

These minutes will be officially approved by the USA Swimming Foundation Board of Directors at its February 13, 2025, meeting.

USA Swimming Foundation Board of Directors Meeting Minutes

November 22, 2024 / Indianapolis, IN

1 **CALL TO ORDER**

2 USA Swimming Foundation Board Chair, David Shackley, called the November 22, 2024, Board of Directors
3 meeting to order at 12:50 p.m. Eastern Time.

4

5 **PRESENT**

6 Elizabeth Beisel, Anne Berry, Alex Blavatnik, Jill Bornstein, Tim Buckley, Kim Chen Bock, Dan Clough, Jay
7 DeFinis, John Enquist, Cynthia Eubanks, Shana Ferguson, Heather Glass, Kyle Jackson, Cullen Jones, Jon
8 Kossow, Greg Pinchbeck, David Shackley, Mary Wayte, Andrew Wilson

9

10 **ABSENT**

11 Kelley Gay, Dawson Hughes

12

13 **STAFF**

14 Matt Barbini, Leland Brown III, Elaine Calip, Nick Gold, Jill Johnson, Thomas Luchsinger, Stacy Michael-
15 Miller, Kelcie O'Donnell, Ellery Parish, Joel Shinofield, Eric Skufca, Michelle Steinfeld

16

17 **GUESTS**

18 Kenneth Chung, Frank Purcell, Scott Rosman, Carrie Stolar

19

20 **WELCOME / MEETING OVERVIEW**

21 Elaine Calip, Executive Director, welcomed everyone to the last Board meeting of the year. Mr. Shackley
22 welcome the Board and Board candidates Scott Rosman and Carrie Stolar to the meeting. Shana Ferguson,
23 Chief Operating Officer and Interim CEO of USA Swimming and the Foundation, expressed her gratitude to
24 the Board members for their dedication, along with the staff for their hard work.

25

26 **CONFLICT OF INTEREST DISCLOSURE**

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

30

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

34

35 Pursuant to the Conflict of Interest Policy and guidance from Ms. Steinfeld, Anne Berry disclosed a
36 friendship with Foundation Board candidate Scott Rosman. Ms. Berry will recuse herself from the
37 upcoming vote on his appointment, as well as any discussion on the candidates.

38

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41 **APPROVAL OF MINUTES**

42 **MOTION:** *To approve the September 22, 2024, Foundation Board of Directors meeting minutes. Seconded.*
43 **APPROVED.**

44

45 **BOARD NOMINEES**

46 Ms. Calip presented the Foundation Board nominees and their backgrounds (Attachment 1): Tim Buckley,
47 Jon Kossow, Greg Pinchbeck, Mary Wayte, Carrie Stolar, and Scott Rosman.

48

49 **MOTION:** *To formally nominate the four incumbent candidates and Carrie Stolar to three-year terms, to be*
50 *presented to the USA Swimming Board of Directors for approval on December 19th, 2024. Seconded.*
51 **APPROVED.**

52

53 **MOTION:** *To formally nominate Scott Rosman to fulfill the remainder of Jill Bornstein's term, concluding in*
54 *December 2025, to be presented to the USA Swimming Board of Directors for approval on December 19th,*
55 *2024. Seconded. APPROVED.*

56

57 **GOVERNANCE**

58 Ms. Steinfeld reported on a proposed update to the USA Swimming Foundation's Board nomination and
59 elections procedure, to reflect current practice.

60

61 **MOTION:** *That the Board approve amendments to Policy 2.9: Board Nominations and Elections in the USA*
62 *Swimming Foundation Board Governing Policies Manual. Seconded. APPROVED.*

63

Location: Policy 2.9: Board Nominations and Elections

Purpose: To clarify appointment proceedings of the USA Swimming Foundation Board of Directors

Effective Date: Immediately

Foundation Board Governing Policies Manual – Policy 2.9: Board Nominations and Elections

[1-6 omitted]

7. Election: At the Q4 Board meeting, the Board shall act on the Nominating Committee's recommendations.

- a) The Board shall approve the Nominating Committee's nominations for new Board members as a single slate.
- b) The approved slate will be subject to appointment by the USA Swimming Board, per the Bylaws.
- c) Should any candidate on the slate not be approved, ~~nominations for the respective positions will be opened to the floor of that Board meeting for individual election of those on the approved slate.~~ Any ~~the~~ un-elected seats will remain vacant until the next year's election cycle.

64

65

66 Ms. Calip thanked the 2024 Nominating Committee members, David Shackley, Cynthia Eubanks, and Jill
67 Bornstein, for their hard work in vetting this year's candidates. Mr. Shackley announced the new members
68 appointed for the 2025 Nominating Committee: Kim Chen Bock, Jon Kossow, and Greg Pinchbeck (pending
69 USA Swimming Board approval of second terms for Mr. Kossow and Mr. Pinchbeck).

70

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71 **FINANCE & INVESTMENT REPORTS**

72 Eric Skufca, Chief Financial Officer, provided the financial update, highlighting the year-to-date financials,
73 annual projections, investment activity, and completed annual external audit and tax return. Mr. Skufca
74 noted no material variances since the previous Board report and explained that 2024 is still tracking
75 towards an operating surplus, directionally consistent with the approved budget.

76

77 Mr. Skufca reviewed summaries outlining the revenue streams and expense/support areas for the
78 organization. Mr. Skufca provided an overview and summary of the 2025 Budget and financial business
79 plan.

80

81 **2025 Budget Approval**

82

83 **MOTION:** *That the Foundation Board approve the 2025 Budget as presented. Seconded. APPROVED.*

84

85 **U.S. MASTERS UPDATE**

86 Mr. Definis provided updates from U.S. Masters Swimming (USMS). Mr. Definis reported that USMS
87 membership numbers have increased and that donations through registrations have been promising. Mr.
88 Definis reported that the Swimming Saves Lives Foundation Endowment (a USMS fund) will provide an
89 annual distribution to the USA Swimming Foundation restricted for Adult Learn-to-Swim grants.

