

These minutes will be officially approved by the USA Swimming Foundation Board of Directors at its November 21, 2025, meeting.

USA Swimming Foundation Board of Directors Meeting Minutes

September 25, 2025 / Denver, Colorado

1 **CALL TO ORDER**

2 USA Swimming Foundation Executive Director, Elaine Calip, called the September 25, 2025, Board of
3 Directors meeting to order at 8:29 a.m. Mountain Time.

4 **PRESENT**

5 Elizabeth Beisel, Anne Berry, Alex Blavatnik, Kim Chen Bock, Kenneth Chung, Dan Clough, Jay DeFinis,
6 John Enquist, Cynthia Eubanks, Kelley Gay, Heather Glass, Dawson Hughes, Kyle Jackson, Cullen Jones,
7 Greg Pinchbeck, Kevin Ring, Scott Rosman, David Shackley, Carrie Stolar, Mary Wayte, Andrew Wilson
8

9 **ABSENT**

10 Jon Kossow
11

12 **STAFF**

13 Leland Brown, Elaine Calip, Paula D'Amico, Jake Grosser, Jill Johnson, Thomas Luchsinger, Patrick Murphy,
14 Kelcie O'Donnell, Ellery Parrish, Derek Paul, Joel Shinofield, Michelle Steinfeld, Bob Vincent, Nikki Warner
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16 **WELCOME / MEETING OVERVIEW**

17 Elaine Calip, Executive Director, and David Shackley, Foundation Board Chair, welcomed the Board of
18 Directors to Denver and thanked everyone for attending in person. Mr. Shackley extended his appreciation
19 to the USA Swimming staff.
20

21
22 USA Swimming Interim Chief Executive Officer (CEO), Bob Vincent, introduced the newly appointed CEO
23 of USA Swimming and the USA Swimming Foundation, Kevin Ring. Mr. Vincent gave a special thank you to
24 Anne Berry, Foundation Board Vice Chair, for her time and dedication to the CEO Task Force.
25

26 Mr. Ring thanked the Board for the warm welcome. Mr. Ring shared his passion for the opportunity to
27 grow the impact of the USA Swimming Foundation and its mission.
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29 **CONFLICT OF INTEREST DISCLOSURE**

30 "Is any director aware of any conflict of interest (that is, of a personal interest or direct or
31 indirect pecuniary interest) in any matter being considered by this meeting, which should now be reported
32 or disclosed or addressed under the USA Swimming Conflict of Interest Policy?
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34 If a Board member determines there to be a conflict of interest at any point during the meeting when a
35 specific subject is being discussed and/or action is being taken, a declaration of a conflict of interest should
36 be made at that time."
37

38 No disclosures were made.
39

40 **APPROVAL OF MINUTES**

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MOTION: *To approve the April 4, 2025, Foundation Board of Directors meeting minutes. Seconded.*
APPROVED.

U.S. MASTERS UPDATE

Dawson Hughes, CEO of U.S. Masters Swimming (USMS), updated the Foundation Board on USMS's annual meeting in Kansas City.

Mr. Hughes reported on the growth of College Club Swimming and Grown-Up Swimming. Mr. Hughes informed the Board that USMS registration begins on November 1, 2025 for the 2026 season. Each member registration platform has a direct touchpoint for participants to donate to the Foundation.

Jay DeFinis, USA Swimming Foundation Board Treasurer, shared information and background about the Swimming Saves Lives endowment that is managed at USMS.

FINANCE & INVESTMENT REPORTS

Kenneth Chung, USA Swimming Board of Director's Vice-Chair Fiscal Oversight, provided an update on the Q2 2025 Foundation financials and budget projections. Mr. Chung reminded the Board about the annual financial audit and tax return process.

Mr. DeFinis and Mr. Chung promoted the opportunity to attend the Goldman Sachs presentation scheduled for September 26, where information on the 2025 investment portfolio performance will be provided.

MOTION: *That the Board approve Stockman Kast Ryan & Co, LLP as the external auditor for USA Swimming Foundation for the financial year ending December 31, 2025, as recommended by the Audit Committee. Seconded.* **APPROVED.**

ALUMNI RELATIONS

Tom Luchsinger, Director of Development & Alumni Relations, thanked the Alumni Relations Working Group for the strategic discussions aimed at increasing National Team alumni engagement.

Mr. Luchsinger discussed the intentional communications that have been implemented and the interaction rates. The 2026 Alumni Relations event schedule was shared with the Board.

FUNDRAISING

Mr. Luchsinger presented on the Donor Athlete Partnership Program, noting that 23 donors will be participating in the 2025 – 2026 program, with some donors supporting multiple athletes.

Mr. Luchsinger reported on the balance of the National Team Transition Fund (NTTF), including who it benefits, what the application process entails, and where the funding has been sourced. Board members

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asked questions about providing resources to those who use the NTTF. Discussion around the topic ensued.

Ms. Calip reminded the Board of the goals and changes that were made to the Golden Goggle Awards. Ms. Calip shared the revenue opportunities for this year's event.

Kelcie O'Donnell, Specialist, Development, provided a 2019 - 2024 overview of auction and paddle raise performance associated with the Golden Goggle Awards.

Mr. Vincent thanked the staff for organizing the variety of events over the week.

BOARD GIVE / GET

Ms. Calip detailed the Q3 tracking of the Board's Give/Get from 2022 until 2025, with an emphasis on the Board's annual goal.

Q4 PLANNING

Ms. Calip reminded the Board that this will be the first calendar year in which Golden Goggles is not held in Q4; this has altered the fundraising framework for the remainder of 2025. The end of year solicitation and stewardship plan were shared.

Jill Johnson, Senior Manager, Development, discussed the Champions Club renewal lists and process for Board members to assist in stewarding donors.

LEARN TO SWIM

Mr. Shinofield provided an update on the Learn to Swim Network and the grant cycle. The grant application timeline has been adjusted to better service clubs and providers who receive funding. Discussion about grant awardee recognition and Learn to Swim reporting ensued.

GOVERNANCE

Greg Pinchbeck, Foundation Board member and Foundation Nominating Committee Chair, provided an update on the 2026 Foundation Board of Director candidates and the Nominating Committee's process. Mr. Pinchbeck thanked the Board for the referrals and recognized the quality of the potential candidates.

Ms. Calip reminded the Board that it will nominate a slate of candidates to be sent to the USA Swimming Board of Directors for final approval. Additionally, the Board will vote on Foundation Officer positions for 2026 at the upcoming Q4 meeting.

2028 U.S. OLYMPIC TRIALS

Jake Grosser, Chief Operating Officer, provided an overview on U.S. Olympic Team Trials – Swimming and its return to Indianapolis in 2028. Mr. Grosser discussed the fan experience that is being planned throughout the city of Indianapolis and in Lucas Oil Stadium. Conversation about different activations, marketing ideas, and experiences ensued.

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125 Ms. Calip shared the positive impact that attendance at U.S. Olympic Team Trials – Swimming can have on
126 increasing engagement, annual fund contributions, and the conversion of donors to multi-year major gifts.

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128 **2025 CALENDAR**

129 Ms. Calip highlighted the calendar for the remainder of 2025, including a virtual Q4 Board meeting.

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131 **CLOSING REMARKS**

132 Ms. Calip highlighted the itinerary of events for the remainder of the week. Mr. Ring thanked everyone
133 for the warm welcome.

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135 Meeting adjourns at 11:08 am Mountain Time.