

USA Swimming Board of Directors Meeting Minutes

November 18, 2017 / Courtyard at L.A. Live

1 **CALL TO ORDER**

2 USA Swimming Board Chair, Jim Sheehan, called the November 18, 2017 Board of Directors
3 meeting to order at 8:00 a.m. Pacific Time with the following members in attendance:
4

5 **PRESENT:** Dale Ammon, Tim Bauer, John Bitter, John Bradley, Robert Broyles, Van
6 Donkersgoed, Tristan Formon, Natalie Hall, Clark Hammond, Don Heidary, Tim Hinchey,
7 Amy Hoppenrath, Bill Maxson, Dan McAllen, Lucinda McRoberts, Derek Paul, Chip Peterson,
8 Sean Redmond, John Roy, Jim Ryan, Jim Sheehan, Bruce Stratton, Davis Tarwater, Ed
9 Tsuzuki, Mary Turner, Ron Van Pool, Robert Vincent, Mark Weber, Garrett Weber-Gale,
10 Carol Zaleski.

11
12 **NOT PRESENT:** Anthony Ervin, Dale Neuburger, Aaron Peirsol, Amy Schulz, Marie Scovron,
13 Jim Wood (joined via conference call).
14

15 **MOMENT OF SILENCE**

16 A moment of silence was observed for USA Swimming members who have passed away
17 since the last USA Swimming Board of Directors meeting.
18

19 **AGENDA REVIEW**

20 Jim Sheehan reviewed the Agenda (Attachment 1).
21

22 **MOTION:** *To approve the Agenda. Seconded. APPROVED.*
23

24 **CONFLICT OF INTEREST**

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

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

33 **INTRODUCTIONS**

34 **GUESTS**

35 Sandi Blumit (RMS), Bill Charney (Charney Associates), Dave Cooper (RMS), Rosanna Gatlin
36 (RMS), Cecil Gordon (Foundation Director), Paris Jacobs (Foundation Director), John
37 Peterson (RMS), Joel Shinofield (CSCAA).
38

39 **STAFF**

40 Amanda Bryant, Cathy Durance, Matt Farrell, Jim Harvey, Debbie Hesse, Pat Hogan, Lindsay
41 Mintenko, Mike Unger, George Ward, Susan Woessner.

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43 **RECOGNITION OF RECORDS**

44 Dan McAllen reported that there have been no official World Records, American Records or
45 U.S. Open Records since the last meeting (Attachment 2); however, Lindsay Mintenko and
46 Mike Unger reported that the National Junior Team set a World Junior Record in the Mixed
47 Medley Relay and Regan Smith set a World Junior Record in the 200 Backstroke the
48 previous night at the FINA World Cup in Singapore.

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50 **BOARD CHAIR'S REMARKS**

51 Jim Sheehan highlighted the meeting's agenda, including the Board Policies Review and
52 Discussion.

53

54 **MINUTES**

55 *MOTION: To approve the September 12, 2017 Board of Directors meeting minutes.*
56 *Seconded. APPROVED.* (Attachment 3).

57

58 *MOTION: To approve the September 13, 2017 Board of Directors meeting minutes.*
59 *Seconded. APPROVED.* (Attachment 4).

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61 *MOTION: To approve the September 16, 2017 Board of Directors meeting minutes.*
62 *Seconded. APPROVED.* (Attachment 5).

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64 *MOTION: To approve the September 15-16, 2017 House of Delegates meeting minutes.*
65 *Seconded. APPROVED.* (Attachment 6).

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67 **FINANCE VICE CHAIR REPORT**

68 **FINANCIAL UPDATE**

69 Bob Vincent submitted a written report and provided verbal highlights, including an
70 expected decline in operating surplus (Attachments 7-9).

71

72 Bob Vincent also provided background and context regarding the Audit Committee's
73 recommendation to the Board of Directors to hire Waugh & Goodwin, LLP for audit years
74 2017-2020.

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76 *MOTION: To approve the hiring of Waugh & Goodwin, LLP for audit years 2017-2020.*
77 *Seconded. APPROVED.*

78 **INVESTMENT UPDATE**

79 Bob Vincent reported that the investment portfolio year-to-date performance of +10.67%
80 beat the benchmark by 0.29% (Attachment 10). The portfolio has outperformed the
81 benchmark for the one, three, and five-year periods ending September 30, 2017.

82

83 **LITIGATION UPDATE – CLOSED SESSION**

84 The Board meeting went into closed session so that USA Swimming Secretary & General
85 Counsel, Lucinda McRoberts, could give a legal update.

86

87 **PERSONNEL MATTER – CLOSED SESSION**

88 The Board continued in closed session to discuss a personnel matter related to the USA
89 Swimming CEO's 2017 evaluation.

