



**Minutes**  
**Board of Directors**  
**Wed., Nov. 20, 2024**

**Board Members in Attendance:** Kimberly Kohut, Cheryl Russell, Monica Velazquez-Stiak, Rebecca Phillips, Denise Shively (non-voting; Secretary/Past President), Natalia Vega (AEC President), Anna Montgomery, Mariya Koroleva (Team USA AC rep), Jaime Czarkowski (General Athlete Representative), Andrea Nott Miles (General Athlete Representative) Jacklyn Luu (Team USA AC alternate; non-voting) Stacey Chapman, Jennell Lynch, Joanne Pasternack

**Staff Members in Attendance:** Adam Andrasko

**Others:**

**Excused:** Claire Barton (Athlete At-Large), Kerhyl Gantt, Morgan Fuller Kolsrud (USOPC AAC Leadership team; non-voting), Bill May (AQUA/PAQ Athlete Representative), Jocilyn Sayler

**Called to Order At:** 8:02 PM EST

BY: Kimberly Kohut. A quorum was declared.

<b>Topic</b>	Declaration of Conflicts of Interest and Additional Agenda Items	<b>Presented by</b>	Kimberly Kohut
<b>Discussion</b>	<p>Kimberly Kohut called for any additional conflicts of interest to be declared. She welcomed two new BOD members who were not in attendance at the September meeting and invited them to declare any conflicts. Jaclyn Luu and Andrea Miles Nott introduced themselves and declared no additional conflicts of interest from the completed forms submitted.</p> <p>No additional agenda items were proposed.</p>		

<b>Topic</b>	Approval of Minutes from September 15, 2024	<b>Presented by</b>	Kimberly Kohut
<b>Discussion</b>	<p><b>Motion:</b> Cheryl Russell moved to approve the minutes from the Board of Directors meeting on Sept. 15, 2024 .</p> <p><b>Seconded by:</b> Natalia Vega</p> <p><b>Motion approved.</b></p> <p><b>Vote: Yes-11 , No- 0, Abstain- 0</b></p>		

<b>Topic</b>	Athlete Report	<b>Presented by</b>	Natalia Vega, Mariya Koroleva
<b>Discussion</b>	<p>No written report submitted. Natalia announced she is completing naming athletes to the various committees and plans to have names submitted by Thanksgiving. Mariya Koroleva was re-elected to serve as the Team USA Athlete Committee representative and Jaclyn Luu as the alternate.</p>		

<b>Topic</b>	Treasurer's Report	<b>Presented by</b>	Anna Montgomery and Adam Andrasko
<b>Discussion</b>	Adam reviewed the year-end summary report and then presented the 2025 budget for review and discussion. Following the highlights, he addressed questions and clarified details. He pointed out that the budget is being reduced from the 2024 \$2.8 million budget to \$2.5 million given the one-time gift presented by the USAAS Foundation early in 2024 to ensure national team success. This year the organization will help support a national team for the Youth World Championships and for the Junior Pan American Games. The USOPC will provide funding for travel to the Junior Pan American Games. The budget reflects the same payroll numbers from 2024 although some shifts will be made due to changes in staffing.		
<b>Discussion</b>	<p><b>Motion:</b> Cheryl Russell moved to approve the 2025 proposed budget</p> <p><b>Seconded by:</b> Stacey Chapman</p> <p><b>Motion approved.</b></p> <p><b>Vote: Yes-11 , No- 0, Abstain- 0</b></p>		

<b>Topic</b>	VP Competitive Operations	<b>Presented by</b>	Rebecca Phillips
<b>Discussion</b>	No written report submitted. Rebecca updated the BOD on a few items that were tabled or returned to committee at convention. Some rule changes that are delayed are due to AQUA decisions that came (are coming) after convention. Another issue was the desire for members to have all youth competitors compete with the same two figures and not two groups of figures. Rebecca working with Rules Committee and with Events Director Emily Burlison is proposing a variety of options particularly for the Junior Olympic Championships. She presented those options adding explanation that two options are not feasible for 2025 since they require adjustments in the schedule. Since contracts are signed for 2025, those adjustments are not possible. She also mentioned that for the Youth Championships, discussion needs to be had with those organizing national team trials. The athletes asked if they could present the options to the athletes council for input. Rebecca explained that she is hopeful to have decisions shortly to host an all-community meeting in early December.		

