

**Minutes of the 3Q Board of Directors Meeting
United States Aquatic Sports
October 1, 2025**

I. Introduction of New Board Members and Roll Call

Patty introduced USA Swimming CEO Kevin Ring and welcomed him to his first USAS Board meeting. She noted Maggie Steffens was attending her first Board meeting and thanked her for joining this meeting.

Members of the USAS Board of Directors present:

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

USA Diving: Lee Michaud, Krysta Palmer

US Masters Swimming: Britta O'Leary, Dawson Hughes

USA Swimming: Kevin Ring

USA Water Polo: Jamie Davis, Maggie Steffens

World Aquatics Treasurer: Dale Neuburger

USAS Officers (Non Voting): Patty Miller, Gregory Eggert;

Guests Attending:

Christine McMaster-Shah, USAS Chef de Mission

Van Donkersgoed, PanAm Aquatics Treasurer

Bryce Elser, USA Swimming

Jake Grosser, USA Swimming

II. Approval of the Minutes of the Q2 2025 Board of Directors Meeting

Following a motion by Lee and a second by Dale, the minutes were approved unanimously.

III. Report from PanAm Aquatics Executive Committee Members

Presentation by Van Donkersgoed, PanAm Aquatics Treasurer

+ Explained that he and Diane Maiese (DV) were working on a document to help USAS better understand what PAQ does and detail their governance responsibilities. Diane is coaching and could not attend the meeting.

- + Congratulations to the athletes from the USA who participated in the Junior PanAmerican Games. He indicated that he enjoyed presenting medals;
- + PAQ focus is now turning towards the PanAmerican Games in Lima, Peru in 2027;
- + PAQ notes a conflict with the dates of the 2027 World Championships. PAQ is having conversations about the conflict in dates but indicates that this is something PAQ is working on, but this will still be inconvenient;
- + The PAQ Bureau, by their constitution, includes the members of the PAQ Executive and members of the World Aquatics Bureau from the Americas. The Bureau met for the first time in mid September and it was a productive meeting. PAQ leadership shared what PAQ is doing (programs and events) along with financial information.
- + Van asked that USA national governing body leaders keep reading PAQ Bulletins.
- + He thanked representatives from the USA who serve on PAQ committees and indicated that they appreciate their work along with staff members.
- + PAQ is doing strategic planning right now and he expects to share this within the Americas soon.
- + Van indicated that PAQ would like to strengthen relations with leaders of USA based NGBs.
- + Van reported that the communication from PAQ has been good and that PAQ door is always open to have conversations, especially as it relates to the PanAmerican Games. We are in a really good place and we just want to continue to work together.

IV. Comments/Questions on Written Reports -

A. Officer Reports - There were no questions about the [President's Report](#) or the [Vice President's Report](#)

B. [Chef de Mission Report](#): Christine emphasized several of the recommendations from her report. There were challenges that were out of our control including invoicing from the LOC. Christine does not foresee the costs going down and requests that sports prepare for this in the future. Canada sent their report to World Aquatics. The officers will discuss whether USAS should share the report with World Aquatics. Christine

indicated her interest in continuing through Budapest 2027 and to work to train a new chef for Beijing 2029.

V. Approval of Resolution Documenting Board Membership

Patty explained the nature of the resolution is to document the membership of the USAS board, particularly for external stakeholders, including World Aquatics. Following a motion by Jamie, a second by Adam the Resolution was approved unanimously. Greg will advise World Aquatics of any changes to the members of the Board following each USAS Board meeting. Patty indicated that the Annual Meeting of USAS will be held in December 2025.

VI. World Aquatic Support Program – World Aquatics offers annually a \$25K to \$30K grant to National Federations. Final Reports for the 2025 Support Program will be due in early December and proposals for the 2026 AQUA Support Program will be submitted in early 2026. Following the completion of required prerequisites, including a governance survey, each NF may propose programs and complete that program in 2026. Communications about the 2025 Final Report and the 2026 application will be sent to CEOs directly.

VII. Report from World Aquatics Treasurer Dale Neuburger

The following reports were provided to the USAS Board.

