

**INDIANA SWIMMING BOARD OF DIRECTORS MEETING
REPORTS & MINUTES
April 21, 2008**

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ATTENDANCE: Dave Boggs, Lucy Duncan, Chad Englehart, Claire Gendron, Mark Hesse, Scott Ingram, Lynn Kinstler, Emily Kowalski, G. Daniel Michael, Kent Nelson, Hal Paul, Walt Peycha, Sam Robertson, Rich Schroeder, Brad Smith, Tony Young

AUDITOR'S FINDINGS PRESENTATION started out the meeting. Details are available from Lucy Duncan.

SECRETARY:

Please visit this site www.inswimming.org/BODPAGE.html and download last meeting's minutes. There were no corrections/revisions to last meeting's minutes. **MOTION: To accept the January 2008 minutes as posted. APPROVED.**

OLD BUSINESS

WEBSITE POLICY UPDATE/PROPOSALS

See website policy – http://www.inswimming.org/files/forms/website_policy_0408.pdf . New proposals in RED.

MOTION: To strike the "future mission" statements. Seconded. There was much discussion that providing e-commerce did not have to be a mission of the website. MOTION PASSED.

MOTION: To accept the revisions proposed by the Website Task Force of Kent Nelson, Tony Young, Lynn Kinstler & Walt Peycha. MOTION PASSED

OLYMPIC TRIALS SUITE

At the January 2008 meeting, the board approved purchasing a share of a suite at the Trials. The committee of Tony Young, Lynn Kinstler, Lucy Duncan and Arlene McDonald was approved to oversee the use of the seats.

The committee discussed and had identified our 5 high school aged athletes as our first priority to offer suite tickets to their families. Letters were sent out to these 5 athletes offering them up to 12 tickets for the suite with no more than 6 tickets per session. They all responded by the deadline of April 1 with their requests, but we had some over-requested sessions (we only get 6 tickets per session in our arrangement with IL & MW Swimming).

An email went out last week to these 5 families asking them for information on whether or not they have tickets already purchased. We are still waiting to hear from 1 athlete's family. We hope to have these suite tickets figured out by the end of April so that we can really get close to everyone's original requests. Then, we can then move down our priority list to offer our 2 new additional high school aged qualifiers some seats in the suite.

There's also a potential for a few more high school aged qualifiers. If any board member is planning to go to Trials, we may have some suite tickets available, but may not know until closer to event time. Please contact Lynn if you are planning to go out to Omaha to support our IN kids.

FEES INCREASE & FINANCIAL IMPACTS

A spreadsheet of a history of fees increases was compiled by Lynn Kinstler and distributed at the meeting. Fees ranged from surcharges to entry fees and what they started at and what they are now. This was requested while discussing budgeting/investments. Reminder that USA Swimming dues do get increased \$1 annually, but this was not part of IN Swimming kept monies (and not reflected on the spreadsheet).

2008 CAMPS BUDGET

Milt Nelms will be speaking to SCSC the week before the AG Memorial camp. It would benefit our AG Memorial Camp to have him as stay to speak there (\$1,500 for Nelms expenses to stay the extra week). Tony referenced that the camps budget had a \$1,400 diversity camp expense. That is not going to be used this year.

Also, the 15-16 All-Star camps in AZ this summer needs additional expense money. Following the 2-day camp, there is a meet at Brophy. The expense of 1 added night of hotels plus needing a female chaperone (no female coaches qualified/available) will be about \$1,500.

MOTION: To allow for a budget variance of \$1,600 (\$100 for Milt Nelms expenses + \$1,500 15-17 camp). MOTION PASSED.

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2009 LC SCHEDULE

Tony presented the 2009 summer July/August calendar based on previous history. Since 2009 Nationals are July 7-11 (very early), do the AG & SR committees wish to move their championship dates?

MOTION: Move AG Champs to July 31-August 31, 2009. MOTION DEFEATED

A decision needs to be made regarding the 2009 championship schedule before the June board meeting as hosts are inquiring of Tony and the schedule needs to be set. The AG & SR committees were charged with getting input from their committees and reporting back to Tony soon with this information. After that information is received, a board conference call will be setup to set those dates.

SCHEDULING GUIDELINES

Clarification was needed regarding a "new" club inheriting a former club's schedule requested dates. After much discussion, it was determined that if a "new" club was formed (not a name change), they could not inherit a former club's requested dates. They must file their own separate requests by deadlines and they would be subject to "falling in line" of when their request comes in.