<b>Topic</b>	VP Diversity, Equality, and Inclusion	<b>Presented by</b>	Monica Velazquez-Stiak
<b>Discussion</b>	No report submitted.		

<b>Topic</b>	VP Marketing and Member Development	<b>Presented by</b>	Jocilyn Sayler
<b>Discussion</b>	No report submitted.		

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<b>Topic</b>	VP Olympic International	<b>Presented by</b>	Cheryl Russell
<b>Discussion</b>	No report submitted. Cheryl previously informed President Kohut and Adam of her committee chairs and committees membership.		

<b>Topic</b>	President’s Report /CEO Report	<b>Presented by</b>	Kimberly Kohut/Adam Andrasko
<b>Discussion</b>	<p>President Kohut stated that the BOD will have regular SafeSport updates due to a revision in policy. In addition, the BOD has a request to consider a salary increase for the CEO. Both those discussions are to take place in an Executive Session.</p> <p><b>Motion:</b> At 9:15 p.m., Cheryl Russell moved to transition into Executive Session with current and new Board of Directors and with Adam Andrasko to discuss SafeSport and a possible salary increase. Adam will be excused when the BOD discusses specific staff and salary requests.</p> <p><b>Seconded by:</b> Anna Montgomery</p> <p><b>Motion approved.</b></p> <p><b>Vote: Yes-11 No-0 Abstain-0</b></p> <ul style="list-style-type: none"> <li>• Executive Session began at 9:16 p.m.</li> <li>• During executive session, Adam updated the Board of Directors with SafeSport numbers to provide historical context.</li> <li>• Adam presented information for consideration of a possible salary increase including the ACES survey of compensation.</li> </ul> <p><b>Motion:</b> Stacey Chapman moved to approve the salary increase request effective Jan. 1, 2025.</p> <p><b>Seconded by:</b> Cheryl Russell</p> <p><b>Vote: Yes – 10, No – 0, Abstain – 0</b></p> <p><b>Motion:</b> At 10:21 p.m., Stacey Chapman moved to end Executive Session.</p> <p><b>Seconded by:</b> Anna Montgomery</p> <p><b>Motion approved.</b></p> <p><b>Vote: Yes-10 No-0 Abstain-0</b></p>		
<b>Additional Business</b>	<p>President Kohut mentioned that the USAAS Foundation will be reaching out for contributions on Giving Tuesday (Dec. 3). It is expected that all Board of Directors members participate with a gift to the foundation during the year. There’s no minimum amount, but the goal is 100 percent participation by directors. Please consider a gift on Giving Tuesday if you have yet to donate.</p> <p>President Kohut also announced the need for a special meeting to approve the proposed rule changes expected to come from the Rules Committee. She proposed two dates—Dec. 12 and Dec. 17. It appears that Dec. 12 is feasible for most BOD members. She will have Adam set up a Zoom meeting and calendar invite.</p>		

<b>Adjournment at approximately 10:26 PM EST</b>		
<b>Moved to adjourn by:</b> Stacey Chapman	<b>Seconded by:</b> Rebecca Phillips	<b>Motion Approved unanimously</b>

Respectfully Submitted,



Denise Shively  
Secretary

Attachments: Minutes Sept. 15, 2024



## Minutes

### Board of Directors

**Sunday, September 15, 2024**

**Board Members in Attendance:** Denise Shively, Ashley Johnson, Irene Hawes, Rebecca Phillips Kimberly Kohut (non-voting; Secretary), Anna Montgomery, Claire Barton (Athlete At-Large), Mariya Koroleva (Team USA AC Athlete Representative), Monica Velazquez-Stiak (Team USA AC; non-voting), Natalia Vega (General Athlete Representative), Bill May (General Athlete Representative), Stacey Chapman, Joanne Pasternack

