

**USA Swimming Steering Committee Meeting Minutes
September 25-26, 2024 / In Person Meeting**

Present In Person: Ron Aitken, Carli Brashier (staff liaison), Carol Capitani, Bruce Gemmell (Chair), Todd DeSorbo, Catherine Kase, Lilly King, Matt Kredich, Caitlin Leverenz-Smith, Jaime Lewis, Greg Meehan, Katie Meili, Anthony Nesty, Ginny Nussbaum, Chris Plumb, Andrew Wilson

Present Virtual: Gunnar Bentz, Natalie Coughlin-Hall, Dave Durden, Connor Jaeger, Melanie Margalis-Fink, Kieran Smith

Absent: Cammile Adams, Bob Bowman, Tad Kremen, Davis Tarwater

Guests: Katy Arris-Wilson, Matt Barbini, Anthony Ervin, Shana Ferguson, Nic Fink, Ira Klein, Stacy Michael-Miller, Joel Shinofield, Michelle Steinfeld, Tom Ugast, Bob Vincent

Call to Order: Committee Chair Mr. Bruce Gemmell called the September 25-26, 2024 meeting of the National Team Steering Committee to order at 3:03 PM Mountain Time on September 25, 2024.

Conflict of Interest Disclosure: Committee members were asked to disclose conflicts of interest by raising their hands if 1) they have an athlete(s) on the National Team or National Junior Team, 2) they are an athlete currently on the National Team, and/or 3) they have a spouse on the National Team.

Pursuant to the direction of the USA Swimming Ethics Committee, the following coaches raised their hand to acknowledge that they coach one or more current National Team athletes: Ron Aitken, Carol Capitani, Todd DeSorbo, Matt Kredich, Greg Meehan, Anthony Nesty, and Chris Plumb (note: Mr. Durden was absent when conflicts of interest were disclosed, but he did make the necessary disclosures in advance to the Ethics Committee). The following athletes raised their hand to acknowledge that they are current National Team athletes: Lilly King and Kieran Smith. The following raised their hand that her spouse is a current National Team athlete: Melanie Margalis-Fink.

Interim CEO Welcome: Interim CEO Shana Ferguson welcomed the Committee and offered congratulations to the new members of the Committee, as well as expressing appreciation to those Committee members finishing their terms. Ms. Ferguson acknowledged the changes at USA Swimming, including the departure of Tim Hinchey and Lindsay Mintenko, and expressed her enthusiasm to work with the Committee as we enter this new quad.

Closed Session: The Committee then went into a Closed Session to discuss the 2024 Olympic Team Trials – Swimming, the 2024 Olympic Games, and upcoming decisions regarding the National Team. The Committee went back into an Open Session for the remainder of the evening.

2025 Summer Nationals: Matt Barbini, Director, Performance, presented proposed 2025 National Championships time standards and qualifying period. There was discussion regarding participation numbers in the Nationals after the Olympic Games, the ideal number of participants, the impact of lower time standards, the impact of a shorter qualifying window, and the need to consider 18 and Under standards for selection of the World Juniors Team. Motion to approve the proposed 2025 Summer Nationals time standards was approved unanimously. The motion for the qualifying period for 2025 Summer Nationals to January 1, 2024 through Entry Deadline was approved unanimously.

The Committee then discussed the priority order of 2025 international team selection from 2025 Summer Nationals. The motion for the 2025 international team selection priorities to be 1) World Championships, 2) World Junior Championships, and 3) World University Games, was approved unanimously.

2026/2027 Selection Competitions: The Committee discussed the pros and cons of having a selection competition every year of the quad and what year of the quad would be the most ideal year to not have a selection competition. The recommendation of the Committee to be put forth to the Athletes' Advisory Council (AAC) was no direct selection competition in the summer of 2026, with the Pan Pacific Championships Team being selected from a composite of 2025 summer competitions. The Committee proposed the Junior Pan Pacific Championships Team still be directly selected at the 2026 Summer Nationals.

Building Team Culture:

National Team Camps: Mr. Gemmell asked the Committee to discuss the role of National Team Camps and the goal of these camps for the 2028 Quad. The Committee discussed the variety of different potential focuses for camps, the frequency of camps, and the benefits of athletes learning to work with other coaches at these camps.