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91 **MOTION:** *To approve the USA Swimming CEO's 2017 evaluation process. Seconded.*

92 **APPROVED.**

93

94 **USA SWIMMING FOUNDATION REPORT**

95 Bill Maxson reported that the Foundation is having one of its best years ever from a
96 revenue generating standpoint. Debbie Hesse summarized several contributions the
97 Foundation has received to date, including the second largest major gift in its history. Ms.
98 Hesse also highlighted the Foundation events that will take place over the weekend.
99 Finally, Ms. Hesse recognized the ten-year Champions Club members in the room.

100

101 Mr. Maxson updated the Board on the outcome of the prior day's Foundation Board
102 meeting, including approval of 2018 goals and the appointment of Ron Van Pool to the
103 Nominating Committee for the USA Swimming Board. Mr. Maxson also presented four
104 candidates for election to the Foundation Board of Directors.

105

106 **MOTION:** *To elect Bill Maxson, Greg Rosenbaum, Ron Van Pool, and Dave Wiederecht to the*
107 *Foundation Board of Directors for a two-year term. Seconded. APPROVED.*

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109 **BOARD POLICIES REVIEW AND DISCUSSION**

110 Jim Sheehan and Bill Charney led the Board through a Board Policies review and
111 discussion. The Board identified various areas for follow-up, including: (i) the definition of
112 those to whom the Board respond; (ii) the ability for a Board member to address individual
113 perspectives to the House of Delegates; (iii) Board meeting attendance expectations; (iv)
114 Foundation donation expectations; and (v) verification that a candidate may not serve on
115 the Nominating Committee.

116

117 **STAFF UPDATES**

118 **OPENING COMMENTS**

119 Tim Hinchey expressed enthusiasm for his first Golden Goggle Awards weekend and
120 described the recent restructuring of the organization into four business units—
121 Technical/Sport, led by Mike Unger; Commercial, led by Matt Farrell; Business Affairs, led
122 by Lucinda McRoberts; and Financial Affairs, led by Jim Harvey. Mr. Hinchey also described
123 the four phases of transition to lead the organization through LA 2028.

124

125 **NATIONAL TEAM STAFF UPDATE**

126 Mike Unger announced Lindsay Mintenko as leader of the National Team. She will retain
127 her title as National Team Managing Director. Mr. Unger also described the new National
128 Team Technical Advisor role and how it will complement the National Team’s existing
129 structure.

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131 **PARTNERSHIP/SPONSORSHIP UPDATES**

132 Matt Farrell updated the Board on various renewal efforts.

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134 **COMMUNICATIONS STAFF UPDATE**

135 Matt Farrell announced that Isabelle McLemore has been hired as the Senior
136 Communications Director. One of the objectives of the Senior Director role is to broaden
137 communications beyond performances in the pool and put greater emphasis on
138 organizational communications.

139

140 **TECH SUIT PROJECT**

141 Pat Hogan and Stu Isaacs presented on progress to date on the research and analysis of the
142 use and permissibility of tech suits for age group swimmers, including existing and
143 proposed LSC rules and restrictions.

144

145 **CLOSING COMMENTS**

146 Tim Hinchey closed by encouraging continued communication and feedback from the
147 Board.

148

149 **DISCUSSION/ACTION ITEMS**

150 **APPROVAL OF CHAIR OF THE INVESTMENT COMMITTEE**

151 Bob Vincent recommended Stu Hixon to serve as Chair of the Investment Committee.

152

153 ***MOTION:** To approve Stu Hixon as Chair of the Investment Committee. Seconded.*

154 ***APPROVED.***

155

156 **COLLEGE SWIMMING INITIATIVE UPDATE**

157 Joel Shinofield described CSCAA initiatives to teach swimming on college campuses and
158 how it benefits collegiate swimming programs. Mr. Shinofield also described how the
159 college basketball scandal has impacted the viability of non-revenue sports.

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COLLEGE SWIMMING INITIATIVE PROPOSAL

Joel Shinofield and John Bitter presented on a potential college swimming endowment program. In addition to financial support to athletes, the proposal also emphasized coaches' community engagement.

The Board discussed various facets of the proposal.

US AQUATIC SPORTS NOMINEES

Jim Sheehan reported that there are two vacancies that US Aquatic Sports is looking to address (Attachment 11). First, Dale Neuburger has indicated that his current term on the FINA Bureau will be his last, and US Aquatic Sports has put together a Nominating Committee to identify its candidate for the FINA Bureau. Second, current US Aquatic Sports President Steve McFarland is term-limited from continuing his service, and USA Swimming will nominate someone to serve as the next President of US Aquatics Sports.

Bruce Stratton highlighted the importance of involving the International Relations Committee in developing these nominations.