NEW BUSINESS

PROCEDURE FOR THE APPROVAL OF BOARD POLICIES, OPERATIONAL POLICIES AND ADMINISTRATIVE PROCEDURES

From Mark Hesse, General Chair

Purpose: The purpose of this procedure is to confirm the process to be followed in approving and implementing Board Policies, Operational Policies and the Administrative Procedures that support them both.

The Approval Process: To the extent feasible a common process will be followed in approving and implementing Board/Operational policies and Administrative Procedures. Circumstances may require adjustments to the process on occasion, and adjustments may be made with the approval of the General Chair. However, the process shall be followed to the extent feasible to insure broad involvement of the organization prior to the adoption of policies and procedures.

The approval process for all Board/Operational Policy and Administrative Procedures will be as follows:

1. Originator will work with the appropriate staff member and/or the Vice-Chair in drafting the proposed policy/procedure or amendment.
2. The appropriate Vice-Chair or staff member will bring the proposed policy/procedure or amendment to the appropriate Division Committee for initial discussion and review (if applicable).
3. The proposed policy/procedure (incorporating the consensus input from the Division Committee) will be forwarded by the originator to the Executive Committee for review and comment.
4. A final draft will be prepared incorporating the consensus input from both the Division and Executive Committees.
5. Proposed policies will be presented to the Board of Directors for their first reading.
6. The final draft will be reviewed by the Board of Directors /General Chair for approval.

For Board Policies, the General Chair will place the proposed policy or policy amendment on the agenda of two Board of Director meetings for first and second readings. Normally, the Board will vote on whether or not to adopt the proposed policy or policy amendment after its second reading. The Board minutes will be the record of action for any such policy or policy amendment. In the event that the first and second readings must be done prior to board meetings, a conference call can be considered. The Board reserves the right to utilize an alternative procedure in approving Board/Operational policies.

For Administrative Procedures, the General Chair will review the final draft of the proposed procedure or procedural amendment. Approval will be evidenced by the General Chairs signature and date of adoption on the master copy of the procedure kept on file in the ISI Office.

MOTION: To accept the above procedure for Board policy, Operational Policy or Administrative policy approval. MOTION PASSED.

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2008 Convention

09/23/2008 - 09/28/2008 – Atlanta GA 2008 Budget - \$13,000

Those interested in attending should contact Mark Hesse (mhesse@cville.k12.in.us)

Those that have expressed interest are: Mark Hesse, Kent Nelson, Brad Smith, Chad Englehart, Tony Young, Lynn Kinstler, G. Daniel Michael, Arlene McDonald, Lucy Duncan, Joey Black, Scott Ingram, Emily Kowalski, & Sam Robertson.

ACTION ITEMS

TEAM IN Mega Zone - Submitted by Emily Kowalski

Due to the staff necessary to accommodate the 2008 Mega Zone Team there will be a shortfall in the budgeted monies i.e. monies available vs monies needed.

Motion: To accommodate the budgetary needs of the 2008 Mega Zone it is proposed that the swim fee for entering the 2008 Mega Zone be raised from \$10 to \$15 per swimmer to cover the under budgeted costs. This fee will only be in effect for the 2008 Mega Zone and will revert back to the original \$10 for subsequent Zone meets. Seconded. Discussion centered on not wanting to pass this onto the swimmers. Motion defeated.

MOTION: To allow for a budget variance of \$1,400 so that the staff selected may serve. Motion passed 7-5-1

MOTION: That IN Swimming will invoice \$1,400 to the meet expenses (i.e.: the profit for the meet would be \$1,400 less). Motion defeated.

GENERAL CHAIRMAN:

Mark Hesse

mhesse@cville.k12.in.us

Congratulations to all of our Clubs, swimmers, coaches, officials and Meet Hosts for a GREAT series of Spring Championships. It was exciting to see so many swimmers achieving personal goals and moving on to the next level. Kudos to our coaches and clubs for providing them with the skills and opportunity to do so.

In the past year I believe we have made significant progress in the clarifying and strengthening our policies and positions regarding site selection and age group and senior meets and guiding philosophies. Many thanks to the individuals who have been working on these projects. Areas that I believe still our attention are finances, board policies and procedures and accountability.

