

1 **USA Swimming Foundation Board of Directors Meeting Minutes**  
2 **April 22<sup>nd</sup>, 2023 / Sarasota, FL**

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4 **CALL TO ORDER**

5 USA Swimming Foundation Board Chair, David Shackley, called the April 22, 2023, Board of Directors  
6 meeting to order at 1:03 p.m. Eastern Standard Time.

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8 **PRESENT**

9 Anne Berry, Dan Clough, John Enquist, Cynthia Eubanks, Tim Hinchey III, Kyle Jackson, Jon Kossow, Jeff  
10 Moxie, Greg Pinchbeck, David Shackley, Dave Wiederecht, Andrew Wilson.

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12 **STAFF**

13 Elaine Calip, Tina Dessart, Shana Ferguson, Nick Gold, Jill Johnson, Eric Skufca.

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15 **ABSENT**

16 Elizabeth Beisel, Alex Blavatnik, Jill Bornstein, Tim Buckley, Jay DeFinis, Dawson Hughes, Cullen Jones,  
17 Tom Luchsinger.

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19 **GUESTS**

20 Jason Parry.

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22 **WELCOME / MEETING OVERVIEW**

23 Mr. Shackley welcomed the group and thanked everyone for attending.

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25 Elaine Calip, Senior Director, Development, recapped the dinner with the Open Water National Team  
26 from the night before and thanked everyone who was present.

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28 Tim Hinchey III, President & CEO of USA Swimming and the USA Swimming Foundation, shared updates  
29 on the USA Swimming April Workshop presented by LiveBarn, occurring simultaneously with the  
30 Foundation Board meeting, and provided highlights from the USA Swimming Board of Directors meeting.  
31 Mr. Hinchey highlighted upcoming events and noted that he was proud of the work done to date.

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33 **ACTION: APPROVAL OF MINUTES**

34 **MOTION:** *To approve the February 1, 2023, Foundation Board of Directors meeting minutes, as*  
35 *amended. Seconded. APPROVED.*

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37 **CONFLICT OF INTEREST DISCLOSURE**

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

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

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**FINANCE / INVESTMENT REPORTS**

Eric Skufca, Chief Financial Officer, provided a snapshot of Foundation financials from 2022. Mr. Skufca reported that the 2022 operating results were more favorable than the annual budget due to both increased revenues and fewer expenses. Additionally, Mr. Skufca reported the year to date 2023 results are trending materially consistent with the 2023 budget at this time.

Ms. Calip reported that there were a significant number of Learn to Swim applications, such that the Foundation was not able to accommodate all requests.

Tina Dessart, Program Director, Pre-Competitive Programs, explaining that there are certain pockets around the country where grant funding is regionally restricted, leading to repeat programs year after year. Ms. Dessart expressed the desire to create more community relationships to reach programs that may be otherwise overlooked.

Mr. Skufca shared that he continues to work with the Investment Committee reviewing both the organization’s investment portfolio strategy as well as its advisors.

**Q2 LOOK AHEAD: EVENTS AND ACTIVITIES**

Ms. Calip asked the Board for feedback on the 2023 Foundation events thus far in the year.

Kyle Jackson noted that the Foundation events at the TYR Pro Swim Series in Westmont, IL, went well but noticed that many of the prospective donors did not have sufficient information about the Foundation Board’s role.

Anne Berry reported that she had great experiences at the donor events held in Ft. Lauderdale and Knoxville.

Ms. Calip previewed upcoming events such as U.S. Masters National Championships, the Phillips 66 Make a Splash Tour, and the Phillips 66 National Championships.

**GRANTS UPDATE AND DISCUSSION**

Ms. Calip introduced Jason Parry of Abundant Philanthropy. Mr. Parry will be handling grant responsibilities for the USA Swimming Foundation as an independent contractor.

Mr. Parry introduced himself to the group and provided an overview of the grant writing and research process. Mr. Parry asked the group to share any referrals that the Board might have and that he is open to everything.

**ANNUAL FUND DISCUSSION**

88 Ms. Calip discussed the Supporters Club and emphasized the desire to create steppingstones for donors  
89 between \$50 and the Champions Club at \$1,000+. Ms. Calip noted the importance of converting lower-  
90 level donors into major donors through stewardship and the benefits associated with giving.

