



Committee Name: Board of Directors	Date/Time of Meeting: April 20, 2026: 8:00 p.m. ET
Committee Chair: Ed Coates	Minutes recorded by: Erika Braun
Committee members present 17	Committee members absent 1
Ed Coates (President); Julie Dusliere (VP of Administration); Crystie McGrail (VP of Local Operations); Kenny Brisbin (VP of Community Services); Carrie Stolar (VP of Programs); Denise Dombay (Treasurer); Erika Braun (Secretary); Dawson Hughes (CEO); Katie Kenyon (Legal Counsel) At-Large Directors: Sam Kraft (Breadbasket); Guy Davis (Colonies); C.J. Rushman (Great Lakes); Rob Heath (Northwest); Phyllis Quinn (Oceana); Nicole Christensen (South Central); Trey Taylor (Southeast); Jeff Commings (Southwest)	
Absent: Peter Guadagni (Immediate Past President)	
Other guests: Bethany Burchill (Manager, Member and Club Services)	

Actions Taken:

1. Approved. February 20-22, 2026, BOD retreat meeting minutes.
2. Approved. Governance committee members as recommended by the president.
3. Approved. Addition of Janet Goodridge to Audit committee.

Minutes:

1. The meeting was called to order at 8:04 p.m. ET.
2. Agenda review, conflict of interest declarations – Ed: There were no conflicts of interest.
3. Approval of Minutes (Action Item) – Erika
 - i. February Board meeting minutes. **MSA to approve** February 20-22, 2026, BOD retreat meeting minutes. Discussion: None. **The motion passed unanimously.**
4. Minute of Good News –
 - i. Nicole Christensen (April) – Nicole shared the success of the recent ALTS program that kicked off in the Gulf LMSC with the help of a USA Swimming Foundation grant. They ran the program during the April ALTS month and in its first year had 31 participants.
5. CEO Update (Informational) – Dawson
 - i. Membership update – Dawson shared membership is up 1.5% over last year through March with April still trending the same way. CCS is the only area that is slightly down.
 - ii. Staffing update – A new staff member, Meredith Buchanan, will be coming on board in the volunteer services department starting on April 27. The role will focus on volunteer logistics, operations and communications.
 - iii. Legal updates – Dawson reported no major updates other than upcoming dates for the Florida and Texas cases. There will be an in-person hearing on June 30 in Florida to discuss a potential dismissal. A potential trial in Texas is planned for February 2027.
 - iv. Technology updates – The recent sanction system update was successful and feedback has been positive. Dawson indicated there is still a long list of items to tackle and the top priority is the registration system related to the interim eligibility policy. The event results database



including meet results, top 10, fitness log are up next. Staff are also working to modernize the look and functionality of individual swimmer results pages based on the demonstration at the February board meeting. Staff will be working to move CCS membership to USMS database and Coach education is being scoped out as part of technology updates.

- v. Slack updates and tools – The staff are utilizing Slack fully and are working through the issues with logins. The use of Microsoft Teams for phone service will move to Zoom and One-Drive and Dropbox files will move to Google Drive.

6. One-Event Swimmers – LCM and SCM meets (Informational and Discussion) – Ed

- i. Meets that have one-event swimmers cause meet results for all participants to not be eligible for recognition with World Aquatics including top 10 and World records. Last year, 60 USMS swimmers did not receive recognition due to competing in meets that offered one-event memberships. Dawson reported there were only 145 swimmers who used OEVTs in pool events last year. The new sanctioning system helps identify which results will be eligible for Top Ten, USMS records, world records, but the national office may not always be aware of meets that offer OEVT's.

Ed is working on communication to the LMSCs and sanction chairs to discourage the use of the one event category for long course and short course meters competitions due to the impact of event results. The OEVT registration will be later addressed in the rulebook.

7. Committee Appointments (Action Item) – Ed

- i. Governance Committee - Ed gave an update on the plans for the governance committee as a follow up from the February Board retreat meeting and recommended Phyllis Quinn to chair the committee. One of the goals of the committee is to write a bylaws template for LMSC's. This will allow us to address underperforming LMSC's. **MSA to approve** the governance committee with the below committee members. Discussion: Ed confirmed that under half of the committee members are new. Phyllis, Julie and Crystie abstained from the vote. **The motion passed unanimously.**

- Chair - Phyllis Quinn, Julie Dusliere, Patty Miller, Ellen Reynolds, Paige Buehler, Rob Copeland, Peter Guadagni, Crystie McGrail, Matt Harris, Lessly Field, Chris McGriffin and Stephanie Gauzens

- ii. Audit Committee – Adding new member

- Janet Goodridge – **MSA to approve** adding Janet to the audit committee. Janet has a significant background in regulatory compliance in the financial services industry. Discussion: None. **The motion passed unanimously**

8. Governance Strategy Presentation (Discussion Item and Follow Up) – Ed and Dawson

Ed provided an update on forming a project team to coordinate activities with Charney|Keyse governance strategy consultants and the Board. The consultants concluded all of their Board interviews and will be distributing a follow-up survey to Board members with results to be presented at the July Board meeting.

- i. Project Team: Ed, Julie D., Rob H., Patty Miller, Brandon Franklin, and Tom Moore
- ii. Next Steps: Survey of Board and project team.



9. NBR Process Review – (Informational and Discussion) – Ed and Katie
 - i. Two volunteers needed to work with Katie – Ed provided some background on how the NBR process was updated two years ago and may need further revisions due to some recent concerns. Items to be addressed include evaluating the standards in which a panel decision may be appealed, defining unsporting conduct eligible for a grievance, disciplinary follow-up, and openness of hearings to ensure integrity of the process. C.J. Rushman and Phyllis Quinn volunteered to work with Katie on the NBR process to review the guidelines.

10. Committee Updates – EC Members (Informational)

Ed referenced the Slack document in which all VPs provided updates on their committee activities for the first quarter. All committees are up and running and working hard. Reach out directly to any of the appropriate VPs with any questions.

11. USMS@60 – Modernization & Strategic Realignment (Discussion) – Dawson
 - i. Dawson provided a strategic update as a follow up from the February Board retreat outlining the need for organizational modernization to better align USMS with its current scale and role within the broader adult swimming ecosystem. The update emphasized that while USMS operates as a \$5–6 million national organization, it serves as the central platform supporting a significantly larger participation and economic ecosystem. To address growing complexity and improve consistency, accountability, and member experience, this strategy includes modernizing governance to clearly separate Board oversight from operational execution, realigning operations to reduce fragmentation, and evolving staffing and systems to better support clubs, volunteers, events, and participation growth. These changes were framed as essential to enabling sustainable growth, improving service delivery nationwide, and positioning USMS to fulfill its long-term strategic role.

12. Executive Session (Informational) – Ed
 - i. At-large Director Elections – Ed discussed the upcoming elections for At-Large Director positions. Ed noted that all current At-Large Directors with the exception of Jeff Commings are eligible to run again. Those who are interested in continuing to serve would need to go through the same elections application process as when they were first appointed, which begins on May 1.

Next Board Meeting: Monday May 18 at 8:00 p.m. ET

Summer Board Retreat: July 10-12, 2026 (Nashville – Book flights now. Assume meeting starts at 1:00 p.m. on Friday and ends at 11:00 a.m. on Sunday.)

The meeting was adjourned at 9:06 p.m. ET.

Respectfully submitted,
Erika Braun, Secretary