Too often our good intentions seem to put us in bind. We pass things and then drop the ball before communicating adequately to our membership. We also seem to not always fully think through the implementation process. We must do a better job of forecasting the impact of our decisions and tasking the appropriate people to implement them. I am troubled by the inadequacy of our minutes; if we continue to rely on our memories we are doing a disservice to our membership. I am confident that, working together, we will be able to make progress in these areas over the next few months.

This summer will be an exciting time for swimming with Olympic Trials, the Olympic Games and the MegaZone meet here in Indianapolis. I would urge all of our clubs to take advantage of these events to promote and build our wonderful sport and organization.

Central Zone/National News

(The following may also be in Tony's report)

SC Junior National Meet

A short course Junior National meet one week after that SC National Championship in December was proposed and approved. The same NCAA Format will be used with a goal of 1000-1200 athletes. Bonus swims- 1 qualifying swim with a max of 2 bonus swims. A long course timed final two session meet will be held on Sunday following the meet. The Jr. National Time Standards will be .2 tenths per 50 slower than that National cuts. It was proposed and approved to run the 200 relays only as prelims and finals. All other relays will be swum at night.

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NCSA Junior National Meet

Mark Schubert visited the NCSA Junior National Meet and spoke with the coaches at the meet. The coaches decided to co-exist with the proposed SC Junior National meet if approved and there was as sense of commitment to excellence and fast swimming at this meet. The coaches at the meet spoke out to keep the SCY prelims and LC Finals.

Coach Schubert stated that American Coaches will always do it their way and what is best for their LSC. This was the strength of American Swimming.

Sectional and Zone Meets

The USA Swimming staff has gathered information on the sectional and zone meets. In the rule book it states that the Zone Chairs were to oversee the sectional meets but they are governed by each section.

There was a proposal to recommend to the Zones to have a summer ending (15 & Over or 18 & U – don't remember what was approved) meet in August to help create good senior swimming for the athletes who do not make the National meets. Many of these athletes have grown up in the old format of swimming in the Zone age group meet and may need something different. This would give the athletes longer to train and not end their season in mid July at Sectional or LSC Championships.

It would not be mandatory for a Zone to hold this meet but a stipend of \$10,000 would be offered for all Zones except the Eastern Zone who would receive \$12,500. An additional \$1000 stipend would be offered if an open water meet was held but not required. This would be effective 2009.

The Senior Committee will assist and answer questions on the Senior Zone meet and the AG Committee would assist and answer questions on the AG Zone meets.

New Swimsuit Technology and Age Group Swimming

(From Tony Young's report of Senior Development Committee Meeting))

John Leonard's opinion letter (Lets Keep the Tech Suits with the Senior Swimmers) was sent onto the committee members. Most if not all of the feedback from the committee members is to address this issue via education versus legislation. Personally I do have concerns on how the new suits and athlete performance will eventually filter down into age group swimming and affect qualifying times for meets at the developmental level. I presume we may have had this same discussion 4 years ago.

It was strongly suggested that the AG Development committee suggest legislation to restrict the use of the full body Speedo lazer suits (or other brands) in an effort to keep the sport cost effective at the age group level as well as promote the value of teaching technical development over technical advancements at an early age.

It was proposed by the Senior Development Committee use the ***Southern California template for age group swimwear restricting the use of swimsuits worn in (age group defined meets ex. 10 & U, 11-12, 13-14, 15-18) to not extend past the top of the shoulder (the acromial process: a triangular projection of the scapula) nor further down the leg than the knee cap (patella)***

There was a strong sense in the room that there would be a great deal of support for this legislation different than 8 years ago. This proposal will be brought back to the AG Development Committee for further discussion. Once a decision by the committee has been rendered we will approach Wells O'Brian to see if this legislation could hold up in court if challenged by a parent who wished to fight this rule as well as approaching other committees for their support. We may also approach Speedo for a statement for support as well.

If the legislation doesn't pass that there was sense that many LSCs would follow in defining their LSC philosophy on the lazer suits worn in age group competition.

Age Group/Senior/professional Swimming

The following is excerpted from the minutes of the Central Zone GC Conference Call on March 12:

1) Drew Waldron (WI) opened discussion of the concept of a tiered USA Swimming membership dues program because of the discrepancy in services provided to different groups of members (ex. National Team vs. 10 & under). Discussion comments included that we need to make our introductory levels more attractive to grow the sport; this may be something that should be studied by the Age Group Development Committee and/or the

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Registration Committee. There was agreement that a tiered membership fee structure is worthy of study. Drew agreed to solicit opinions and begin to formulate a recommendation.

