



Minutes

Board of Directors

Wednesday, January 28, 2026

<p>Board Members in Attendance: Kimberly Kohut, Heidi Lurenz (non-voting; Secretary), Stacey Chapman, Jacklyn Luu (Team USA AC alternate), Andrea Nott Miles (General Athlete Representative), Anna Montgomery, Amy Oliver, Rebecca Phillips, Cheryl Russell, Becky Jasontek Tomsic (Athlete At-Large), Natalia Vega (AEC President), Jamie Czarkowski (General Athlete Representative), Mariya Koroleva (Team USA AC Athlete Representative), Jennell Lynch, Joanne Pasternack, Monica Velaquez-Stiak</p>	
<p>Staff Members in Attendance: Adam Andrasko</p>	
<p>Others:</p>	
<p>Excused: Kerhyl Gantt, Bill May (non-voting; AQUA/PAQ Athlete Representative),</p>	
<p>Called to Order At: 8:01 PM EST</p>	<p>BY: Kimberly Kohut. A quorum was declared.</p>

Topic	Declaration of Conflicts of Interest	Presented by	Kimberly Kohut
Discussion	<p>Kimberly Kohut called for any additional conflicts of interest to be declared. No new conflicts of interest were declared.</p> <p>No new agenda items were brought forth.</p>		

Topic	Approval of Minutes	Presented by	Kimberly Kohut
Discussion	<p>Motion: Cheryl Russell motioned to approve the minutes from the Board of Directors meeting on November 19, 2025.</p> <p>Seconded by: Jenelle Lymch</p> <p>Motion approved.</p> <p>Vote: Yes- 11 , No- 0, Abstain- 0</p> <p>Motion: Cheryl Russell motioned to approve the minutes from the Board of Directors Email vote on November 27-December 2, 2025.</p> <p>Seconded by: Jennell Lynch</p> <p>Motion approved.</p>		

Vote: Yes- 12, No- 0, Abstain- 0

Topic	Athlete Report	Presented by	Natalia Vega, Jacklyn Luu, Mariya Koroleva
Discussion	<p>Natalia reported a meeting was held by the Athlete Committee to develop goals. A goal was set to obtain more feedback from the athletes participating in the competitions. A survey was developed and will be sent to athletes participating in a competition by means of a QR code on social media. The goal is for the survey to be sent for every competition starting with zones.</p> <p>Jacklyn reported that there is an effort to increase awareness about the Athlete Executive Committee. There are plans to hold virtual meetings throughout the year so the athletes can meet and get to know more about the AEC and the members on it.</p> <p>Mariya reported she had been able to attend the National Senior duet trials and was able to have more visibility and improve the transparency.</p>		

Topic	Treasurer’s Report	Presented by	Anna Montgomery, Adam Andrasko
Discussion	<p>See report in folder</p> <p>Adam provided a financial update by walking through the dashboard found in the meeting folder.</p> <p>He discussed the financials for 2025 which are not quite completed yet but reflect the organization is in a better position.</p>		

Topic	Appendix Z	Presented by	Adam Andrasko
Discussion	<p>Adam presented Appendix Z which follows the USOPC language regarding sports betting.</p> <p>Motion: Cheryl Russell motioned to approve Appendix Z.</p> <p>Seconded by: Jennell Lynch</p> <p>Motion approved.</p> <p>Vote: Yes- 12, No- 0, Abstain- 0</p>		

Topic	VP Olympic International	Presented by	Cheryl Russell
Discussion	See report in folder		

Topic	President’s Report/CEO Report	Presented by	Kimberly Kohut/Adam Andrasko
Discussion	<p>Kim reported she is working on a special project to elevate the organization’s excellence. She has requested that the committee chairs write a brief job description and include what their main responsibilities are.</p> <p>Adam updated the group on the progress of the USOPC Audit, new and continuing sponsorships, a plan for a new philanthropy campaign with the USAAS Foundation. (see folder)</p> <p>Adam and Kim discussed organization’s strategic plan(see folder) and the potential need to update it as the year progresses.</p>		

Topic	Closed Session	Presented by	Adam Andrasko
Discussion	<p>Motion: Cheryl Russell motioned to move into a closed session with Adam present at 9:10 PM EST</p> <p>Seconded by: Jennell Lynch</p> <p>Motion approved.</p> <p>Vote: Yes- 12, No- 0, Abstain- 0</p> <p>Adam provided SafeSport updates</p> <p>Motion: Cheryl Russell motioned to end closed session at 9:23 PM EST</p> <p>Seconded by: Jennell Lynch</p> <p>Motion approved.</p> <p>Vote: Yes- 12, No- 0, Abstain- 0</p>		
Topic	Announcements	Presented by	Kimberly Kohut

