

INDIANA SWIMMING BOARD OF DIRECTORS MEETING REPORTS & MINUTES

June 20, 2005

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"Indiana Swimming provides progressive, innovative programs that inspire excellence."

GENERAL CHAIRMAN: 317/842-0528	Arlene McDonald arlenemcd@aol.com
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SECRETARY: Lynn Kinstler lynn@inswimming.org

Please visit this site www.inswimming.org/BOD/boardminutes.htm and download last meeting's minutes. Approval of these minutes will be the first item of business. Any corrections/revisions to last meeting's minutes will need to be made at this time. MOTION: Approve the April 2005 minutes. PASSED.

NATIONAL/INTERNATIONAL EVENTS: Arlene McDonald arlenemcd@aol.com

2005 USA Swimming World Championship Trials

April 1-6, 2005 at the Indiana University Natatorium - Indianapolis

The final report for this spring's World Championship Trials has recently been submitted to USA Swimming. The total meet revenue was \$86,282.96 while expenses totaled \$69,553.84 resulting in a net profit of \$16,729.12. The event profits will be evenly divided between Indiana Swimming and the Indiana University Natatorium. For a more detailed financial and/or meet report, please contact Arlene at arlenemcd@aol.com. Many thanks to all the Indiana Swimming board members, the Indiana University Natatorium staff, and the entire Indiana Swimming community for their efforts and support in making this event a success!

2005 Counsilman Classic

June 10-12 at the Indiana University Natatorium - Indianapolis

Many thanks to board members Brian Hindson and Scott Ingram as well as to the members of CIA for hosting this USA Swimming Grand Prix event last weekend here in Indy. Congrats on a job well done! Also, a special *thank you* is extended to all the Indiana Swimming officials who came out and supported this event.

REGIONAL REPS (SR voting member in bold):

All regional reps are reminded to be in contact with their member clubs both before and after board meetings for input and idea sharing. Lynn can provide contact lists sorted by region.

Region 1 Non-Coach Rep:	John Wilson	john.wilson@verizon.net
Region 1 Coach Rep:	TJ Day	swimday@yahoo.com
Region 2 Coach Rep:	Tom Johnson	iacoachtom@earthlink.net
Region 2 Non-Coach Rep:	Mark Gage	gagecm@comcast.net
Region 3 Non-Coach Rep:	Mark Van Allen	mvanallen@rqaw.com
Region 3 Coach Rep:	John Newhouse	jnewhouse@ma.rr.com
Region 4 Coach Rep:	Keith Gast	coachgast@aol.com
Region 4 Non-Coach Rep:	Brian Conroy	brconroy@aol.com

REVIEW:	Bob Hartley	rhartley@locke.com
PAST GENERAL CHAIR:	Mark Hesse	mhessehoya@aol.com

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ADMINISTRATIVE VICE-CHAIRMAN: Kent Nelson 217/446-8165 coach@turtlesswimming.com

Final plans for the **Board Retreat** will be available at the board meeting. Right now we have booked space at the Abe Martin Lodge in Brown County State Park in Nashville on August 26th and 27th. Further information will be at the meeting

Zones 2006 - Indiana Swimming will be bidding on the 2006 Zones meet at the IU Natatorium. I would like to have a club partner(s) prior to making the bid in September. If your club is interested in co-hosting the zone meet with Indiana Swimming, please contact Kent Nelson at coach@turtlesswimming.com

MOTION: If no co-hosts/clubs are interested in partnering with ISI, then ISI will not bid on the 2006 meet. PASSED.

Convention - All delegates need to inform Kent or Arlene of your travel schedule. Arlene will outline Indiana meeting times and meeting assignments. We will try and have a fun night out a couple of times. I am working on places to go, but since this is not Disney I am a little behind the curve.