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.

Region 1 Non-Coach Rep:	Claire Gendron	clairemgendron@mail.com
Region 1 Coach Rep:	Jim Sharp	isharp3761@aol.com
Region 2 Coach Rep:	Don Cozad	ymcadon@kconline.com

Just wanted to share what a great experience I had at the 4th annual BUILD A POOL CONFERENCE held last week in Colorado Springs ... If you are even thinking about attending , you should.

Not only is it the Best Deal in Town, (with USA swimming funding \$500.00 per club in attendance), but what a plethora of information. If you are thinking about building a new Pool; thinking about renovating a facility; currently building; or just operating or working in a pool, this is the conference for you .

Hats go off to The Nelsons: Sue, Mick , and Kent for putting all the pieces together for us. It was a great opportunity to network with everyone involved with Aquatics. USA Swimming Staff was on hand, and more than happy to share their expertise in the various areas.

From programs to risk management to facility operations, there was something for everyone. Thanks to USA Swimming and Indiana Swimming for giving us the opportunity to learn from the best.

I am very fortunate to be a part of an organization that is so willing to share. All you have to do is ask!
Thanks, Don Cozad

Region 2 Non-Coach Rep:	Bruce Graham	bjbbkgram@comcast.net
Region 3 Non-Coach Rep:	Walt Peycha	walter.peycha@sbcglobal.net
Region 3 Coach Rep:	Samantha Robertson	cgswwimcoach14@aol.com
Region 4 Coach Rep:	Dave Boggs	seymourswimming@comcast.net
Region 4 Non-Coach Rep:	Rich Schroeder	schroeders0@comcast.net

REVIEW:

PAST GENERAL CHAIR:	Arlene McDonald	arlenemcd@aol.com
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SwimForce Report

▪ **2008 Central MegaZone Championships:**

- (1) The event website is up and running at www.allgreatracers.com . Currently posted are the order of events, the opening day schedule, and online hotel reservation program. Some hotels blocks are close to being filled.
- (2) The site visit with the Central Zone Championship Meet Coordinators Lisa Ellis and Tina McCauley was held on Monday, March 31. Lucy Duncan, Julie McKenney, Ed Merklung, Charlie Fry, and Arlene McDonald participated in the day's activities.
- (3) The Entry Letter has been approved and will be posted on Monday, April 21.
- (4) The MegaZone LOC met on Wednesday, April 16. This event will truly be a team effort as ten (10) Indiana Swimming clubs are represented on the LOC. The next LOC meeting is on Tuesday, June 10. A separate roster of LOC members is included as an attachment. Please thank these folks when you see them on the pool deck. We are still in need of chairs for meet sales (heat sheets), event merchandising sales, and AquaZone. Board members are asked to recruit qualified folks from their teams and send their names and contact information to Arlene as soon as possible.
- (5) Volunteer recruitment will begin on May 1 and continue through June 30. Online applications will be available beginning May 1 at www.allgreatracers.com . Board members are asked to encourage their club members to assist in this event by volunteering.

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- (6) Allied Groups: The following groups are providing support for this meet by supplying timers for one day: IHSAA, Indy Synchro, Indy Starz Diving, and Indy SwimFit (Masters). Additionally, the Indiana Sports Corporation has agreed to assist in the volunteer recruitment process by distributing our volunteer needs to its membership base.
- (7) AquaZone: We have received approval from IUPUI to conduct the AquaZone in the gymnasium. This will greatly enhance the overall conduct of the event. The LOC is currently seeking ideas about games and activities to include in this area. Please send any ideas or contacts you may have to Arlene as soon as possible.
- **2009 ConocoPhillips Summer Nationals & World Championship Trials:** A decision regarding whether or not this event will be held in Indianapolis will be made at the April meeting (April 25th & 26th) of the USA Swimming Board of Directors. If approval is received, the ICVA is ready to facilitate the solicitation of hotel blocks for the event.
- **2008 US Olympic Team Trials – Swimming:**
 - (1) The task force charged with determining the distribution of the tickets in our box suite has met by conference call on several occasions. The parents of the original high school qualifiers have sent in their ticket requests. We now have two new high school qualifiers. Lynn is working with the parents on the final distribution after which the task force will reassess the remaining tickets and target another group for their use.
 - (2) Arlene is now in Omaha (with frequent trips back to Indy). Please stay in contact with her about the MegaZone meet and any other related business. Email and cell phone are the best ways to communicate. Brad Smith has agreed to be the on-site contact person for MegaZone planning as needed. *(I regret missing the board meeting on Monday and wish you all the best. Thank you for all you do for Indiana Swimming; we are fortunate to have such a visionary board, staff, and membership!)*

