

Committee Name:	Board of Directors	Session #:	1
Committee Chair:	Ed Coates		
Minutes recorded by:	Carrie Stolar	Date/time of meeting:	6/09/25 8:00 PM ET

Actions Taken:

1. Approved: The amended May BOD meeting minutes.
2. Approved: The interim Policy on Participation in the Male and Female competition category to replace the current policy on Transgender Inclusion, as presented.
3. Approved: The over budget request of up to \$60,000 for legal fees and that these expenses not be included in Dawson’s bonus calculation.
4. Approved: The proposal to revise 507.1 to remove the requirement for standing committees to hold a meeting in conjunction with the annual meeting, as presented.
5. Approved: The removal of the description of the History and Archives Committee from the standing committee list in the Rule Book.

Number of committee members present:	16	Absent:	2	Guests:	1
Committee members present/virtual (list all, including chair and vice chair): Ed Coates – President; Julie Dussliere - VP of Administration; 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); Jeff Commings (Southwest).					
Not present: Kenny Brisbin - VP of Community Services; Trey Taylor (Southeast).					
Guests: Mollie Grover					

Minutes

The meeting was called to order at 8:02 PM ET.

1. Agenda review and declarations of conflict of interest (Ed): There was one addition to the agenda, an over budget request. There were no conflicts of interest.
2. Approval of the minutes (Carrie): **MSA for approval of the amended May 19, 2025 BOD meeting minutes.** Discussion: none. **The motion passed unanimously.**
3. Minute of good news (Nicole): Nicole talked about the benefits, both physically and for mental health, of swimming for her and her daughter after a family health issue.
4. CEO Update (Dawson):
 - a Spring Nationals eligibility issues: 2 under review (in process).
 - b Increased member awareness about USMS transgender policy.
 - c Texas Attorney General’s letter: In the letter, the AG asked for information relating to policies and procedures, with a deadline of May 30 for completion.
Most of the requested information is online and available to the public, and USMS has provided links/PDFs for them. The AG has also asked for a wide range of information relating to the current transgender policy. Given the sheer volume of information, USMS asked for an extension to June 13 to provide it. USMS has now provided the information to its outside counsel.
 - d Call with World Aquatics: World Aquatics is monitoring the situation. Another call is scheduled for this week.
 - e College Club Swimming (CCS): CCS currently has the same policy as USMS related to eligibility and transgender athletes. If the USMS policy changes, the policy will apply to CCS also. The CCS advisory board is meeting at the same time as the USMS board meeting, and they are getting an update on the situation. Any policy change would be in place before their registration starts next fall for the CCS season.

5. Consideration of the Interim Policy on participation in the Male and Female Competition Category (Dawson and Ed):
 - a Draft interim policy: The policy is roughly modeled after and is aligned with the World Aquatics policy. The draft interim policy was posted and has been updated based on feedback in Community.
 - i Includes outside counsel input and review.
 - ii Has a focus on keeping it simple, understandable, and concise.
 - iii Strives for a balance of inclusion and fairness in competition.
 - iv Will include a checkbox at registration so that there is an acknowledgment that transgender athletes might be participating in competitions. This is being added as a result of the Texas AG's letter.
 - v A question was asked whether World Aquatics policy will be changed? Dawson said that they have no plans to change it right now.
 - vi The Rules Committee is in support of the BOD approving the proposed interim policy. The policy is closely aligned with World Aquatics but is not the exact same policy. The proposed USMS policy is clearer.
 - b **MSA for the BOD to approve the interim Policy on Participation in the Male and Female competition category to replace the current policy on Transgender Inclusion, as presented.** Discussion: Are there other states with similar laws that USMS might incur a similar situation? Per Ed, the outside counsel thinks that this will mitigate those situations. Absent a change of policy, yes. **The motion passed.**
 - c A communication plan was shared, including a schedule of calls planned for the remainder of the week. FAQs and a final statement will be reviewed by legal before sharing. The announcement will come from the BOD.
 - d The BOD discussed the potential long-term financial implications of prolonged legal matters. **MSA for approval of an additional over budget request for legal fees up to \$60,000 and that this additional expense not be included in Dawson's bonus calculation.** Discussion: none. **The motion passed unanimously.** The Finance Committee will be updated.
6. Consideration of legislation proposals:
 - a Remove the requirement for standing committees to hold a meeting in conjunction with the annual meeting (Peter): Meetings are posted on the volunteer calendar, so members can attend if desired. Some committees wouldn't need to meet in August but do because of this rule. Teddy commented that this doesn't preclude meetings but rather doesn't require them, offering flexibility. Legislative committees would still conduct open meetings prior to the annual meeting. Per 503.02, zones are still required to meet in conjunction with the annual meeting. Guy suggested that forums with informal presentations on the committees could be used to attract future committee members. **MSA to approve the proposal to revise 507.1 to remove the requirement for standing committees to hold a meeting in conjunction with the annual meeting, as presented.** Discussion: A typo will be corrected in the motion that was presented. **The motion passed unanimously.**
 - b Approval of legislation to sunset the History and Archives Committee (Ed): Ed said that at the February meeting, the BOD had approved a motion that it would submit legislation to sunset the History and Archives Committee. The BOD also instructed the President to devise a process to select a historian as well as develop a job description for the historian to maintain the historical archives of USMS going forward. **MSA to remove the description of the History and Archives Committee from the standing committee list in the Rule Book.** Discussion: Guy asked how the historian will be appointed in the future? Ed said that it can be built into the job description, or the President can appoint the historian. Also, a typo in the rationale will be corrected. **The motion passed unanimously.**
7. LMSC Zone calls (Ed): The Northwest Zone call will be held tomorrow.
8. The next BOD retreat will be held July 18-20 in Atlanta.
9. 2025 Executive Committee Elections (Ed): The BOD moved into executive session at 9:13 to discuss upcoming EC elections. Mollie Grover exited the call.

The meeting was adjourned at 9:22 PM ET.

Respectfully Submitted,

Carrie Stolar, Secretary