



Board of Directors Meeting Minutes July 30, 2025

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

Staff Members: Adam Andrasko, CEO

Board Members Excused: Kerhyl Gantt, Jennell Lynch, Claire Barton (At-Large Athlete Rep), Morgan Fuller Kolsrud (USOPC AAC Leadership team, non-voting),

Meeting called to order at 8:04 p.m. Quorum declared.	BY: Kimberly Kohut.
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Topic	Conflicts of Interest/Additional Agenda Items	Presented by	Kimberly Kohut
Discussion	No additional conflicts of interest declared. CEO Adam Andrasko requested an additional agenda item to update the board on World Masters rules prospective changes.		

Topic	Approval of May 28 Minutes	Presented by	Kimberly Kohut
Discussion	Minutes of May 28, 2025. Stacey Chapman moved to approve minutes of the May 28, 2025, BOD meeting. Anna Montgomery seconded the motion. Vote: 7 yes, 0 No, 1 Abstention. Motion passes.		

Topic	Athlete Report	Presented by	Natalia Vega
Discussion	Natalia reported that Claire Barton's term as Athlete-at-Large will end this year at convention. She will be contacting those eligible athletes and coordinate an election for that position.		

Topic	Budget and Finance/ Treasurer Report	Presented by	Adam Andrasko and Anna Montgomery
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Discussion	Adam provided a financial update by walking through the dashboard (found in the meeting folder.) The USAAS Foundation provided a short-term loan to help with cash flow during the heavy expense time of World Championships, etc. The loan is to be repaid by the end of September. He emphasized his thanks to the foundation and asked that the BOD do the same. In addition, it's essential for us to not only maximize the revenue we have but to think about ways to generate an additional \$250,000 annually in order to avoid the concerns during high-expense periods of time.
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Topic	Old Business	Presented by	Kimberly Kohut
Discussion	No old business to consider.		

Topic	New Business/Reports	Presented by	See below
Discussion	<p>VPOI Cheryl Russell updated the BOD with a written report in the meeting folder. She congratulated the team for their successes at the World Championships held in Singapore. Adam also expressed congratulations and invited the athlete members of the BOD to share insights. Jaime Czarkowski spoke on behalf of duet and their improvement and pride. Natalia Vega and Jacklyn Luu spoke on behalf of team with their focus on clean swims. They also highlighted how it was a good learning experience for this new team coming out of the 2024 Olympic Games. They mentioned one of the items learned is how they feel a need to create a U.S. strategy for moving forward into the next season.</p> <p>World Masters Championships update from Adam: The masters athletes are having great successes, but the learned at the competition that the rules will be changing for World Masters in 2027 to the AQUA rules. Currently masters compete using the former rule and scoring structures. The USAAS Masters Committee will discuss what this may mean for our national competitions.</p> <p>Audit Committee Report was presented by Stacey Chapman, chair of the committee. After reviewing the documents provided to the BOD in the meeting folder, the audit showed no areas of concern. The focus of the report is on accuracy.</p> <p>Motion: Stacey moved to approve the consolidated audit report.</p> <p>Seconded by: Andrea Miles. Vote: 11 Yes 0 No 0 Abstain</p> <p>DEI Report by Monica Velazquez-Stiak and Adam. Two areas for discussion and consideration are the language currently in use in our rulebook and code that incorporate "DEI." The second area of review will be with updates from the USOPC that is now following the executive order that stipulates athletes must compete as their birth sex. A task force was established under the leadership of Monica with assistance from Stacey and perhaps additional BOD members to examine language and consider any changes that may be required.</p>		

Topic	President's Report	Presented by	Kimberly Kohut
Discussion	<p>--Remember to register for convention. Information was sent in the BOD email.</p> <p>--Consider attending and supporting the USAAS Foundation reception at convention to be hosted on Friday evening.</p> <p>--Congratulations to Monica on her recent engagement. im also highlighted her experience attending the World Cup in Markham. Congrats to the national team!</p>		

Topic	Executive Session	Presented by	
Discussion	<p>Motion: Stacey Chapman moved to transition into Executive Session with Board of Directors voting and non-voting members and with CEO Adam Andrasko for SafeSport update.</p> <p>Seconded by: Cheryl Russell</p> <p>Motion approved.</p> <p>Vote: Yes-11 No-0 Abstain-0</p> <p>Executive session began at 9 p.m.</p> <ul style="list-style-type: none"> • During executive session, Andrea provided a report from the athletes on World Championships selection procedures. • Adam provided a SafeSport and Ethics Committee update. <p>Motion: At 9:47 p.m., Cheryl Russell moved to end Executive Session and adjourn the meeting.</p> <p>Seconded by: Jocilyn Sayler</p> <p>Motion approved.</p> <p>Vote: Yes- 9 No-0 Abstain-0</p> <p>Meeting adjourned at approximately 9:48.</p>		

Respectfully Submitted,



Denise Shively
Secretary