

**Draft Minutes of the  
4th Quarter USAS Board Meeting and Annual Meeting  
December 19, 2024**

**AGENDA**

- I. Roll Call**
- II. Approval of Draft Minutes of the Q3 2024 Board of Directors Meeting**
- III. Comments/Questions on Written Reports**
- IV. U.S. Representation and Leadership**
  - A. Nominations Process for World Aquatics Committees**
  - B. Developing Future Leaders**
- V. Report from World Aquatics Treasurer Dale Neuburger**
- VI. 2025 World Aquatics Support Programme**
- VII. World Aquatics Championships – Singapore 2025**
- VIII. Q3 2024 Financials and 2025 Budget**

**I. ROLL CALL** - The following Board members were in attendance:

USA Artistic Swimming: Adam Andrasko, Kimberly Kohut, Mariya Koroleva;

USA Diving: Lee Michaud, Samantha Perkins;

US Masters Swimming: Ed Coates, Dawson Hughes, Britta O'Leary;

USA Swimming: Carli Brashier, Anthony Ervin, Shana Ferguson;

USA Water Polo: William Smith, Jamie Davis

World Aquatics Treasurer: Dale Neuburger

USAS Officers: Patty Miller, Jared Book & Gregory Eggert

**II. Approval of Draft Minutes of the Q3 2024 Board of Directors Meeting**

A motion to approve the minutes of the September 17th USAS Board meeting was made by Bill Smith, seconded by Ed Coates and was passed unanimously.

**III. President's Report & Comments/Questions on Written Reports**

The President congratulated the athletes and coaches of USA Diving, USA Swimming and USA Water Polo for their recent success at World Aquatics and PanAm Aquatics events. President Miller welcomed Jamie Davis, CEO of USA Water Polo, who was attending his first USAS Board meeting;

Written reports were submitted by the President, Vice-President, the World Aquatics Treasurer and the report of the Task Force by Anthony Ervin. There were no questions about the reports.

#### **IV. U.S. Representation and Leadership**

##### **A. Nominations Process for World Aquatics Committees**

Patty led the board through the PowerPoint presentation that was previously distributed to the Board. USA members may be nominated to Technical Committees, Coaches Committee and, new for this quad, the Referees & Officials Committee. Each are nominated by the respective sports which have exclusive jurisdiction over the selection process. World Aquatics Treasurer Dale Neuburger explained the Referees and Officials Committees were first constituted about 15 months ago, and in the next quad will be open for nomination by our respective sports. USAS has the opportunity to nominate members for the Athletes Committee, Aquatic Integrity Unit, Audit Committee and Sports Medicine Committee. Each of our sports may nominate individuals to these committees; if USAS receives more than one nominee for each committee, the Board will consider the nominations received and select which person will be nominated by USAS to World Aquatics.

**Athletes Committee** Dale mentioned that the name recognition of the athletes is a strong advantage to the nominee who will be subject to election. Patty has appointed a task force to consist of the World Aquatics Treasurer and each of the 5 athlete members of the USAS Board for the purpose of recommending one athlete for endorsement by the entire USAS Board. The athlete who receives the Board's endorsement will be nominated to World Aquatics and will stand for election (by their peers) to the World Aquatics Athletes Committee. Tony suggested that the AC nominations come from athletes' leadership groups across each sport.

**USAS Nomination Process** - Each of our sports are reminded that they must submit their nominations to USAS by January 10th. Additionally, all sports must ensure that their nominees have a profile in the World Aquatics GMS portal. The USAS Board will convene on January 16th to consider all nominations received. The officers will submit all nominations in the World Aquatics GMS system on or before January 20th.

##### **B. Developing Future Leaders**

The President reported that at the July 29th World Aquatics Congress there is legislation to approve a two year extension of the World Aquatics Treasurer's term beyond the current 2027 expiration of his term. Patty emphasized the impressive amount of work that Dale does on behalf of USAS and our sports in his role as World Aquatics Treasurer and that USAS is pleased to have Dale in this role through 2029 if the

extension is approved. The President indicated that USAS must strategically plan for the leadership succession of the USAS approved Bureau Member for election in 2029 and reminded the Board of the role that PanAm Aquatics has in this process.

#### **V. Report from World Aquatics Treasurer Dale Neuburger**

World Aquatics distributed more than \$11.5 million in prize money to all aquatic athletes in 2024. This is the most ever for World Aquatics (or FINA) and more than any other IF, except FIFA. Of that amount, \$7.1 million in prize money was distributed to swimmers at the World Aquatics Championships - Doha 2024, during the Swimming World Cup series and following the World Aquatics Swimming Championships - Budapest 2024.

New competition rules were approved by the Bureau at their November and December meetings with immediate effect.

Dale offered kudos and thanks to the local organizing committee for their excellent organization of the World Swimming Championships 25m in Budapest. He extended his congratulations to USA Swimming athletes, coaches and staff for the extraordinary performances at this event.

