m. Mountain Time.
471
472 Respectfully submitted:



Lucinda McRoberts, CAO & General Counsel



Bob Vincent, Board Chair

USA Swimming Board of Directors Minutes Attachments

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Attachment 1	Page 2 – Agenda: September 25, 2020
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Attachment 3	Page 3 – Zone Directors’ Council Athletes Legislation
Attachment 4	Page 5 – USASF Bylaws Redline Pending USA-S BOD
Attachment 5	Page 6 – Policy 3.4 Financial Condition and Activities
Attachment 6	Page 6 – 2Q2020 Combined Quarterly Investment Review
Attachment 7	Page 6 – USA-S Q2 2020 Financial Statement Report
Attachment 8	Page 6 – USA-S Foundation Financial Statement Memo Q2
Attachment 9	Page 6 – USA-S Foundation Financial Statement Report Q2
Attachment 10	Page 6 – USA-S Investment Policy Stmt. June 2020 Redline
Attachment 11	Page 6 – USA-S Investment Policy Statement June 2020 Final
Attachment 12	Page 6 – Policy 3.6 Budget
Attachment 13	Page 6 – 2020 Budget vs. Current Projection w/ Details
Attachment 14	Page 6 – 2021 BOD Related Expenses
Attachment 15	Page 6 – Business Plan Summary 2017-2021
Attachment 16	Page 7 – Policy 3.10 LSC Reporting Requirements
Attachment 17	Page 7 – Policy 1.1 Competitive Success
Attachment 18	Page 7 – Policy 1.3 Public Engagement with Swimming
Attachment 19	Page 9 – Staff Update for the Board of Directors
Attachment 20	Page 11 – International Relations Committee Nominating Form