Discussion	<p>Kim reported that she has been asked to move the BOD meeting to a different night. She will be sending out a survey to determine the availability of BOD members.</p> <p>Rebecca reported an email vote will be coming as there will be a recommendation by the judge's board regarding the STC/DTC selection process. It was found to be different than what was understood and will be updated by the committee and submitted to the BOD for approval.</p>
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Adjournment at 9:25 PM EST		
Moved to adjourn by: Cheryl Russell	Seconded by: Stacey Chapman	Motion Approved unanimously

Respectfully Submitted,



Heidi Lurenz
Secretary

Attachments:
Appendix Z
OIVP report

ADD LOGO

APPENDIX Z

SPORT INTEGRITY POLICY

Effective: July 1, 2026

Amendments to this Appendix Z are the responsibility of the USAAS Board of Directors.

INTRODUCTION

Integrity is fundamental to the credibility, fairness, and sustainability of sport. USA Artistic Swimming (“USAAS”) is committed to upholding the principles of honesty, ethical conduct, and fair competition, ensuring that all participants engage in sport in a manner that maintains public confidence and respect, and consistent with the IOC Olympic Movement Code on the Prevention of the Manipulation of Competitions and the IPC Codes of Ethics (as applicable). This policy recognizes the increasing risks to sporting integrity, including corruption, match-fixing, misuse of insider information, and other inappropriate involvement in sports betting. Such behaviors threaten the core values of sport and undermine the safety, welfare, and reputation of athletes, officials, organizations, and competitions.

The Sport Integrity Policy (“Policy”) provides a framework for identifying, mitigating, and responding to integrity threats; outlines USAAS’ expectations, responsibilities, and prohibited conduct for all participants; and supports education, monitoring, and enforcement measures to protect the sport from improper influence. This policy does not attempt to provide an exhaustive list of every possible circumstance in which an integrity threat may occur. Instead, by promoting awareness, accountability, and transparency, this policy aims to safeguard fair competition, protect participants from harm, and preserve the trust of fans, stakeholders, and the broader sporting community.

ARTICLE I

1.01 Applicability of Policy: This Appendix Z applies to the following Covered Individuals who participate in an Applicable Competition:

- A. USAAS Employees;
- B. Members of the USAAS Board of Directors (“Board of Directors”);
- C. USAAS Committee Members;
- D. National Team Athletes;
- E. Officials; and,
- F. Contractors (as reasonable and relevant and identified in their contracts or agreements); and

All Covered Individuals who participate in an Applicable Competition are required to comply with the integrity standards outlined in the Policy. Integrity obligations commence from the time a participant is selected, accredited, or otherwise becomes eligible to participate in an Applicable Competition and shall continue until all competition-related obligations, including post-event processes, have concluded.

1.02 Definitions:

“Applicable Competition” refers to any event that is sanctioned, authorized, conducted, administered, or otherwise recognized by USAAS, whether domestic or international; any event in which USAAS selects Covered Individuals to participate; and any competition where the USOPC officially designates entrants. Applicable Competitions include, but are not limited to, the: Olympic and Paralympic Games; Pan American and Parapan American Games; World Championships and other major international competitions where individual and/or team selection is made by USAAS; and National championships and trials that serve as qualification events for Protected Competitions.

“Inside Information” includes: any non-public information that could affect competition outcomes or be used for betting purposes. Examples of Inside Information include, but are not limited to, non-public injury or health information; team selection decisions prior to public announcement; competition strategies or tactics; and training or coaching details.

“Sports Betting” or “Sports Wagering” includes, attempts to bet, offers to bet, agreements to bet, soliciting betting, facilitating betting, or inducing another to bet on an Applicable Competition, whether or not the wager is ultimately accepted or settled.

ARTICLE 2

PROHIBITIONS AND REQUIREMENTS

Commented [A1]: Is this applicable? Or are parts of it applicable?

Commented [A2]: Note: USOPC definitions “Covered Individuals” include all [NGB] employees, members of [NGB]’s Board of Directors (the Board of [NGB]), committee and/or task force members with access to high performance information (e.g. [identify NGB-specific committees]), high-performance athletes, national team staff (including all coaches and support personnel), and officials.

Commented [A3]: we could limit this to committees noted below.

Commented [A4]: Does this cover all high performance athletes?

Commented [A5]: Is this the correct terminology? The template said [match, game, event, or activity]

2.01 Prohibition on Betting

Covered Individuals may not engage in any form of Sports Betting and/or Sports Wagering on Applicable Competitions. Covered Individuals are prohibited from engaging in any form of wagering, gambling, or staking of money or any other thing of value (whether monetary or non-monetary) in return for accepting or receiving (directly or indirectly) benefits or other things of value (whether monetary or non-monetary) based on the outcome, progress, conduct, or any other competitive aspect of an Applicable Competition.