2025 National Team Summit: Stacy Michael-Miller, Director, National Team Support & Services provided a summary to the Committee of the components and goals of the 2025 National Team Summit (previously referred to as National Team Onboarding). Services planned to be offered at the Summit would include a comprehensive medical screening and mental health assessment, in addition to other opportunities such as performance evaluations, communications topics such as branding, etc. Ms. Michael-Miller also discussed how the Summit would fit in with the various methods of communication already employed with the National Team including the National Team Handbook and National Team Newsletter. She stressed the value and past impact of being able to meet with athletes individually in person to discuss the services and opportunities that are available to them. Ms. Michael-Miller asked the coaches on the Committee to encourage their athletes to attend the Summit. The Committee asked if the National Team Summit was held in January, that a second option in April could be provided for college athletes who were attending meets during the planned window in January. Ms. Michael-Miller said the National Team Division would explore the option of adding a second opportunity in April.

Athlete Funding: Ms. Michael-Miller then provided the Committee with an overview of a variety of athlete funding opportunities. Ms. Michael-Miller stated that the proposed Direct Athlete Support for the next year was with the USOPC for approval. She mentioned that the athletes via the AAC had asked for more funding at a lower rate to increase the number of athletes impacted. Ms. Michael-Miller discussed the variety of grants available to athletes including the Donor Athlete Partnership Program (DAPP) through the Foundation, Fran Crippen Grant, Level Field Fund (supported by the Michael Phelps Foundation), Women's Sports Foundation, and USOPC tuition grants. Finally, Ms. Michael-Miller reviewed the Olympic Operation Gold program with the Committee.

Adjournment: Mr. Gemmell adjourned the meeting of the National Team Steering Committee on September 25, 2024 at 7:11 PM Mountain Time for the evening, to reconvene at 8:00 AM Mountain Time on September 26, 2024.

Call to Order: Mr. Gemmell called the September 25-26, 2024 meeting of the National Team Steering Committee to order again at 8:00 AM Mountain Time on September 26, 2024.

Closed Session: At 8:02 am the Committee went into a Closed Session to discuss the election of the next National Team Steering Chair. The Committee went back into an open session at 8:31 am for the remainder of the meeting.

Los Angeles 2028: The Committee discussed a wide range of topics regarding goals and plans for LA28. Discussion centered around the differences between Worlds training camps and Olympic training camps, when and what brings a team together, the opportunities to utilize altitude because of the home Olympics, the pros and cons of more time at home between Trials and Olympic training camps, the use of training hubs in place of or in addition to a more traditional “domestic” training camp, the potential for increased personal coach involvement at training camps and the Games, athlete attendance at the Opening Ceremonies, and pros and cons of staying in the Olympic Village. Carliann Brashier, Director, International Games Operations, encouraged the Committee that a home Olympics presented the opportunity to be creative. The Committee agreed to have further discussions regarding LA28 plans with more research from Ms. Brashier based on the variety of options discussed.

2025 Worlds Training Camp: Ms. Brashier reviewed the 2025 calendar and training camp plans for 2025 Worlds. The Committee reaffirmed their approval to hold the training camp prior to 2025 Worlds in Thailand. There was discussion about slightly adjusting the amount of time in both Thailand and Singapore.

Coach Compensation: Mr. Gemmell led the Committee in a discussion regarding coach compensation. The Committee discussed the value of such compensation monetarily (for example, helping a club program bring in a coach while the head coach is on a trip), but more importantly to show appreciation for the time and sacrifice of coaches stepping away from their programs and families to support Team USA at international trips. Mr. Gemmell also mentioned providing compensation to the volunteer medical staff (team physicians, massage therapists, etc.) who step away from their jobs and businesses to come on international trips to support the athletes.

TYR Pro Swim Series: Mr. Gemmell asked the Committee to discuss ways to re-energize the TYR Pro Swim Series (TPSS) meets. The Committee discussed the goals of the TPSS, including providing the opportunity for the best National Junior Team athletes to compete against the best National Team athletes and the benefits of getting more racing experience. Suggestions included having each TPSS closer together (more like the World Aquatic Swimming World Cups), having different formats of each TPSS either throughout a year or with a different format throughout each year of the quad depending on the priorities and needs of that year of the quad, and different ways to make the meets more engaging, like different races or battles for fewer places to get into finals.

Other Business: Jaime Lewis, Chair of the Senior Development Committee, asked the Committee to discuss motivational standards, specifically looking at Summer Junior National time standards. Ms. Lewis and Chris Plumb highlighted the discrepancy in the number of female participants compared to male participants over the last two quads with the number of female and male participants being almost equal in 2017, but 2019 and beyond a difference of 25% more male than female participants (number of female participants has become stagnant while the number of male participants has increased). Overall,

the women's depth, for example in the mile, has decreased. The Committee agreed to continue this discussion further in conjunction with the Senior Development Committee.

Adjournment: Mr. Gemmell adjourned the meeting of the Steering Committee on September 26, 2024 at 10:33 AM Mountain Time.