LSC Development

IU Natatorium “Preserve the Memories” Campaign

Julie McKenney has indicated that the proceeds from the 2008 MegaZone are earmarked for the purchase of a UV system for the facility. Research is currently taking place on an appropriate system for the venue. Chuck Wielgus has continued to be in contact with the IUPUI Chief of Staff regarding the University’s plan for facility renovation. We are expecting to receive more information on that possibility in late spring.

LSC Elections – Thinking Ahead! Please be thinking of qualified candidates for our fall elections. General Chair, Administrative Vice-Chair, Technical Chair, Regions 1 & 3 Coach Reps, and Regions 2 & 4 Non-Coach Reps.

ADMINISTRATIVE VICE-CHAIRMAN: Kent Nelson 217/799-5903 kentnelson1976@gmail.com

Investment

Program Support MOTION: Passed. A second reading will be at the June 21, 2008 meeting.

To realize return from the investment accounts we need to have a fiscally prudent approach to withdrawing the money.

MOTION: To use the following formula for program support.

Average value of prior 12 Quarters (ending June 30) X 7.5% = Investment rebate to budget
Year 07 - ~415,000 x 5% = \$20,750

MOTION PASSED

MOTION: Keep a “basement” fund of 1 year’s operating budget based on last year’s budget.

MOTION PASSED

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This program support items would be done once a fiscal year with the budget cycle.

1. Utilize the Program Support Formula (7.5%) yearly.
 - a. Create a breakdown 60-40 / 70-30 / 80-20 / 90-10 (???) of how the rebate would be used. With (for example 90-10) 90% of the rebate reserved for NEW programming and 10% used for sustaining program.
 - i. Using the approx from above:
 1. 60/40 = \$12,450 / \$8,300
 2. 70/30 = \$14,525 / \$6,225
 3. 80/20 = \$16,600 / \$4,150
 4. 90/10 = \$18,675 / \$2,075
 - This breakdown was not voted on. Much discussion, but more thought needed.**
 - b. Those programs created under this Support Formula would be first priority for sustaining funding once their initial year is up.
 - c. The money from the rebate would be placed in the money market account. Any funds not used during the current budget cycle would be returned to the investment account, pending rebate. If the rebate from the investment account for the next year is less than the need programming, the current year's excess would remain in the MM account the fund the new programming.
 - d. No investment rebate money will be used to "fund" the budget
 - e. Any programs that are created under this program that are worthwhile after their first year shall be moved to the general budget and be funded their. If programming is no longer necessary funding shall stop.
 - i. This creates a great way to measure the performance and necessity of our programs.
 - f. This program does not overly drain the investment account, and created a better balance for pulling funds out. This program also allows for fluctuations in the market, without having dire consequences on the rebate.
2. Move to a Quadrennial Budget for better planning and preparation. This allows for the Long Range Planning of programs and proper promotion of their value. This also allows the Board to better prepare for short falls and move away from an every year battle over what to do.

MOTION: Starting with 2009 budget cycle, propose the 2009 & the 2010 budgets, then, for the 2011 cycle, present the 2011 & 2012 budgets. After this time period of two (2) year cycles, we would move to a Quad budget (2013-2016). MOTION: PASSED
3. The Long Range Planning committee should include the chair of the investment committee and the budget committee. This will increase communication among the three committees who deal with the progress of the LSC.

Awards

The new Senior State and Age Group State medals were very well received. It was recommended to the Awards Committee that we investigate new team awards that better match the level of medals. The awards committee will meet and work with Hasty on new team awards. Post-meeting information is that Marge Councilman is delighted that we have decided to name our CUP award after Doc. Kent will begin the process of commissioning designs.

Personnel

The Personnel Committee will meet in May and have a report for the board at the June Meeting.

Site Selection

The Executive Committee met Friday March 28th to discuss the site selection process. The EC took the following actions:

1. Repealed the boards vote to have 1 site selection meeting. The site selection committee will meet in June and October. The following schedule will apply:
 - a. Short Course Bids – Due May 1st award in June
 - b. Long Course Bids – Due September 1st awarded in October.