Prohibitions on Sports Betting or Sports Wagering extend to include, without limitation, wagers placed directly or indirectly: with licensed, unlicensed, domestic or international betting operators (including through licensed or unlicensed sport books, fantasy sport leagues, and futures and/or prediction contracts); through intermediaries or third parties; through use of cash, credit, digital assets, or any other means of payment; and on behalf of oneself or another person on any Applicable Competition.

2.02 Prohibition on Manipulation

Covered Individuals may not influence, manipulate, or attempt to influence or manipulate any competitive aspect of an Applicable Competition in a way such that the outcome or any other aspect of the competition is determined (in whole or in part) by something other than the competitors' merits. Examples include, but are not limited to: the result, score, margin, or placing; [individual or team] performance; statistics, or conduct; specific actions or incidents occurring during a competition (including prop/spot bets); and decisions made by officials.

2.03 Prohibition on Disclosing Inside Information for Betting

Covered Individuals may not request or disclose, directly or indirectly to any individual that does not have a legitimate need to know, any Inside Information that the individual knows or should have known might lead to the information being used for purposes of Sports Betting related to Applicable Competitions. Examples of such non-public information include, but are not limited to, injury or health information, competitive strategy, and training or coaching details.

2.04 Prohibition on Indirect Violations

Covered Individuals may not direct, request, or encourage third parties to engage in the prohibitions contained in this policy on the Covered Individuals' behalf.

Covered Individuals are prohibited from accepting or receiving benefits or other things of value in connection with sports betting, the disclosure of inside information, and/or competition manipulation.

Covered Individuals are prohibited from soliciting, facilitating, or encouraging other Covered Individuals to bet, wager, or gamble on Applicable Competitions, disclose inside information, or manipulate any aspect of an Applicable Competition.

2.05 Duty to Report and Cooperate

All Covered Individuals have a continuing obligation to promptly report to USAAS and/or the USOPC any conduct, incident, approach, invitation, or information the individual knows, suspects, or reasonably should suspect, may constitute a violation of this Sport Integrity Policy or any related integrity rules (e.g., World Aquatics Code of Ethics, the IOC/IPC Code of Ethics). Failure to report such violations may be considered a violation of the Policy and may result in disciplinary action or related sanctions.

All Covered Individuals have a duty to cooperate with USAAS and/or the USOPC in investigating violations of the USAAS' Policy and the USOPC Sport Integrity Policy. Cooperation may include sitting for interviews within a reasonable amount of time and providing documentation. Note that the failure to cooperate with any investigation may be considered a violation of the Policy and subject the individual to sanctions.

ARTICLE 3

PROCEDURES FOR REPORTING, REVIEWING, AND MANAGING REPORTED INTEGRITY CONCERNS

3.01 Reporting Procedure. Integrity concerns must be reported in a timely manner to the USAAS Executive Director ("Executive Director"). Upon receipt, the Executive Director will notify [NGB Ethics Chair or other designated party responsible for referring ethics concerns to the appropriate party for review.]

Commented [A6]: Discuss

Commented [A7]: [NGB designated integrity officer or compliance contact] - assuming this is you as usual

Commented [A8]: let's talk through how you want to handle this within your governance process (or outside of it)

[Reference NGB review process. If NGB will establish a separate process to review sport integrity concerns, articulate here.]

Commented [A9]: ditto

Anyone reporting a perceived violation of the Policy must be acting in good faith and have some basis for believing there may be a violation. Anyone who makes a false report knowing that it is false or that it has no basis is in violation of the Policy and the USAAS Code of Ethics. Such a violation may itself be reported under the Policy and may lead to serious consequences.

Commented [A10]: it said Code of Conduct but I believe USAAS rolls that into Code of Ethics

Individuals may also report integrity concerns to the USOPC Integrity Portal and/or the IOC/IPC Integrity Hotlines. Upon receipt of any reported integrity concern involving Protected Competitions (as defined by the USOPC Bylaws), the Executive Director will immediately notify the USOPC Chief Ethics & Compliance Officer of the potential violation(s).

3.02 No Retaliation. USAAS will not encourage, allow, or tolerate attempts from any individual or group of individuals to retaliate, punish, allow or in any way harm any Covered Individual(s) who reports a concern in good faith. This applies to the complainant and other Protected Individuals (as defined in Appendix S) before, during, and after the process of resolving a report or grievance. Such actions, and any additional action(s) meeting the definition of retaliation in this section or as defined in the USAAS Whistleblower and Anti-Retaliation Policy (Appendix S), will be considered a violation of Appendix S.

Commented [A11]: I utilized the same verbiage used in Code of Ethics instead of template language.