[World Aquatics Budget Report - 2024-2026](#)

[Link to World Aquatics Financial Report - 2024](#)

Dale Neuburger reported that this summer's World Championships - Singapore 2025 was a great event. He noted the challenges for open water swimming athletes including the high water and air temperatures. The usual elements of hotels, food and transportation were not perfect, but quite good.

Our key volunteers across five organizations have been effective and have been recognized with reappointment for future service. The American representatives are an impressive group. World Aquatics recognizes the capabilities of our nominees. We continue to have a high level of representation. Our nominees should be prepared for leadership positions

on their respective technical committees. The most important thing is to be at the table when important decisions are made. However we should not always expect to get what we want.

Dale indicated that he was fortunate to travel with the World Aquatics President to Los Angeles to meet with the LOC. World Aquatics is in a wonderful position and noted that athletes will compete in terrific venues where they will have a chance to excel.

World Aquatics representatives visited the \$6 billion SoFi stadium where swimming will be held, a complex across 350 acres with a lot of amenities.

Long Beach will host Artistic Swimming, Open Water Swimming and Water Polo. These three sports will benefit from the location of their venues. The site is familiar as it hosted the 2004 USA Swimming Trials in the parking lot of the Long Beach convention center. Long Beach is a thriving, small city and is a great proximate city to Los Angeles. The World Aquatics hotel will likely be in Long Beach.

Diving will be held at the Rose Bowl Aquatic Center, noting that there are some concerns about spectator access. The proximity to the Rose Bowl where football is played ensures that this is not going to be a forgotten venue. World Aquatics expects this to be a great venue.

Shana Ferguson serves as the LA28 Chief of Sport. Janet Evans continues to serve as the Chief Athlete Officer. Carli Brashier is the Aquatics Sport manager who is detailed and athlete centric.

World Aquatics could not be better served as a sport. Aquatics will offer 55 medals events in LA, compared to athletics 48. There will be 12 mens and 12 womens water polo teams. Swimming added 6 medal events but the quota from Paris of 852 athletes was reduced to 830. Swimming qualification procedures are awaiting IOC approval. World Aquatics did not lose quota positions overall, but the quotas for our sports were internally shuffled.

Adam asked if our sports might have opportunities to engage with AQUA leaders, such as at the recent visit by AQUA leaders to Los Angeles, a surprise until reported in the media. Dale indicated that the rule of the road for the Olympic Organizing Committee will do everything possible to keep NF at arms length. The LOC looks to IFs for guidance and does not wish to receive conflicting information. But in terms of meetings with NFs,

they follow an unwritten rule that they do not wish to deal with 35 NFs. Dale emphasized that the USA member of each technical committee will serve as the liaison to LA28.

VIII. NGB Sharing of Insights from U.S. Olympic & Paralympic Assembly

Adam indicated that he was attending his 16th Olympic assembly, which was attended by multiple representatives of LA28. There was discussion about how the NOC is investing 9.6% more of their funds into sport, resulting in a good feeling. Mariya indicated that she is very focused on the independence on the AC and plans to take the next year to hone in on their mission and role, Jamie noted positive changes with the USOPC, including a new structure with summer and winter training centers that will become high performance centers.

IX. Current Topics – Update from U.S. Masters Swimming

Dawson shared the latest updates on USMS's experience with transgender athletes and regulators in various states. Dawson noted that other NGB's may experience similar situations in the future and asked that others contact him with any proactive solutions, ideas, and strategies.

X. Financial/Budget Update. Patty reported that our financial situation is in good hands thanks to Jared who was unfortunately unable to attend the meeting. The loans provided to USA Artistic Swimming and USA Diving for accommodations at Singapore 2025 were repaid.

Announcements - Patty reported that Dale was the recipient of the prestigious USA Swimming Award. Greg indicated that the nominations for the Max Ritter Award should be sent to Steve McFarland, subcommittee chair, prior to March 31, 2026.

Fourth Quarter Meeting - The Officers will propose a date in December for the Annual General Meeting.

Motion to Adjourn - Mariya moved and Lee seconded at motion to adjourn at 8:16 pm

Respectfully submitted by Gregory Eggert
Vice President, United States Aquatic Sports

Approved with unanimous consent by the Board on Dec 16, 2025
Motion to approve by Jamie Davis, second by Adam Andrasko