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92 Jill Johnson, Manager, Development, led the group through a conversation about the Golden Goggle  
93 Awards Auction. Ms. Johnson reported that online bidders for the auction rose from 444 to 816  
94 between the events held in 2021 and 2022. This was due to increased outreach beyond typical  
95 Foundation constituents. Ms. Johnson emphasized that when soliciting items, all types of auction items  
96 are welcome.

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98 Nick Gold, Coordinator, Development, shared that the Swim-a-Thon program raised \$232,707 for the  
99 Foundation in 2022. Mr. Gold also shared the names of the four clubs recognized as Gold Medal winners  
100 in the 2022 Swim-a-Thon contest; Desert Aquatics, Tiger Sharks of Texas, Ridgefield Aquatic Club, and  
101 SwimMAC Carolina.

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103 Ms. Calip expressed the desire to establish more specific fundraising campaigns to elevate the annual  
104 fund and increase the number of unique donors.

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106 **2024 OLYMPIC TEAM TRIALS DISCUSSION**  
107 Mr. Hinchey provided an update on the planning of U.S. Olympic Team Trials – Swimming in 2024. Mr.  
108 Hinchey highlighted that 25% of USA Swimming membership will be within an 8-hour drive of the event  
109 in Indianapolis. Mr. Hinchey also discussed the efforts to best engage the swimming community and our  
110 partners.

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112 **GOVERNANCE REVIEW AND ELECTION PROCESS UPDATE**  
113 Jeff Moxie shared that the current goal of the Board Governance Working Group is to align the  
114 governing documents of the Foundation with the way business is currently being conducted.

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116 Ms. Calip shared that the USA Swimming Board applications are open until May 15, 2023 and Mr.  
117 Hinchey detailed how that process will be conducted.

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119 Ms. Calip explaining the upcoming open positions on the Board. Mr. Shackley encouraged everyone to  
120 brainstorm potential candidates. Ms. Calip shared that Board member Tom Luchsinger will be joining  
121 the USA Swimming staff as the new Director, Development. Mr. Luchsinger will be relinquishing his spot  
122 on the Board and the staff will move forward with finding a replacement.

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124 **FOUR PILLARS UPDATE**

125 Pillar 1: Generate Revenue

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127 Ms. Calip shared that she believes there is a significant opportunity to engage donors who exist between  
128 \$10,000 and \$30,000.

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130 Pillar 2: Impacting Communities

132 Ms. Calip reported that USA Swimming received 88 applicants for 10 new Community Impact grant  
133 opportunities and that 20 of the 22 previous recipients have been renewed. The total programs  
134 supported in 2023 will be raised to 30. Ms. Calip also reported that a number of HBCU grant recipients  
135 have incorporated Learn to Swim grants as well. Mr. Hinchey shared that the goal for the organization is  
136 to support as many Community Impact grants as Learn to Swim grants by the 2028 Olympic Games.

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138 Pillar 3: Alumni Engagement

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140 Ms. Calip informed the group that the Foundation lacks current contact information for many National  
141 Team alumni. Ms. Calip noted that the staff utilizes Facebook and LinkedIn to attempt to update this  
142 data. Ms. Calip also shared that Dara Torres has joined the group of Foundation Ambassadors. Ms. Calip  
143 shared her desire to host two events every year for alumni – National Championships and Golden  
144 Goggles.

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146 Pillar 4: Facilities

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148 Ms. Calip reported on the eleven different facility-related initiatives around the country, supported by  
149 the Foundation.

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151 **2023 CALENDAR AND MEETING SCHEDULE**

152 Ms. Calip discussed the remaining Foundation events for 2023 and previewed the 2024 events already  
153 calendared, including potential dates for Foundation Board meetings.

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155 **CLOSING REMARKS AND ADJOURNMENT**

156 Mr. Shackley thanked everyone for their participation and adjourned the meeting at 4:30pm Eastern  
157 Standard Time.

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David Shackley, Foundation Board Chair



David Wiederecht, Foundation Board Secretary