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2. The Executive Committee also took up the discussion of the site selection process. Many felt (and questioned) the passage of a “weighted” process. The Executive Committee directed the site selection chair to come to the April board meeting with a plan and policies for the site selection process. This included on this task force: Kent Nelson (Chair), Chad Englehart (Senior), Brad Smith (Age Group), Scott Ingram (Technical), Hal Paul (Official), and Tony Young (Staff).
 - a. Due to the time frame, a report will be sent prior to the board meeting or be available at the board meeting.
 - b. See attachment Site Selection P&P.pdf
Add to the last page (Championship Meet Evaluations) – Host can request evaluation copies for their use. Evaluations will be kept on file and will be used/referenced if a club bids on a future championship meet. For validity, signature, printed name, date and if they are a coach, athlete, official or spectator needs to be added to this evaluation form.

MOTION: To accept the new Site Selection Policy & Procedures. MOTION PASSED.

Board Development

Over the past few months, it has been brought to our attention that our minutes and historical records are sorely lacking in clarity and exactness. While we have been lax in our minutes for board meetings, we regularly refer back to the minutes for clarifications, explanations and institutional memory. I recommend that Indiana Swimming purchase a professional recording device for minutes, and look into having all meeting minutes transcribed.

A digital recording device with microphones will be purchased before the June 2008 board meeting

AWARDS:	Julie Cardona	
PERSONNEL:	Kent Nelson	kentnelson1976@gmail.com
TEAM INDIANA:	Emily Kowalski	a40momski@aol.com

AGE GROUP VICE-CHAIRMAN: 317/878-2136	Brad Smith bsmith@nhj.k12.in.us
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AGE GROUP REPORT

I have been busy with Site Selection Criteria, Zone Coach Selection, Rewriting Team Indiana Duties and Responsibilities, and MegaZone organization. Issues Age Group Committee is working on at this time: New Swimsuit Technology, Age Group State Format (number of individual events a swimmer can swim, adding 200s, 10&Unders), Cost of Meet Fees, and Age Group Recognition,

Brad was asked to research the awards ceremonies/presentations at Age Group & Divisional meets. Scott Ingram will assist the Age Group committee on some options.

ADAPTED:	Joey Black	fishyjo@aol.com
OPEN WATER:	Charlie Fry	swimwtsc@insightbb.com
TEAM INDIANA:	Emily Kowalski	a40momski@aol.com
CAMPS:	TJ Day	swimday@yahoo.com
OUTREACH:		

SENIOR CHAIR: 260/710-0879	Chad Englehart coachenglehart@verizon.net
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“The mission of Indiana Senior Swimming is to provide educational and competitive opportunities that will inspire, challenge, and support our swimmers, clubs and coaches in their efforts to be successful at the highest levels of competition.”

Senior Committee- Joe Keller (NASA), Kevin Kinel (DUNE), Chris Plumb (CSC), Darrick Thomas (ZSC), Jim Sheridan (DON), Ray Looze (IUCP), Dan Ross (BA), Charlie Fry (WTSC) and Matt Vogel (FWA).

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Camps-

I've been working with Tony to organize and fill our 15-16 elite camp in June. I have also put out a preliminary senior camps proposal to the Senior Committee. I am working with Tony and the Senior committee to finalize a 4 year proposal in hopes of presenting it to the Board in June. The goals are to elevate our current National level swimmers, foster new qualifiers and to increase the over-all number of National level swimmers within Indiana Swimming.

Travel fund-

The committee is finalizing its proposal, but has the outline completed. This is submitted for a first reading in April. The goal is to provide as much assistance as possible to our National level programs. Chad was directed to research the past 5 year's history for Juniors & Nationals (and where they were held) on our participant numbers so that a minimum/maximum can be placed on each meet (families need to know in advance what the payment schedule is)

Olympic Trials is not on the current schedule/reimbursement policy. After much discussion, more information is needed. A conference call will happen in the near future so that we can publicize our 2008 Trials policy to our participants. Information needed before the conference call are the number of current qualifiers (and who they are); what the policy was in 2004 and what our detail of payments were; and finally what our balance for 2008 budget is in the travel fund expense line item. Lynn and Lucy will work to get this information to Chad. Once Chad speaks to his Senior Committee on options, a conference call will be scheduled.

Senior State Championships-

The committee is working with 'Site Selection' to organize our "preferences" for potential Senior State hosts. We are also discussing the "big picture" of Senior swimming in Indiana and how we can best organize our State Championships to maximize their benefit to the membership.