Site Selection – Took place before the board meeting. Congrats to the following teams that have been awarded bids: Southeastern Swim Club (SAG), Sugar Creek Swim Club (SR), HUB Swim Club (NW DIV), Noblesville Swim Club (CENTRAL DIV); Southwest Allen Community (NE DIV) & Donner (SOUTHERN DIV). SENIOR STATE WILL BE IN CRAWFORDSVILLE as NCAA Division 2 Championships will be at the IU Nat.

Awards - The awards committee will meet after the board meeting for volunteer awards and Senior Swimmers of the Year.

Goals:

1. Meet with the Award chairs to evaluate the process and make change recommendations
2. Meet with the site selection chair to evaluate the process and make change recommendations.
3. Work with the office to evaluate the website and information
4. Finalize plans for the retreat
5. Finalize bid work for the 2006 Zone meet and have a packet ready for the board to view at the august meeting.

AWARDS:	Bruce & Shannon Nunnely	nunnelyfamily@aol.com
PERSONNEL:	Kent Nelson	coach@turtlesswimming.com
TEAM INDIANA:	Emily Kowalski	a40momski@aol.com

Everything is going smooth for the 2005 Zone Championships. The staff has been picked, the outfitting has been decided and in the next couple of weeks the website will be up and taking applications. We have picked a Midwest Cowboy theme and have hopes that both the coaching staff and the swimmers will have fun and swim fast. I will not be attending the meet in North Dakota, but will be sending an Assistant Team Manager to be named. I look forward to working with Head Coach Dennis Davis he has done a great job communicating with his staff.

AGE GROUP VICE-CHAIRMAN: 317/878-2136	Brad Smith bsmith@nhj.k12.in.us
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In April, I traveled to Colorado Springs for a great Age Group Chair workshop. Summary of the weekend is at the end of these reports. After reviewing my time and my report, I believe that I need to add a couple more goals to what I established in Colorado. I will be meeting with Tony soon to talk about these and add them to a report in the future.

Camps were great. Thanks to all of our coaches and camp directors for doing an outstanding job.

ADAPTED:	Joey Black	fishyjo@aol.com
OPEN WATER:	Ed Merkling	emerklin@iupui.edu
TEAM INDIANA:	Emily Kowalski	a40momski@aol.com
CAMPS:	TJ Day	swimday@yahoo.com

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OUTREACH:

USA Swimming has developed a "task force" to redevelop Outreach.

At this time, we are simply being encouraged to:

1. Identify organizations we might partner with, for example, Boys and Girls Clubs that have pools and/or programs.
2. Recreational facilities and programs we can work with.
3. Identification of potential leaders to champion the need to diversify.

It is unclear whether anything will be decided by convention but it will be easier to move forward when the task force makes its final recommendations.

All Indiana Swimming members, throughout the Association, should forward any ideas to the Indiana Swimming office, or to Jay Chambers at jchambers2@indy.rr.com.

SENIOR CHAIR:
260/434-0659

Chad Englehart
coachenglehart@msn.com

October Coaches Clinic- SWAC will be sponsoring an ASCA 'grassroots' coaches clinic October 14-16 at Homestead High School. This clinic is geared toward younger, less experienced coaches from USA Swimming, High School Swimming, Middle School Swimming and Summer League swimming. The goal is to improve the coaching and instruction that swimmers receive when they first enter the sport. Many of us spend money on educating our most talented and most prominent coaches, and this clinic is aimed at those coaches who normally miss this type of education. The cost is only \$100 per coach. More details will be on the ISI web page by summer's end or you can contact coachenglehart@msn.com for clinic registration forms.

I am still working on possibly outfitting all JR Champ and National qualifiers with 'Team Indiana' shirts. This is part of an effort to promote 'teamwork' amongst Indiana's best swimmers and coaches. Still doing a lot of dreaming with this project, so if anyone has input please speak up.