The term of the World Aquatics Treasurer will be extended to 2029 subject to the action of the World Aquatics Congress on July 29th. A World Aquatics Foundation will be created by action of the Congress and it will be overseen by the Treasurer and a small leadership group to address issues that are unforeseen but typical with all foundations.

#### **VI. World Aquatics Support Programme**

The President reported that USAS will submit the 2024 final report for the 2024 World Aquatics Support Programme before the end of 2024. Patty explained that the annual cycle begins with an October request from World Aquatics for USAS to submit responses to a governance survey. Completion of the survey is a prerequisite to receiving funds from World Aquatics and the responses are determinative to the amount of support USAS will receive in the following year. USAS is required to submit our 2025 initiative projects to World Aquatics prior to February 15, 2025. Patty explained that the USAS submission of proposals to World Aquatics must include a governance initiative from one of our sports, and she thanked USMS for their governance related program in 2024. Adam offered a suggestion that any NGB that may be audited by the USOPC and/or the Center for SafeSport in 2025 could put that forth for our governance effort as those costs will definitely exceed \$5k.

#### **VII. World Aquatics Championships – Singapore 2025**

Greg reported that our Chef Christine McMaster-Shah is anxiously awaiting the Summons, which World Aquatics indicates is usually available 6 months in advance of the World Championships. The Officers have met with Christine and Carli from USA Swimming to emphasize the importance of selecting the best hotel in which all of our sports can stay together as was the case in Fukuoka 2023. Our Chef will likely make a site visit in February and will coordinate with USA Swimming. The amount of the World Aquatics subsidy for airfare and hotel accommodations and the effective period of the subsidy has been previously communicated to our Chef and by extension to the respective sport Team Leaders and was shared with all members of the Board earlier this month.

### **VIII. Q3 2024 Financials and 2025 Budget**

The President indicated that this meeting is officially designated at the Annual Meeting and the General Assembly of United States Aquatics sports. USAS is in compliance with the regulations and expectations of World Aquatics related to good governance. Treasurer Jared Book discussed the financial reports and the proposed budget which was previously sent to the Board:

**+ 2024 Financial Reports** - We likely will only have a deficit of about \$6000 in 2024. This is well below the budgeted deficit. There are a few items that specifically helped that reduced loss:

- + Moved money into earning accounts to earn some interest.
- + In 2024 we did not have any unexpected expenses.
- + The President's travel and accommodation expenses to the Doha 2024 World Championships were cost effective due to sharing expenses.
- + The expenses for the Chef de Mission attending the Doha 2024 World Championships were much lower for two reasons; first the Chef, Christine was not able to stay in Doha for the entire length of the championships and, second, the site visit was paid in 2023 since the championships were in February.
- + USAS should expect higher expenses for Chef in 2025 as Christine may be in Singapore for over a month.

**+ 2025 Budget** - We expect to have interest income in that the rates are not expected to decrease significantly at this point.

- + In 2025 USAS will receive \$30K from World Aquatics, so \$5K will be distributed to each of our five sports and USAS.
- + We have continued to budget for an in person Board meeting which we may or may not have in 2025.

As Board members know. USAS no longer receives income from the USAS Convention and there does not seem to be interest in a return to an annual convention. There were no questions for the Treasurer on either the expenses for 2024 or the proposed budget for 2025.

Ed Coates moved and Bill Smith seconded the motion to approve the USAS Budget for 2025 and the Board approved the motion unanimously.

## **IX. Announcements**

**International Events in the USA** - Greg asked each of the sports that might be hosting any international or continental competitions in the USA in 2025 to share the dates of their World Aquatics or Pan Am Aquatics events via email:

**gregory.eggert@gmail.com**

**Board Meetings of our Sports** - Anthony Ervin has previously expressed his willingness to attend at least one of your meetings during 2025 on a virtual basis. It would be helpful if you can share the dates of your future meetings via email:  
**gregory.eggert@gmail.com**

**Max Ritter Award Nominations** - The Max Ritter Award is presented annually by United States Aquatic Sports to the organization or individual of a World Aquatics member country who has contributed the most to the advancement of understanding and good will among nations through international participation in amateur aquatic sports. Nominations by any member of the USAS Board of Directors for the 2025 Max Ritter Award may be submitted to Steve McFarland, subcommittee chair via email: **steve@duraflexinternational.com** The deadline for nominations is March 31, 2025.

**X. Next Meeting** - The USAS Board is asked to be available for a Special Meeting on Thursday, January 16th to review the nominations for World Aquatics committees submitted by each of our sports.

The meeting commenced at 8:00 pm and adjourned at 9:21 pm

Respectfully submitted;

Gregory Eggert  
USAS Vice President

Minutes approved by the USAS Board of Directors on March 10, 2025