Speedo Championship Series-

The spring meet has been designated as a long course meet with short course time trials for the next several years. The 2009 spring meet will be held in Fort Lauderdale, Florida, March 26-29.

OPEN WATER:	Charlie Fry	swimwtsc@insightbb.com
TEAM INDIANA:	Emily Kowalski	a40momski@aol.com
CAMPS:	TJ Day	swimday@yahoo.com

FINANCE VICE-CHAIRMAN: 317/745-6817	Lucy Duncan lucyuss@aol.com
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The audit is complete and the CPA firm presented their findings to the board prior to the actual board meeting. If you have any questions about the audit, please don't hesitate to ask Lucy.

Additionally, the September – March statements were made available at the meeting. For copies, please contact Lucy Duncan.

TECHNICAL CHAIRMAN: 317/490-9024	Scott Ingram singram@omnicityusa.com
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Short Course Championship Season

The four Divisional Meets, Age Group State and Senior State were held with the following numbers of swimmers, entries, etc:

Divisionals

	Northwest	NorthEast	Central	South
Teams	26	26	19	31
Athletes	613	684	740	623
Entries	2398	2697	2996	2527
AGS Cuts Achieved	119	141	173	160
SR Cuts Achieved	21	53	30	23

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Age Group State

Teams	88
Total Athletes	1294
Total Entries	3129
Individual Entries	2582
Individual Athletes	746
Relay Entries	547
Relay Only Athletes	548

Senior State

Teams	79
Total Athletes	619
Total Entries	2036
Individual Entries	1796
Individual Athletes	504
Relay Entries	240
Relay Only Athletes	115
Sect Cuts Achieved	115
Jr Nat Cuts Achieved	9
Open Cuts Achieved	6

2008-09 SCY/SCM Time Standards

The calculations for the 2008-09 Short Course Indiana State & Divisional Championship Time Standards have been completed. The number of SCY/SCM Time Standards that improved are as follows:

Age Group	Girls	Boys
10 & Under	2 / 12 events	2 / 12 events
11 – 12	2 / 13 events	2 / 13 events
13 – 14	1 / 18 events	9 / 18 events
Open*	4 / 17 events	10 / 17 events

OFFICIALS CHAIRMAN: **Hal Paul**
317/335-2929 hpaul1053@comcast.net

Elections were held this spring during the Championship season. Regional Officials Reps from Regions 2 and 4 were up for re-election. Jennifer Brink ran unopposed in Region 2 and was re-elected. Eliot VanVelzen ran against Bill Koss in Region 4. Eliot was re-elected to the position.

Referee Recertification Clinics were held at each of the Divisional meets, as well as at Senior State and Age Group State. There will be two more opportunities for Referees to attend a clinic prior to renewing their certification. They will be at the summer Long Course Senior State and Age Group State meets. Typically these clinics are held on Sunday mornings, during the distance events. If you have not yet attended a clinic, please mark your calendars to insure that you attend one of the clinics to be held this summer.

If anyone is interested in an Assigned Position for either of this summer's Championship meets, please send me an email indicating your request. As always those individuals indicating that they will be available for the entire meet (all sessions) will receive priority for selection.

There were numerous officials who either recertified or upgraded their National Certifications this spring, at either the Senior State or Sectional Meets. There will be additional opportunities to receive evaluations this summer. Senior State, Sectionals, and the MegaZone meet are all certified as Qualifying Meets. If you are interested in being evaluated for National Certification, please send your requests to me as early as possible. We want to ensure that sufficient Evaluators will be on hand to properly evaluate all officials who desire an evaluation.

Please note that my email address has changed to: hpaul1053@comcast.net. All future correspondence to me will need to be sent to this new address.