OPEN WATER:

Ed Merkling

emerklin@iupui.edu

TEAM INDIANA:

Emily Kowalski

a40momski@aol.com

CAMPS:

TJ Day

swimday@yahoo.com

FINANCE VICE-CHAIRMAN:
317/745-6817

Lucy Duncan
lucyuss@aol.com

MARKETING VICE-CHAIRMAN:
317/696-1543

Brian Hindson
brian.d.hindson@gmail.com

TECHNICAL CHAIRMAN:

Scott Ingram
Singram684@sbcglobal.net

OFFICIALS / RULES:
317/335-2929

Hal Paul
hpaul1053@insightbb.com

Reminder:

REGIONAL OFFICIALS REPS:

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Region 1:	George Behrens	geobehrens@hotmail.com
Region 2:	Don Kropf	kropfdon@npcc.net
Region 3:	Mike Korth	mkwindy@sbcglobal.net
Region 4:	Eliot Van Velzen	eliotv@insightbb.com

COACHES REP: 317/696-1543	Brian Hindson brian.d.hindson@gmail.com
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COACH EDUCATION:	Brian Hindson	brian.d.hindson@gmail.com
TEAM INDIANA:	Emily Kowalski	a40momski@aol.com

ATHLETE REPRESENTATIVES:		
Jill Lockhart (YSC) office@inswimming.org	Spencer Osborne (SSC) office@inswimming.org	Stephanie Schortgen (FWA) office@inswimming.org

OFFICE & STAFF 317/237-5780	Lynn Kinstler lynn@inswimming.org	Tony Young tony@inswimming.org
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SCHEDULING: 2005-06 Winter Schedule Requests accepted May 2, 2004 – May 1, 2005
2006 Summer Schedule Requests accepted December 2, 2004 through December 1, 2005

Executive Director & Sport Development Director reports will be available at the meeting and included in the final website posting of the meeting minutes. Due to email issue for 2 days, and Tony being out in Colorado Springs, it has been difficult to get things back and forth.

OLD BUSINESS

2005 USAS Convention

The annual USAS Convention will be held this September 13-18 in Greensboro, NC. After studying both the requests submitted at the April meeting and the organization's convention budget, it was determined that Indiana Swimming could again fund all the submitted requests for this year's convention. Delegates scheduled to attend are Kent Nelson, Tom Johnson, Lucy Duncan, Brad Smith, Brian Hindson, Jill Lockhart, Mark Hesse, Tony Young, Spencer Osborne, Joey Black, Emily Kowalski, Jay Chambers, and Arlene McDonald. Joey, Emily, and Jay will be filling the role of at-large delegates, while Lucy will have Arlene's GC vote and Tom will have Chad's Senior Vice Chair vote. Mark and Tony have votes based on committee positions held in USA Swimming. Lynn is making all the hotel arrangements; convention delegates are responsible for scheduling their travel plans. The convention legislative packet will be discussed in detail at the August BOD meeting.

NEW BUSINESS

ACTION ITEMS

JR Championship Travel Reimbursement proposal- see end of these reports: Chad Englehart
See last page as amended and passed.

OPERATIONAL RULES: Lucy/Hal

Lucy/Hal will explain reasoning behind below proposal:

Any potential alternate for evening finals must report to the Deck Referee or Starter prior to the applicable event. There will be no announcements made to fill the heat. Passed as amended to also be applicable to Divisionals/Age Group/Senior Championships.

AGE GROUP STATE MEET HOSTS: Lucy/Hal

Recommend / require that Age Group State hosts secure and utilize the back weight room for hospitality (it has much more room for coaches meetings, etc). TABLED/WITHDRAWN – This will be addressed at the Championship Coordination meetings and requested that hosts investigate this option.

ZIONSVILLE SWIM CLUB REQUEST FOR DIVISIONAL RE-ASSIGNMENT

Zionsville Swim Club submitted a request to be reassigned to the Central Divisional as opposed to their current NW Divisional assignment. In looking at the numbers from the 4 divisionals, the Central Divisional is already the largest meet. ZSC would bring even more swimmers to that already large meet. The lines were also drawn by counties and LEB would also need to be re-assigned. At this time, the Board rejected ZSC's request. After the 2006 meets, the Technical Committee will look at numbers and the possibility of re-assignments all around.