90

91 **INNOVATION TASK FORCE**

92 Mr. Pinchbeck provided an update on the joint USA Swimming/Foundation Innovation Task Force. Mr.
93 Pinchbeck explained that the Task Force is responsible for exploring new solutions to challenges to both
94 organizations.

95

96 **2025 GRANTS**

97 Ms. Calip highlighted the timeline of the 2025 grant cycle and thanked Sport Development for its
98 consolidation of the grant information, timeline, and processes. Ms. Calip shared that the deadline for
99 grant submissions is December 15, 2024, and requested that Board members volunteer to serve as
100 reviewers.

101

102 Leland Brown III, Program Director, Diversity, Equity, & Inclusion, provided an update on the current
103 number of applicants for each of the grants. Mr. Brown shared statistics for the Community Impact Grants
104 and Historically Black Colleges and Universities (HBCU) grants over the lifetime of the grant offerings.

105

106 **QUAD FUNDRAISING PRIORITIES 2025 – 2028**

107 **ORGANIZATION STRUCTURE:**

108 Ms. Ferguson shared that USA Swimming and USA Swimming Foundation operate under a shared services
109 model with the overall goal of supporting both organizations. She highlighted the collaborative work and
110 processes within each operating department and the relationship between both organizations.

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113 **MISSION:**

114 *Saving Lives*

115 Ms. Calip explained that the Foundation will utilize data from the Centers for Disease Control and
116 Prevention to help determine future grantees. Ms. Calip reviewed the working relationship between the
117 Foundation and Sport Development teams in supporting the Saving Lives pillar by highlighting the
118 distinction of responsibilities of each team. Ms. Calip clarified that the responsibility of raising funds falls
119 to the Foundation and the execution of programs is facilitated by Sport Development.

120

121 *Building Champions*

122 Ms. Calip reviewed the current program offerings for the Building Champions pillar, and the Olympic
123 fundraising campaign that was unique to 2024. Ms. Calip highlighted the additional support from the
124 United States Olympic and Paralympic Foundation's Sport Ambassador Program.

125

126 *Impacting Communities*

127 Ms. Calip outlined Community Impact Grants, HBCU grants, and Community Swim Teams. Ms. Calip
128 reported that Community Impact Grants are prioritized to clubs who are at least 51% women-owned/led
129 or 51% minority-owned/led and can receive up to \$5,000 in grant funds. HBCU grants aim to revitalize
130 aquatic programming, with grants up to \$10,000 to create youth water safety lessons, launch a university-
131 based swim club, or support an existing university-based club. Finally, Ms. Calip explained the Community
132 Swim Teams program and its goal of supporting municipal athletes with membership resources and
133 competitions.

134

135 **FUNDRAISING GOALS & IMPACT:**

136 *Saving Lives*

137 Ms. Calip presented a goal of distributing \$1 million per year by 2028 in Learn-to-Swim grants. Ms. Calip
138 shared that reaching this goal could impact 20,000 individuals per year.

139

140 *Building Champions*

141 Ms. Calip introduced the 2028 Olympic Fund, Open Water Investment, and Elite Performance Grants. Ms.
142 Calip emphasized that a domestic Olympics will present unique challenges and opportunities and
143 explained that early planning will be crucial to fundraising success.

144

145 Bryce Elser, Director, National Team Open Water, discussed the 2024 Open Water opportunities and
146 challenges that athletes faced throughout the year. Mr. Elser presented an Open Water Investment plan
147 to assist with the sport's growth.

148

149 Matt Barbini, Director, Performance, presented on Elite Performance grants, a funding opportunity that
150 is in addition to the Donor and Athlete Partnership Program. Mr. Barbini shared that Elite Performance
151 grants offer a more individualized approach to training and recovery.

152

153 Ms. Calip informed the Board that this program will be entirely funded by philanthropic contributions.

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155 *Impacting Communities*

156 Ms. Calip stated the addition of the Impacting Communities pillar in 2020 deepened the Foundation's
157 impact nationwide; this pillar provides competitive opportunities to communities with higher barriers to
158 entry.

159

160 Ms. Calip provided insight into the Community Swim Team programs in both Chicago and Los Angeles
161 and introduced a goal to surpass \$500,000 per year in support of these programs. Mr. Brown spoke to
162 the Community Swim Teams culture.

163

164 **AMBASSADORS**

165 Ms. Calip expressed the importance of the Ambassador program, the plan to retain existing Ambassadors,
166 and the opportunity to welcome new Ambassadors.

167

168 **ALUMNI RELATIONS**

169 Thomas Luchsinger, Director, Development, shared the positive feedback from National Team alumni
170 following the U.S. Olympic Team Trials – Swimming. Mr. Luchsinger announced that there will be two
171 touch points offered to alumni in 2025, one at the USMS Spring Nationals in San Antonio, TX and the other
172 remaining tied to Golden Goggle Awards or another comparable event.

173

174 Mr. Luchsinger presented additional information on the National Team Transition Fund.

175

176 **GOLDEN GOGGLE AWARDS**

177 Ms. Calip shared the schedule of events for the weekend and provided year-over-year fundraising at the
178 event. Discussion about the future of the Golden Goggle Awards ensued.

179

180 **2025 CALENDAR**

181 Ms. Calip shared the 2025 calendar of events.

182

183 **CLOSING REMARKS**

184 Mr. Definis shared his thanks for the Board members and Mr. Shackley thanked Board member Jill
185 Bornstein for all her support over the years.

186

187 Meeting adjourns at 4:03p ET.