

<b>Committee Name:</b>	Board of Directors	<b>Session #:</b>	1
<b>Committee Chair:</b>	Ed Coates		
<b>Minutes recorded by:</b>	Carrie Stolar	<b>Date/time of meeting:</b>	4/14/25 8:00 PM ET

### Actions Taken:

1. Approved: The Feb. BOD retreat meeting minutes.
2. Approved: The Mar. 21 BOD meeting minutes.
3. Approved: By the Executive Committee members only, the Dec. EC Meeting minutes.

<b>Number of committee members present:</b>	<b>18</b>	<b>Absent:</b>	<b>0</b>	<b>Guests:</b>	<b>1</b>
<b>Committee members present/virtual (list all, including chair and vice chair):</b> Ed Coates – President; Julie Dussliere - VP of Administration; Kenny Brisbin - VP of Community Services; Crystie McGrail - VP of Local Operations; Robin Smith - VP of Programs; Carrie Stolar - Secretary; Teddy Decker – Treasurer; Katie Kenyon (Legal Counsel); Peter Guadagni (Immediate Past President); Dawson Hughes – CEO; 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).					
<b>Not present:</b> none					
<b>Guests:</b> Paige Buehler					

### Minutes

The meeting was called to order at 8:01 PM ET.

1. Agenda review and declarations of conflict of interest (Ed): There were no changes to the agenda or conflicts of interest.
2. Approval of the minutes (Carrie):
  - a. Feb. Board retreat minutes: **MSA for approval of the Feb. 2025 BOD retreat meeting minutes.** Discussion: none. **The motion passed unanimously.**
  - b. March Board Meeting Minutes: **MSA for approval of the March 17, 2025 BOD meeting minutes.** Discussion: none. **The motion passed unanimously.**
  - c. December EC Meeting Minutes (EC Members only): **MSA for approval of the Dec EC meeting minutes.** Discussion: Crystie asked about historical committee member rosters and whether they live on the USMS website. Dawson explained that individual member profiles contain committee history, but the group debated whether/where a consolidated list should be maintained. Ed and Dawson will discuss this topic offline. **The motion passed unanimously.**
3. Minute of good news (Jeff and Ed): Ed welcomed Robin back to the group. Jeff shared that he is cancer free and cleared to swim. Ed shared that he is retired as of April 1.
4. Board Education (Governance Committee) – (Paige Buehler): Paige presented an overview of the BoardSource resources available to USMS BOD members and organizational leadership. Access to these resources is part of a grant from USAS to improve governance practices. Paige demonstrated how to access and navigate the BoardSource website, including written resources, guides and certificate programs. She encouraged BOD members to utilize these resources for personal development and to become better BOD members. Guy suggested creating a forum for BOD members to share the most useful BoardSource resources they’ve found.
5. CEO update (Dawson):
  - a. Key metrics update: At the end of March, traditional USMS membership is up 3% over 2024. CCS has 9500 members. Total membership is around 55,500 (includes CCS bridge memberships), which is in line with budget

expectations. Grown-Up Swimming has started registration for 11 leagues, 4 of which are new, and are on track for 30 leagues. About 375 people are registered so far.

- b USMS' financial position is strong, with no expected immediate cash needs requiring use of our line of credit. The annual financial audit is underway and Gary is working on the Q1 financial forecast.
- c Event season: About 1600 swimmers participated in the CCS Nationals in Arizona. Dawson shared that 220 swimmers participated in the Open Water National Championships in Sarasota. The event was a successful partnership with USA-S and we may consider extending the partnership for 2-3 years at the same venue. The upcoming nationals in San Antonio have about 1,800 registrants, slightly lower than expectations.
- d Julie brought up the recent roster cuts at universities and how CCS could be an opportunity for those college swimmers. The BOD encourages/supports collaboration between CCS and USA-Swimming.
- e Staffing: Dawson shared the updated national office org chart. A new marketing manager has been hired, and she will start at nationals in San Antonio. Separately, Carter Page, manager of business development, has resigned. His position will be filled by a new hire. In addition, a coordinator of events and business development position is budgeted to start in July. Mary Beth Windrath, national swims coordinator, has resigned. Dawson emphasized the need to develop a plan for managing the record applications and pool measurement database and the top 10 process. He said that the current staff would be able to meet immediate needs and that a plan would be put in place to handle these administrative duties long-term.

- 6. Q1 Committee Activity Update: Ed posted the updates about committee activities from the EC members
- 7. LMSC Zone calls (Ed): The call teams are listed in the agenda. Guy, Jeff and Nicole mentioned potential dates for their zone calls. The calls should take place by early July, with the goal of completing them by the summer BOD meeting. Please let Ed know as the meetings are scheduled. Ed and Dawson will work on an outline and agenda for the meetings.
- 8. 2025 Executive Committee Elections (Ed): The BOD moved into executive session at 9:01 to discuss upcoming EC elections. (Secretary's Note: Paige had previously exited the call.)
- 9. The next BOD meeting will be on May 19. Dawson provided details about the July 18-20 BOD meeting in Atlanta, including a GUS event on Friday evening.

The meeting was adjourned at 9:12 PM ET.

Respectfully Submitted,

Carrie Stolar, Secretary