

**Minutes of the 4Q and Annual Board of Directors Meeting  
United States Aquatic Sports  
December 16, 2025**

**INTRODUCTION OF NEW BOARD MEMBERS AND ROLL CALL**

Patty introduced USA Swimming Board Chair Brent Lang and welcomed him to his first USAS Board meeting.

**Members of the USAS Board of Directors present:**

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

USA Diving: Lee Michaud, Krysta Palmer, David Gascon

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

USA Swimming: Kevin Ring, Brent Lang

USA Water Polo: Jamie Davis, Maggie Steffens

World Aquatics Treasurer: Dale Neuburger

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

**PAN AM AQUATICS** - A written report was received and distributed. It is a summary of a strategic planning meeting held by PanAm Aquatics. PAQ shared their appreciation of the many great volunteers, officials, and committee members from the USA who have stepped in on a regular basis. PAQ offered a thank you for their efforts, and is open to receiving even more support in the future. Adam reported that he spoke with USOPC CEO Sarah Hirschland and elicited her support to move the dates of the 2027 PAG one week later to avoid a conflict with the Budapest 2027 World Championships.

**USAS BOARD RESOLUTION** - Patty explained that there have been recent changes in the composition of the USAS Board based on changes from the NGBs. Following the USAS Board’s approval of the resolution at this Annual Meeting and the approval of the minutes at the 1Q meeting in 2026, USAS will submit our resolution to World Aquatics. Kim moved and Kevin seconded the motion which was approved unanimously.

**USAS FINANCIAL REPORT** - Jared indicated that our financial outlook has not changed in a substantial way. Our 2025 operating deficit is estimated to be \$28,600. Our assets include two CD's in totaling \$210K, earning 4% interest, which Jared hopes to roll over at maturity at a similar rate. All USAS funds are insured by the FDIC; we stay under the \$250K threshold at each financial institution. USAS maintains a checking account with a balance of \$42K and a money market account of approximately \$200K at the Old National. As there is not a World Championships event in 2026, we do not anticipate any expenses for a Chef de Mission. Our Chef de Mission expenses in 2025 were nearly \$15K under this budgeted line item and this was the primary reason that USAS was under the amount of our projected deficit for 2025.

With respect to the 2026 budget, the officers have assumed \$25K in Support Program funds from World Aquatics. We anticipate cost of living expenses to have a slight impact on our budget, including insurance. Jared believes that accounting services will rise between 4% and 5% in 2026.

Ed made the motion to approve the 2026 budget and Kevin offered a second. Following a brief discussion the 2026 budget was approved with unanimous consent.

**2026 WORLD AQUATICS SUPPORT PROGRAM** - Patty explained that the 2026 AQUA support program requires that 75% of the financial support be spent on athletes. As Jared explained in his report, the anticipated support from World Aquatics will be \$25K in 2026, which is \$5K less than the \$30K distributed in 2025. As there is not a World Championships in 2026, the \$5K received in 2025 will not be required to support our Chef de Mission in the off-year. The USAS officers recommend that the \$25K be split equally across all five sports and the board concurred with the recommendation.

Patty asked if any of our sports might be contemplating a Governance Program, which is required by World Aquatics. Dawson and Adam indicated that USMS and US Artistic Swimming may be willing to incorporate this requirement in their submission. The CEO's are reminded that their proposals should be received by January 23rd.

**APPROVAL OF THE AMENDED BUDGET** - During the discussion of the 2026 World Aquatics Support Program the budget was amended to reflect the Board's consensus that the \$25K support would be split equally with each of our member organizations. The amended budget was approved.

**REPORT FROM THE WORLD AQUATICS TREASURER** - Dale thanked the officers for their diligence. He noted that they endeavor to share valuable information and bring harmony to the organization. He observed that USAS rarely holds a vote which he believes means this organization has been operating on a consensus basis.

Dale reported that World Aquatics was very pleased with the recent Swimming World Cup events held at two US locations and the final event in Toronto, Canada. These events drew an impressive roster of international athletes. He believed that US athletes were extremely well served as the prize money exceeded \$1.2 million and the travel burden and expenses to each of the three events was relatively light.

Dale reported that on December 9 and 10 the IOC reviewed 3 of 5 proposals submitted by World Aquatics and approved the swimming qualification procedures for the 2028 Olympics. Swimming at the LA Olympics will be capped at 830 athletes which is 22 fewer than in 2024 Paris although 6 new events (50's of stroke) were added to the Olympic program. Since the 2016 Rio Olympic Games there are 9 new swimming events but 70 fewer spots. Dale believes that World Aquatics has as good of a system as we can have, and believes this will be beneficial to the USA as our sports and athletes prepare for a domestic Olympic Games.

Dale indicated that Betty Hazle, Colleen Huffman, Sid Cassidy, Dana Covington and Hadi Farid represent our sports on the respective World Aquatics technical committees. These are the members of the World Aquatics technical committees who will serve as technical liaisons and valuable resources to the LA28 organizing committee.

With respect to Pan Am Aquatics, Dale suggested that each sport consider their participation at PAQ events on a sport by sport basis. There are elements of PAQ programs that can benefit our sports by engaging officials, coaches and possibly clubs that might be willing to participate in PAQ events.

Finally Dale stressed that USAS continues to have a favored position on the World Aquatics Bureau and this is largely due to the fact that we have been great partners within the Americas. Our sports have been generous in providing our technical expertise throughout the continent. He explained that 41 of the 45 NF's within the Americas' often need help and our sports have regularly been of assistance. Dale pointed out that our sports have been kind and generous and have activated really good people who have been friendly; as a result we have earned a lot of political influence. Our sports should continue to be generous, thoughtful and strategic in how we can impart our technical expertise to other National Federations.

Finally he reminded that the PAQ Executive will have an integral role in the process for identifying nominees / candidates for the World Aquatics Bureau in 2029.

**EVENTS IN THE USA** - Lee indicated that USA Diving is in discussions with World Aquatics to bring a High Diving event to Fort Lauderdale in May. This would be the only World Aquatics event held in the USA in 2026.

**ANNOUNCEMENTS** - Patty asked the Board to reflect on the long and dedicated service of Penny Taylor who served as the USAS Chef de Mission at several World Championships. Penny passed away on November 4th. Penny was a 1948 Olympic swimmer, the coach of Tom Jager, a 5-time Olympic gold medalist, and she set many world records during her masters swimming career which continued into her 80's.

**NOMINATIONS FOR THE 2026 MAX RITTER AWARD** - A reminder that nominations are due by March 31, 2026 and should be sent to Steve McFarland: [steve@duraflexinternational.com](mailto:steve@duraflexinternational.com)

There was a motion to adjourn which passed unanimously at 7:52 pm.

Respectively submitted by Gregory Eggert, USAS Vice President  
The Board unanimously approved the minutes of the December 16, 2025 minutes on February 18, 2026.