Commented [A12]: add link

3.03 Jurisdictional Compliance. USAAS is committed to assisting the IOC/IPC, World Aquatics, and the USOPC in ensuring integrity in sport. Where the IOC/IPC, World Aquatics, or the USOPC assert jurisdiction over an integrity review or investigation, USAAS and all Covered Individuals will fully cooperate with the review. USAAS will recognize and enforce integrity-related sanctions issued by the IOC/IPC, World Aquatics, and/or the USOPC.

ARTICLE 4

EDUCATION AND TRAINING

The sports integrity landscape is ever evolving. To assist in promoting a culture of integrity, transparency, accountability, and respect for fair competition USAAS will provide Covered Individuals on an annual basis materials designed to support education and awareness of key sport integrity issues, including, but not limited to: competition manipulation, sports betting, misuse of insider information, reporting obligations, and ethical decision-making. By building knowledge and practical understanding, the materials aim to equip athletes, coaches, officials, administrators, and support personnel with the tools to recognize integrity risks and to appropriately respond.

Commented [A13]: flagging this requirement for you as I'm sure it will be audited at some point.

ARTICLE 5

POINTS OF CONTACT AND RESOURCES

2.01 Points of Contact.

Covered Individuals in need of further information, guidance and/or the enforcement thereof, in relation to this Appendix Z, may contact the Executive Director at:

Phone: (719) 866-2219
Email: ceo@usaartisticswim.org

In addition, individuals who wish to report concerns related to the Policy as it relates to involvement in the Olympic and Paralympic Movement, or are uncomfortable reporting a concern directly to USAAS, may submit a report using the [USOPC Integrity Portal](#). The Integrity Portal allows individuals to submit concerns to the USOPC confidentially and/or anonymously. Reports may be made online or by telephone:

USOPC Integrity Hotline: (877) 404-9935
USOPC Integrity Portal: <https://usopc.ethicspoint.com>

Individuals may also report any suspected or known manipulation of an Olympic or Paralympic competition to the relevant authority, including the IOC Integrity Hotline integrity@olympic.org or IPC Whistleblower Channel (as appropriate).

2.02 USOPC Athlete Ombuds Assistance. Team USA athletes may contact the Athlete Ombuds for independent and confidential advice on a variety of sport-related matters, including their rights, applicable rules, policies or processes, and questions related to resolving disputes and grievances. The Athlete Ombuds can also help Team USA athletes connect with legal counsel or mental health resources if needed. All other NGB athletes (i.e., athletes competing domestically at the masters or youth level, recreational athletes, foreign athletes), are welcome to visit the Athlete Ombuds website to review informational resources and should work directly with their NGB to understand additional resources and options available to them.

Email: ombudsman@usathlete.org

Website: www.usathlete.org

National Teams:

On December 6, 2025, Phase 6 (Duet Trials, SNT) was held. Selections were made for the Senior Duet Training Squad (Ghizal Akhbar, Anita Alvarez, Jaime Csarkowski, Kanako Field), and Junior-Age Duet Squad (Ghizal Akhbar, Kanako Field, AnaMaria Camero). Judges (Irene Hawes and Sheila McNabb), neutral observers (Cheryl Russell and Mariya Koroleva) and all SNT Coaches participated in the evaluation process.

International Competitions:

World Cup #1 (Medellin, Col.; February 2026)

The IRC has selected the following individuals to attend in the following roles:

Judge – Sheila McNabb Practice Judge (self-funded) – Victoria Anderson

DTC – Svetlana Malinovskaya

Evaluator – Bill May was invited to evaluate the Controllers.

World Cup # 2 (Paris, Fr.; March 2026)

The IRC has selected the following individuals to attend in the following roles:

Judge – Erin King Practice Judge (self-funded) – Svetlana Malinovskaya

DTC – Victoria Anderson Practice DTC/STC - Ludi Stsepaniuk

Czech Republic Artistic Swimming Open Championship (Brno, Czech Republic; March 20-22, 2026)

The Meraquas of Irvine will attend. In addition, Erin King was approved to judge the Czech Nationals (she was invited to attend by the Federation).

Technical Officials (International):

Four judges, Victoria Anderson, Krista Karwosky, Svetlana Malinovskaya and Christine McMaster-Shah, were named to the Bronze Level in AQUA. Sheila McNabb was promoted to Silver Level, and Debbie Latchford leveled up to Gold Level. Bill May was promoted to Gold (Controller). The US now has the most Gold-level officials in the world!

International Athletes

Great Britain's mixed duet (Izzy Thorpe and Ranjuo Tomblin) and the Korean AS National team trained with Bill May in Santa Clara.

International Swimming Hall of Fame

Heather Carrasco will be inducted to the ISHOF in May!

Respectfully submitted,
Cheryl Russell