**New Board Members in Attendance with Roles:**

Cheryl Russell (VP Olympic International), Monica Velazquez-Stiak (VP DEI), Kimberly Kohut (President), Natalia Vega (AEC President), Jaime Czarkowski (General Athlete Representative)

**Staff Members in Attendance:** Adam Andrasko

**Others:** Canelo Vega

**Excused:** Emmanuella Tchakmakjian (AEC President), Jocilyn Saylor, Kerhyl Gannt, Morgan Fuller Kolsrud (USOPC AAC leadership team; non-voting), Jennell Lynch,

**Called to Order At 8:32 AM PDT**

BY: Denise Shively. A quorum was declared.

<b>Topic</b>	Declaration of Conflicts of Interest	<b>Presented by</b>	Denise Shively
<b>Discussion</b>	Denise Shively called for any additional conflicts of interest to be declared. <ul style="list-style-type: none"> <li>• Sign new conflict of interest and confidentiality forms for October 2024-September 2025</li> </ul>		

<b>Topic</b>	Approval of Minutes from July 24, 2024	<b>Presented by</b>	Denise Shively
<b>Discussion</b>	<b>Motion:</b> Irene Hawes motioned to approve the minutes from the Board of Directors meeting on July 24, 2024. <b>Seconded by:</b> Stacey Chapman <b>Motion approved.</b> <b>Vote: Yes- 9 No-0 Abstain-0</b>		
<b>Topic</b>	Athlete Report	<b>Presented by</b>	Claire Barton, Mariya Koroleva
<b>Discussion</b>	No report submitted. <b>Motion:</b> At 8:41 a.m., Claire Barton motioned to transition into Executive Session with current and new Board of Directors and without staff to discuss athlete concerns. <b>Seconded by:</b> Stacey Chapman		

<p><b>Motion approved.</b></p> <p><b>Vote: Yes-10 No-0 Abstain-0</b></p> <ul style="list-style-type: none"> <li>• During executive session, various athlete representatives updated the Board of Directors of various concerns regarding team selection procedures and processes.</li> </ul> <p><b>Motion:</b> At 9:55 a.m., Claire Barton motioned to end Executive Session.</p> <p><b>Seconded by:</b> Bill May</p> <p><b>Motion approved.</b></p> <p><b>Vote: Yes-10 No-0 Abstain-0</b></p>
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<b>Topic</b>	Treasurer's Report	<b>Presented by</b>	Anna Montgomery
<b>Discussion</b>	No report submitted.		

<b>Topic</b>	President's Report/CEO Report	<b>Presented by</b>	Denise Shively/Adam Andrasko
<b>Discussion</b>	<ul style="list-style-type: none"> <li>• Staffing and operations updates</li> </ul> <p>-Lara Teixeira transitioning into Chief of Sport which will include High Performance Director and Education Director responsibilities</p> <p>-Shari Darst will be contracted for Judge Education</p> <p>-Assistant Coach #2 will have 15-20% of their role for educating membership</p> <p>-Job Posting for Assistant Coach #2 closes September 15</p> <p>-Last week in October, training begins for the next season</p> <p>- Budget will be presented at next meeting</p> <ul style="list-style-type: none"> <li>• President's Remarks</li> </ul> <p>-Denise reminded the VPs to include the AEC VP assigned to your area when doing work</p> <p>VP Olympic International is Elle Santana</p> <p>VP Competitive Ops Is Katie Ops</p> <p>VP DEI is Trinity Noriega</p> <p>-Work to name committees in the next 3-4 weeks by November 1</p>		

<b>Adjournment at</b> 10:39 AM PDT		
<b>Moved to adjourn by:</b> Natalia Vega	<b>Seconded by:</b> Irene Hawes	<b>Motion Approved</b> <b>unanimously</b>

Respectfully Submitted,



Kimberly A. Kohut  
Secretary