



Minutes
Board of Directors
Wednesday, May 24, 2023

Board Members in Attendance: Denise Shively, Irene Hawes, Ashley Johnson, Chris Leahy, Kimberly Kohut (non-voting; Secretary), Emmanuella Tchakmakjian (AEC President), Stacey Chapman, Jennell Lynch, Joanne Pasternack, Claire Barton (Athlete At-Large), Bill May (General Athlete Representative), Natalia Vega (General Athlete Representative), Monica Velazquez-Stiak (AAC alternate; non-voting), Morgan Fuller Kolsrud (USOPC AAC leadership team; non-voting)	
Staff Members in Attendance: Adam Andrasko, Kelly Premo	
Others:	
Excused: Kerhyl Gannt, Jennifer Jarboe, Mariya Koroleva (AAC Athlete Representative), Jocilyn Sayler	
Called to Order At: 8:04 PM EDT	BY: Denise Shively. A quorum was declared.

Topic	Declaration of Conflicts of Interest	Presented by	Denise Shively
Discussion	Denise Shively called for any additional conflicts of interest to be declared. Bill May declared that he is now a current athlete for Team USA		

Topic	National Team Update	Presented by	Irene Hawes, Adam Andrasko, Natalia Vega, Bill May
Discussion	<ul style="list-style-type: none"> - Olympic/Pan Am Trials were held last week. Congratulations to the athletes named to the full training squad including Board of Directors Bill May and Natalia Vega! - The success at the World Cup in France was discussed in addition to Irene's report (see attached report) 		

Topic	Athlete Report	Presented by	Morgan Fuller Kolsrud, Claire Barton, Emma Tchakmakjian
Discussion	<ul style="list-style-type: none"> - The AAC is now called Team USA Athlete's Commission - CA AB 252 - Here is a link to an FAQ sheet about the bill from the AAC and USOPC: https://app.box.com/s/y1mwb67ex0e4tzw055whzsljth6jalex <p>Motion: Irene Hawes motioned to oppose bill and asked Morgan Fuller Kolsrud and Adam Andrasko to draft a letter for our review.</p> <p>Seconded by: Stacey Chapman</p> <p>Motion approved.</p>		

	Vote: Yes-8 No-0 Abstain-0
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Topic	2023 Mid-year Budget Report	Presented by	Adam Andrasko
Discussion	<ul style="list-style-type: none"> - We are ok financially - Large revenue will be generated at end of May due to JO registration 		

Topic	Membership Strategic Plan	Presented by	Kelly Premo
Discussion	<ul style="list-style-type: none"> - Kelly Premo presented a history of membership numbers to the Board of Directors 		

Topic	President’s Report/CEO Report	Presented by	Denise Shively/Adam Andrasko
Discussion	<ul style="list-style-type: none"> - 2024 Fee Structures <p>2024 Planned Fee Structure for your information prior to June 1 messaging:</p> <p>Collegiate Championship Event Entry Fee: 2024 - \$45.00 – 2023 - \$43.48 Routine Entry Fee: \$30.00 (stay the same)</p> <p>National/Junior/Youth/12U/JO’s/Masters Event Entry Fee: \$40.00 – 2023 - \$38.48 Routine Entry Fee: \$30.00 (stay the same)</p> <p>Convention: 2023: \$210.00 2024: \$225.00 (Still discussing)</p> <ul style="list-style-type: none"> - Soliciting Interest for Open BOD positions for election in September at convention - Remote Work Proposal for Adam Andrasko Proposal was shared by Adam. Board of Directors did not need to formally approve the proposal and were supportive of Adam’s proposal - Reminder-June 9 deadline for submission of rules and code changes (90 days in advance of convention) 		

Adjournment at 9:44 PM EDT		
Moved to adjourn by: Chris Leahy	Seconded by: Irene Hawes	Motion Approved unanimously

Respectfully Submitted,

Kimberly A. Kohut

Kimberly A. Kohut
Secretary

Vice President Olympic International
Irene Hawes
May 18, 2023

This has been a busy time since our last meeting. Our National Team competed in the First AQUA World Cup in Markham Canada placing 3rd in the Acrobatics and 2nd in the Tech Team. Our Duet was 5th with a very good swim, but due to going to base mark they dropped to 5th. There were a lot of upsets with new Federations placing making it to the podium. We were also represented by our AQUA officials of Shari Darst and Shannon Korpela as judges. They were the first out the door using the new AQUA judging system. Bill May represented us as one of 6 Technical Controllers. I was the only Evaluator for this event. There is no system in place as of this competition for Swiss Timing to provide computer assistance to the evaluators.

The next stop in the World Cup tour was Montpellier, France. Our duet improved their placement with a 4th place finish, which is actually higher as there were different Federations competing in this event than in Canada. The Team placed 3rd in the Tech Team event very close to both Japan and China and ahead of Ukraine, Spain and Canada. Kenny made his 1st appearance in the Men's Tech Solos with a respectable 5th place finish. Finally our Team competed in the Acrobatic event and placed 2nd behind Ukraine but ahead of China, Canada and France. The future is very bright. We were well represented by Heidi Lurenz.