ANNOUNCEMENTS

Pam Swander and Donny Brush are back home again in Indiana. Both have been named Assistant Coaches at Indiana University in Bloomington under Head Coach Ray Looze. WELCOME BACK!!

Next BOD meeting: Monday, August 15, 2005 – 5:30 pm – Pan Am Plaza, Olympic Suite, Indianapolis

Next HOD meeting: Saturday, September 24, 2005 – 1:00 pm – 5:00 pm
Site TBD by August 2005 meeting

2005 Age-Group Chair Workshop
April 22-24
Olympic Training Center, Colorado Springs

Summary Report
Submitted by Brad Smith

The weekend began with a welcome and introduction by USA Swimming's Program and Services Director, Tom Avischious. Tom then presented information on "Growth and Development". Most information comes from the Sports Science Summits. All information is available from the website under the Coaches and Parents sections. Although I have heard this information before, it was a great insight to the weekend as we looked at how we can better swimming for our younger athletes.

I attended Friday evening reception.

Saturday started with a fantastic keynote speaker, Ruby Newell-Legner. Ruby is a former coach and Former Colorado Age Group Chair. She currently is a professional speaker. Her 20+ years of swimming experience gave her a great insight as she gave her presentation on Leadership and Communication. Some of the highlights of Ruby's presentation included:

- "Whoever comes to the meeting prepared, WINS!"
- "What you say about others says more about you than it does about them."
- As a group, we investigated FUN IDEAS about what makes swimming fun
- Swimming fast is great, but it's about the relationships
- You may have to give something up to achieve a complete final project

Ruby had spoken with the National Coaches the night before and asked what they wanted Age-Group Chairs to know. They told her three points that I felt are key points to remember about age-group swimming.

- 1) Age-Group Swimming is NOT just 12&Unders
- 2) There needs to be a logical, sequential meet progression
- 3) Keep it Fun and Keep 'em coming

Ruby was a phenomenal speaker – worth of Indiana Swimming having her come to the BOD retreat or Swimposium.

After Ruby's inspiring presentation, Pat Hogan gave an update/overview of USA Swimming's Club Development Division. USAS is heading into the philosophy of "developing the lifetime swimmer". Also noted was the fact that 71% of clubs in USAS are under 100. USAS wants to reach those clubs. The four common challenges facing the division are facility issues, high turnover of coaches, financial viability of clubs, and "*the Parent's factor*". New items that are coming out of the Club Development Division...

- Streamlining/developing a new parent education program
- Adding 2 Sports Performance Consultants in a few weeks
- Adding one additional Master Coach Consultant in 2005

- Beginning coaches' monthly internet clinics
- Enhancing coaches' mentoring program
- Enhancing club recognition program
 - Mythical club championships
 - "I AM TOUGH" program (exact title unsure at this time- a power point program that ranks swimmers in a pentathlon)
- Completed first facilities conference with great reviews
- Ending funding for the LSC "Catch the Spirit Camps", Regional Select Camps, and Regional Distance Camps
- Implementing Zone Select Camps – Developmental camps responsibility of the LSC

Saturday afternoon began with a discussion on the pre-workshop questionnaire that the Age Group Chairs had answered, which led into a discussion on Age Group Chair job descriptions. Based on the presented material, Indiana Swimming has a respectable job description in place. Dr. Laura Cox then presented information from the Males in Swimming Task Force. Boys in swimming have dropped 7.2% since 1988. This is global throughout most sports not exclusive to swimming. Some of the possible reasons specific to swimming are that boys desire to play multiple sports (extreme sports becoming very popular), that practice groups have few boys and boys are missing that interaction, that parents – especially dads – do not see the value in swimming, and that there is a lack of visibility in the media. Highlights of what the task force is proposing as solutions and recommendations are as follows...