MOTION:** To approve Mike Unger to serve on the US Aquatic Sports Nominating Committee for the FINA Bureau vacancy and to approve Ron Van Pool to lead the effort to identify USA Swimming's nominee for President of US Aquatic Sports. Seconded. **APPROVED.

NOMINATING COMMITTEE

Jim Sheehan summarized the composition of the USA Swimming Board of Directors Nominating Committee, including those positions that will be approved by the Board. Mr. Sheehan requested assistance from the Board in identifying individuals to serve on the Nominating Committee.

Mr. Sheehan also explained the need to amend Article 506.7.1(A) to remove the requirement for advice and consent by the Athletes Committee due to impracticality.

MOTION:** To amend Article 506.7.1(A) to read: "Two shall be athlete members (different genders) appointed by the Athletes Executive Committee." Seconded. **APPROVED.

ALLIED MEMBERSHIP ON FUTURE BOARD OF DIRECTORS

Jim Sheehan and Lucinda McRoberts summarized the requirements of the Ted Stevens Olympic and Amateur Sports Act with respect to Board representation of related organizations.

199 The Board discussed what organizations may qualify under the Act and how to account for
200 them under the new structure.

201

202 **OTHER REPORTS**

203 **BOARD CHAIR'S REPORT**

204 Jim Sheehan submitted a written report (Attachment 12).

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206 **FINA BUREAU**

207 Dale Neuburger submitted a written report (Attachment 13).

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209 **UANA**

210 Dale Neuburger had nothing to report.

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212 **FINA TECHNICAL SWIMMING COMMITTEE**

213 Carol Zaleski had nothing to report.

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215 **FINA ATHLETES COMMISSION**

216 Van Donkersgoed reported on the FINA Athletes Commission's efforts to enhance athlete
217 representation within FINA.

218

219 **U.S. OLYMPIC COMMITTEE**

220 **GOVERNANCE AND NGBC**

221 Ron Van Pool submitted a written report (Attachment 14).

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223 **ATHLETES ADVISORY COUNCIL**

224 Natalie Hall reported on the Athlete Advisory Council meeting held in October in Colorado
225 Springs and key items discussed there, including Elite Athlete Health Insurance and
226 confidential mental health counseling, the Athlete Career and Education (ACE) program,
227 and the Olympians for Olympians Relief Fund.

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229 **VICE CHAIR OF PROGRAM DEVELOPMENT REPORT**

230 John Bitter submitted a written report (Attachment 15) and highlighted changes to the LSC
231 Development Committee's Policy and Procedures.

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233 **VICE CHAIR OF ADMINISTRATION REPORT**

234 Robert Broyles submitted a written report (Attachment 16) and previewed various
235 meetings that will take place in the first half of 2018.

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238 **VICE CHAIR OF PROGRAM OPERATIONS REPORT**

239 Dan McAllen submitted a written report (Attachment 2).

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241 **TECHNICAL VICE CHAIR REPORT**

242 Tim Bauer had nothing to report.

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244 **VICE CHAIR OF THE ATHLETES EXECUTIVE COMMITTEE REPORT**

245 Mark Weber reported that the Athletes Executive Committee was setting up Spring
246 meetings, and Van Donkersgoed updated the Board on the LSC Athlete Leadership Camp.

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248 **CENTRAL ZONE REPORT**

249 Amy Hoppenrath and John Bradley had nothing to report.

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251 **EASTERN ZONE REPORT**

252 Tristan Formon and Mary Turner submitted a written report (Attachment 17).

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254 **SOUTHERN ZONE REPORT**

255 Clark Hammond and John Roy had nothing to report.

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257 **WESTERN ZONE REPORT**

258 Dale Ammon and Sean Redmond had nothing to report.

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260 **NCAA**

261 Marie Scovron submitted a written report (Attachment 18).

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263 **YMCA**

264 Jim Ryan submitted a written report (Attachment 19).

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266 **U.S. MASTERS SWIMMING**

267 Ed Tsuzuki submitted a written report (Attachment 20) and highlighted the need for the
268 USA Swimming and Masters Swimming Convention Task Forces to coordinate on their
269 efforts.

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271 **ASCA REPORT**

272 Don Heidary had nothing to report.

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274 **OLD BUSINESS**

275 There was no old business to discuss.


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277 **NEW BUSINESS**
278 There was no new business to discuss.
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280 **ADJOURN**
281 USA Swimming Board Chair, Jim Sheehan, adjourned this meeting at 2:03 p.m. Pacific Time.

Respectfully submitted:



Lucinda McRoberts, Secretary & General Counsel



Jim Sheehan, Board Chair

USA Swimming Board of Directors Minutes Attachments

November 18, 2017 / Dallas, Texas

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