



Minutes

Board of Directors

Tuesday October 21, 2025

8:00 PM EDT

Board Members in Attendance: Kimberly Kohut, Heidi Lurenz (non-voting; Secretary), Stacey Chapman, Jaime Czarkowski (General Athlete Representative), Jacklyn Luu (Team USA AC alternate; voting for Mariya Koroleva), Jennell Lynch, Andrea Nott Miles (General Athlete Representative), Anna Montgomery, Amy Oliver, Joanne Pasternack, Rebecca Phillips, Cheryl Russell, Becky Jasontek Tomsic (Athlete At-Large), Monica Velazquez-Stiak,

Staff Members in Attendance: Adam Andrasko

Others:

Excused: Mariya Koroleva, Bill May, Natalia Vega, Kerhyl Gannt,

Called to Order At: 8:05 PM EDT **BY:** Kimberly Kohut. A quorum was declared.

Topic	Declaration of Conflicts of Interest	Presented by	Kimberly Kohut
Discussion	Kimberly Kohut called for any additional conflicts of interest to be declared. New board members declared conflicts of interest Heidi Lurenz: Assistant coach Menomonee Falls Dolphinettes, Master swimmer Wisconsin Waterloons. Amy Oliver: Parent of 2 swimmers, Garden City Coach, Masters swimmer for Team Florida when meets are in FL Becky Jasontek Tomsic: Mother and Sister coach for Cincinnati Synchrogators		

Topic	CEO Contract/Performance Goals	Presented by	Kimberly Kohut
Discussion	Motion: At 8:13 PM EDT, Cheryl Russell moved to enter executive session with Adam Andrasko and then later excusing Adam Andrasko. Seconded by: Stacey Chapman Motion approved. Vote: Yes-10 No- 0 Abstain- 0		

- Kim thanked the task force of Joanne Pasternack, Stacey Chapman, Cheryl Russell, Amy Oliver, Andrea Nott Miles for working on the task force who met once with Adam and once without to review the previous contract, 360 review and other pertinent information to update the job description, goals and contract for the Chief Executive Officer position.
- Kim reviewed the specifics of the Employment Agreement and the Job Description with the group. Adam also contributed to the explanation. The performance goals were also reviewed, and explanations of more specific SMART goals were discussed.

Adam excused at 8:36 PM EDT

- Kim reported that the task force recommends approval of both documents the employment agreement and the performance goals. Cheryl Russell made a point of clarification that the contract does not go into effect until January 1, 2026.

Motion: At 8:43 PM EDT, Cheryl Russell moved to end executive session.

Seconded by: Andrea Nott Miles

Motion approved.

Vote: Yes-11 No- 0 Abstain- 0

Motion: Cheryl Russell moved to approve the CEO contract renewal through December 31, 2029 as recommended by the task force.

Seconded by: Andrea Nott Miles

Jennell Lynch stated that she trusts the work of the task force. No further discussion occurred.

Motion approved.

Vote: Yes-12 No- 0 Abstain- 0

Motion: Cheryl Russell moved to approve the 2026 CEO Performance Goals as recommended by the task force.

Seconded by: Andrea Nott Miles

No further discussion occurred.

Motion approved.

Vote: Yes-12 No- 0 Abstain- 0

Topic	Announcements/Reminders	Presented by	Kimberly Kohut
	<ul style="list-style-type: none"> • VPs need to remind committee chairs to have appendix U and V completed and submitted to Adam especially with the USOPC Audit coming • Next meeting is November 19, 2025 at 8:00 PM EST. Plan 90-120 minutes due to the budget being the main topic 		

Adjournment at: 8:50 PM EDT		
Moved to adjourn by: Cheryl Russell	Seconded by: Andrea Nott Miles	Motion Approved unanimously

Respectfully Submitted,



Heidi Lurenz
Secretary