- 1) HIGH PRIORITY: Marketing and Promotion
 - 1) Focusing on print media and television geared towards dads and boys
 - 2) Promote swimming in college – have to save college programs
 - 3) Promote you don't have to be an Olympian to be great
- 2) Alternative Meet Formats to cater to boys needs
 - 1) Saturday night meets to avoid conflicts
 - 2) More "team" focused meets – relays
 - 3) Single age competitions
 - 4) Boys need to compete in their first season
- 3) Coach Education
 - 1) Position paper on how coaches can address the differences between boys and girls
 - 2) Boys only practices, camps
 - 3) Boy role models
- 4) Parent Education
 - 1) Develop resources showing advantages of swimming
 - 2) Develop resources showing that boys can compete in college
- 5) Recognition
 - 1) Top 16 and National Records go to single age
 - 2) Develop membership contests for increasing the number of male participants
- 6) Organizational relationships
 - 1) Work with HS athletic associations
 - 2) Help clubs align with Learn to Swim programs

Discussion was held on meet scheduling and formats. Indiana once again appears to be ahead of the pack.

We broke into similar sized LSCs. Indiana was paired with Illinois, Pacific, and Southern California. We discussed goals, objectives, and difficulties. I developed my goals as Age Group Chair for Indiana Swimming.

I attended the Saturday evening reception.

Sunday morning we revisited our goals and objectives. The proposal for single age time standards was proposed. I have several sheets of data. Our "largest LSC" group had a great brainstorming time. Ideas that came out of that discussion were an LSC manual, shared camps, switch camps (avoids the recruiting battle), and winter sectional meet for 14&Unders. The group also discussed the fact that we did not see USAS's philosophy (developing life time swimmers and reaching the under 100 member clubs) matching with what they are doing (getting rid of funding for camps, developing a zone select camp which serves elite swimmers in the zone and adding sports performance staff).

Overall, this workshop was very beneficial for me. I felt that it helped define my role as an Age Group Chair and gave me the direction to take my Age Group responsibilities. I realized that Indiana is far ahead of other LSCs in terms of our "administration". I left the workshop with established goals and objectives as Indiana Age Group Chair.

GOALS

- Show parents the importance of taking advantage of Indiana Swimming's programming
- Promote swimming through media
- Complete alternative meet manual/proposal
- Recognize "good" age-group coaches
- Be prepared
- Bring alignment into our events that we offer our swimmers (we emphasize aerobic swimming for age-group swimming, but do not offer events that compliment that philosophy)

Thank you for the opportunity to serve Indiana Swimming.

JR Championships Travel Reimbursement Proposal

Basic Proposal:

To reinstate the former Junior Nationals travel reimbursement policy payable for this summer's JR Championship Meet.

\$300.00 for individual qualifiers (amended from \$200)

\$100.00 for relay only swimmers.

Questions and Answer:

- Will we reimburse swimmers for attending both USA Swimming Nationals and JR Championships? YES- We did this in the past and I believe the policy should allow for both the National reimbursement as well as the JR Championship money to a single individual qualified for and attending both meets.
- How will this impact the ISI budget? At this point (using ISI and IHSAA hy-tek files) I count 33 individuals qualified for JR Championships as of 4-1-05. I realistically cannot estimate the impact of relay stipends. So I will not attempt to put them in the equation. My guess is that the number of new swimmers achieving cuts will rough be the same number as those already qualified who will not attend. So based on 35 swimmers the additional impact of this proposal on the budget will be \$7,000 plus relay only stipends.
- Do we have money in the budget for this? Lynn has informed me that as of 4-1-05 ISI has only paid 2 travel reimbursements (\$600 total) out of the 04-05 budget. So we still have ~~\$29,600.00~~ **\$15,000** left in the original line item for 'travel reimbursement'.