



<b>Committee Name:</b> Board of Directors	<b>Date/Time of Meeting:</b> May 18, 2026: 8:00 p.m. ET
<b>Committee Chair:</b> Ed Coates	<b>Minutes recorded by:</b> Erika Braun
<b>Committee members present</b> 16	<b>Committee members absent</b> 2
<p>Ed Coates (President); Julie Dusliere (VP of Administration); Crystie McGrail (VP of Local Operations); Carrie Stolar (VP of Programs); Denise Dombay (Treasurer); Erika Braun (Secretary); Dawson Hughes (CEO); Katie Kenyon (Legal Counsel)</p> <p>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)</p> <p>Absent: Kenny Brisbin (VP of Community Services); Peter Guadagni (Immediate Past President)</p>	
<b>Other guests:</b> Bethany Burchill (Manager, Member and Club Services)	

### **Actions Taken:**

1. Approved. April 20, 2026, BOD meeting amended minutes.
2. Approved. Conflict of Interest Policy
3. Approved. Artificial Intelligence Principles and Use Policy
4. Approved. Confidentiality Policy
5. Tabled. Electronic Media Policy
6. Approved. Board's recommendation to the Legislation Committee on Membership Categories
7. Tabled. Board Policy on Membership Categories

### **Minutes:**

1. The meeting was called to order at 8:03 p.m. ET.
2. Agenda review, conflict of interest declarations – Ed: There were no conflicts of interest.
3. Approval of Minutes (Action Item) – Erika
  - i. April Board meeting minutes. **MSA to approve** April 20, 2026, BOD meeting minutes. Discussion: A note was made to update “BOR” to panel in NBR section. **The motion passed unanimously.**
4. Minute of Good News
  - i. Carrie Stolar (May) – Carrie shared how the power of swimming and the swimming community helped the oldest member of her team to come back from a stroke and find joy again.
  - ii. Jeff Commings (June)
  - iii. Erika Braun (August)
5. CEO Update (Informational) – Dawson
  - i. Membership Update and GUS - Dawson reported that membership continues to be 1.5% above last year and is on track to surpass 50,000 members by the end of the month. Grown Up Swimming has 45 league directors signed up, anticipating approximately 40-45 leagues this year and over 2,000 registrations to date, which is what was forecasted.



- ii. Legal Updates – Dawson shared that there is a procedural hearing in Texas on June 2 and one in Florida on June 30 to hear a motion for dismissal.
  - iii. Technology Updates – The registration flow related to support the interim eligibility policy will launch the first week of June and the list of measured pools which existed on a spreadsheet is now integrated in the sanctions process search tool. An enhanced results user interface is being tested and will include improved functionality and search capabilities for members with a plan to launch updates in June. USMS staff are moving from Microsoft Office products to Google and Slack; transitioning Dropbox to Google Drive; and moving from Microsoft email and calendar into Google. The legacy usms.org email aliases will be sunsetting at the end of June. USMS is working on deploying the USMS Marketing Cloud through Salesforce, which is an email template platform. This will support a new communication platform for local volunteers.
  - iv. Club Development – USMS is in an extensive review of clubs and the coach’s education platforms in advance of the July board meeting. This includes alternative insurance options for the many different types of club structures that exist and segmented offerings based on club needs.
6. Board Policies – (Action Items and Discussion) – Ed, Dawson and Katie
- i. Conflict of Interest Policy (Action Item) – **MSA to approve** the updated Conflict of Interest Policy. The updates were minor changes for clarity and grammatical changes. Discussion: Guy asked how form completions were tracked, which Dawson responded Jessica tracks for all volunteers. **The motion passed unanimously.**
  - ii. Artificial Intelligence Principles and Use Policy (Action Item) – **MSA to approve** the new Artificial Intelligence Principles and Use Policy. This policy establishes governance guardrails for the use of AI tools to protect member information, ensure compliance with applicable laws, and maintain clear human accountability for organizational decisions. Discussion: It was suggested that the Audit committee have insight into decision-making with AI products being implemented. The Board discussed clarity of AI use while still going through proper human vetting channels. **The motion passed unanimously.**
  - iii. Confidentiality Policy (Action Item) – **MSA to approve** the updated Confidentiality Policy. Updates to the policy included adding a detailed list of financial information as examples of confidential information covered under this policy and what actions may be taken for any violation of this policy. An acknowledgement statement for electronic signature was also added to this policy to capture agreement of those individuals covered under this policy. Discussion: None. **The motion passed unanimously.**
  - iv. Electronic Media Policy (Action Item) – The draft policy was updated to include other committee members and volunteers beyond just USMS Board members. Further updates to the policy are to be made under the Accuracy and Respect sections and shared for additional Board review at the June meeting. **The item was tabled until the next meeting.**
7. Board Zone Calls
- i. July Timeframe – Ed recommended Zone calls should be planned in the mid-July to Aug 1 timeframe. Crystie and Nicole suggested talking points following the July board meeting for the Zone calls. Ed suggested having a script to assist with consistent messaging from the board. Staff will work on developing script and talking points for board members to use during calls as has been done in prior years.
8. Legislative proposal on membership categories – Ed and Dawson
- i. Membership Categories – (Action Item) **MSA to approve** the Board’s recommendation to the Legislation Committee on amendments to part two related to removing the membership



category from the rule book for future flexibility. Discussion: CJ clarified that this is for membership of individuals. **The motion passed unanimously.**

- ii. Board Policy on Membership Categories – (Action Item) This will allow the Board of Directors to establish membership categories to support the organization’s mission, to best serve our members and to accomplish strategic objectives. The membership category will define what level of offerings an active USMS member may receive. After discussion, Ed agreed to post an updated draft version of the new Membership Categories policy to the Board Slack channel for further review. The policy will be voted on in draft form to go along with the HOD legislative proposal in the fall. **The item was tabled until the next meeting.**

9. Governance Strategy Project – (Discussion item and follow up) – Ed and Dawson

- i. Survey responses due by 5/18 – All survey responses were completed by all Board members. Summary results will be shared during the July Board meeting.

10. Annual Meeting Planning – Jessica has started work planning for this year’s annual meeting, which will be held virtually this year. Ed asked VPs to start asking their committees if they intend to hold a meeting in conjunction with the annual meeting.

11. Executive Session (Informational) – Ed – The BOD entered executive session at 9:16 p.m. ET.

- i. At-large Director Elections – The application process for At-large Director candidates closes on July 10. (Secretary’s note: Application deadline was stated incorrectly. Applications are due by June 20.)

**Next Board Meeting:** Monday, June 15 at 8:00 p.m. ET

**Summer Board Retreat:** July 10-12, 2026 (Nashville – Book flights now. Assume meeting starts at 1:00 p.m. on Friday and ends at 11:00 a.m. on Sunday.)

The meeting was adjourned at 9:20 p.m. ET.

Respectfully submitted,  
Erika Braun, Secretary