There were also two National Team Trial events, one in Arizona for the Junior National Team squad which will be training this summer in Spain. The second for the potential Senior National Team Pan American and Olympic training squad. This week the actual final 12 spots for the Senior National Pan American and Olympic training squad is taking place.

While we did not participate in the most recent World Cup in Soma Bay, Mexico did compete and did well enough to earn several gold medals. While we were not present, the scores (which should be consistent from event to event) has a good outlook for our Senior National Team as when compared to the last two World Cups, we would have placed ahead of Mexico based on our difficulty and scores.
TEAM USA!!!!!!!!!!!!!!!!!!!!

Respectfully submitted.

Irene Hawes
VPOI



REMOTE EMPLOYMENT PROPOSAL

Summary:

After significant discussion and consideration my family and I would like the opportunity to relocate to Florida. There are several reasons around this, but the primary is that we believe that it provides us and our kids the best opportunity to thrive as a family.

I have discussed this proposal with Denise and now I wish to share the proposal with you to provide you with confidence that this decision will not move the organization backward in any way.

Current Trends:

Each of you are very intelligent and recognize that the majority of the workforce that is able to has transitioned to a remote or hybrid environment. In many cases this has led to the ability to expand talent pools and incorporate diverse skill sets.

There are concerns with communication, office environment and efficiency. Those will always be taken into account and I share how I believe that we can work through to ensure continuity and execution.

Plan to Ensure Continuity and Execution:

We have operated in this manner prior to covid. With our national team program operating in LA they are a satellite operation that operates in a remote fashion with me. Our Director of Education has been remote since before I was hired. Our Communications Manager has transitioned to a hybrid model (out of office 3 days, in office 2 days). All of these models are working, because there is consistent communication via the channels that we operate through (email, text, video conferencing and phone calls).

This would move me away from the office and would require more remote interaction with the Athlete Safety and Membership Manager and Events and Membership Director. I am confident that there will be minimal issues with this because the Events and Membership Director has been with us since February of 2019 and supervises the Athlete Safety and Membership Manager.

I currently host a biweekly meeting with the Education Director and will institute a similar meeting cadence with the other departments. That said, there is daily communication between me and all departments. There is also constant cross collaboration between all departments. The majority of this work is done via email.

I also share in the next section, our national events that will provide me with the opportunity to connect with every office staff member on a consistent basis throughout the year. This schedule does not include trips to Colorado Springs that are required by and will be paid for by the USOPC.



In addition to these opportunities, I will have multiple opportunities throughout the year to connect directly with the Events and Membership Director at tradeshow conferences. We will be intentional in our coordination. All tradeshow expenses are covered by the tradeshow host.

The national team staff will continue to operate as is. I have periodic visit with the staff and team in LA. We will continue to have the opportunity to connect at international and domestic events as we have in pervious years.

Annual Events:

March 22 - 25, 2023

[U.S. Collegiate Championship](#)

Westmont, Illinois

April 12 - 16, 2023

[U.S. Junior and Senior Championship and National Team Trials](#)

Oro Valley, Arizona

April 26 - 30, 2023

[U.S. Youth Championship and 12U Invitational](#)

Buffalo, New York

June 26 - July 03, 2023

[2023 Junior Olympic Championship](#)

Hampton, Virginia

Aug. 10 - 13, 2023

[PAQ Championship](#)

Fort Lauderdale, Florida

Sept. 06 - 10, 2023

[2023 Convention](#)

King of Prussia, Pennsylvania

Oct. 19 - 22, 2023

[2023 U.S. Masters Championship](#)

Oro Valley, Arizona

Office Space:



We will continue to maintain the office space as it is approximately \$200 a month for the office and storage space. There will be at minimum three employees operating out of the office. There would be no cost savings to go full remote as the price of storage alone would equal these expenses.

Schedule Standards: Full Remote, Hybrid

This does start a discussion around all employee schedules. With me now operating fully remote there may be a request from those who are working in office and hybrid to adjust their schedules. These will be evaluated on a case-by-case basis. If/when we hire in the future those too will be evaluated on a case-by-case basis.

Concluding Statements:

This has been a very challenging decision for me as I saw myself staying in Colorado Springs for a very long time, potentially the rest of my life. That is not the case and as we all know things change. I want to continue to be the best parent I can be and the best CEO I can be for this organization. I am confident that this move will positively impact both of those areas of my life and I hope that you are too. I truly appreciate your commitment to me and I know that this will allow me to remain committed to the organization. I also feel strongly that being in Florida will afford me the opportunity to connect with and collaborate with one of the largest membership states in the country. Based on the location that we plan to move to (south Tampa Bay) there are five clubs within one hour and 15 clubs across the state.

Finally, I will ensure that my relationships with all USOPC and NGB leaders will remain strong. I will continue to interact, collaborate and engage in a very intentional manner. I will have multiple opportunities throughout the year to meet with them in person and many others to collaborate via Zoom and other lines of communication.

Thank you for your support,

A handwritten signature in blue ink, appearing to read "Adam Andrasko".

Adam Andrasko

Chief Executive Officer

USA Artistic Swimming