COACHES REP: **Will Bernhardt**
574-220-7946 coachwill05@gmail.com

This was sent to me by Chris Wheat at LST and he would like a discussion to be had about increasing the stipend for the Summer LC Senior State. Thanks

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MOTION: I would like to make a formal request on behalf of all teams in Indiana that the stipend for the Indiana Swimming Senior State Summer LCM Championships be elevated to cover the additional 1/2 day of competition that Indiana Swimming and the Senior Committee recommended and was adopted at the House of Delegates meeting this past September. In addition the costs to rent the World Class facilities we use to host what has been termed by many in Indiana Swimming as "Indiana's Fastest Meet" continues to elevate during these challenging economic times. I would only suggest this for the summer meet only...the addition of the 1/2 day with no way to recover the financial ramifications of this really warrant it. I would suggest \$10,000 for the stipend and the check should be written from Indiana Swimming directly to the host facility not the club hosting to alleviate any doubt what the money is being used for. Thank you in advance for the consideration. Discussion followed.
MOTION DEFEATED

TEAM INDIANA: **Emily Kowalski** a40mowski@aol.com

The Team Indiana Coaching Staff has been selected for the 2008 Central Zone MegaZone Championships. We had top quality coaches and a great representation from throughout Indiana. All applicants have been notified of their status (selected to staff or not selected).

2008 Team Indiana Zone Staff

Head Coach - Ken Stopkotte, FAST
Associate Boys Head Coach - Amanda Juntunen, LAA
Associate Girls Head Coach - Meg Osborne, WTSC
15 & Over Boys - Chris Wheat, LST
15 & Over Girls - Dennis Davis, CGAC
13-14 Boys - Sam Spacek, VSC

13-14 Girls - Don Cozad, PRO
11-12 Boys - Andy O'Maley, INDY
11-12 Girls - Joey Black, FINS
10&U Boys - Jon Karr, ACST
10&U Girls - Gina Snyder, NACS
Local Assistant - Melanie Pulley, SSC
Local Assistant - Brad Grieshop, YSC

ATHLETE REPRESENTATIVES: office@inswimming.org Andrew Elliott (PRO) Ross VanAllen (WTSC) Daniel Michael (USC) Carly Mercer (SSC)
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OFFICE & STAFF 317/237-5780	Lynn Kinstler lynn@inswimming.org	Tony Young tony@inswimming.org
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EXECUTIVE DIRECTOR REPORT

MEMBERSHIP / SWIMS

Many thanks to the clubs that continue to register their members in a timely manner. We seem to have some habitual offenders who do not heed the deadlines Michele puts in place when running pre and post-meet recons. We have approximately \$4700 in fines assessed from the winter season (\$3,500 from one team that is notorious for never being timely). We did find that last year's fines were paid mostly at the absolute deadline of December 31 (to renew the club charter), but everyone did pay. We anticipate that being the case again.

Discussion about the details of these clubs was asked. **MOTION: To suspend the team if fine is not paid within 30-days of assessment. MOTION defeated.** There is already a process in place to suspend/not allow the club to re-charter if fine payment is not made.

The following teams were assessed fines for the Winter 2007-08 season: FRST-\$100; GATR-\$3,500; LAA-\$600; MTV-\$200; SDS-\$100; SSC-\$100.

SWIMS TIMES RECON

While the db of high school sectionals did help tremendously for our championship series proofs, it was not what I had envisioned. Due to a high school meet setup and a USA Swimming meet setup, ID's were not matching and therefore, high school aged-kids still appeared on proofs needed lists. But, having a separate TM db with just the high school meets included made the manual process of proofs needed list easier than previous routine of switching between website lists that the IHSAA coaches post on sectional & state times. Thanks again to Larry Zoller for helping me with those sectional backups.

Michele and I are feverishly working to clear the holding tank from the winter season. Most, if not all Indiana Swimming members have been cleared and their times can be found in the times search feature of USA Swimming's website. Our current challenge is that we had many collegiate observed meets and finding the membership match to swimmers who aren't IN members has proven to take a bit more time. That's just the

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breaks of having great collegiate programs in the state who understand the importance of getting their meets observed for USA Swimming.

COACH SAFETY CERTIFICATIONS

There will be another major change to the Safety Training for Swim Coaches certification starting in September 2008. All coaches that use the Lifeguarding option will have to take a STFSC online written test (via the USA Swimming site) to submit along with their water skills/Lifeguarding cert. Coaches taking a STFSC class/certification will only have to submit that STFSC card.

WEBSITE

Work continues on the maintenance and upkeep of the new website. We've received almost a large number of compliments to the look and organization of the site. We did hear a MAC user's concern over some text overlay/double-imaging he incurred. I deferred these issues to Kent who rectified them and our MAC visitor has not indicated he still has problems viewing the site.

We are looking towards some future online submission functionality as well. Meetings/conversations with Bob Hartley will pick back up this spring so that some beta testing can begin soon.

FINANCIALS

Lucy and I have instituted another step to our checks and balances. While I will do the daily recording/issuing checks/deposits, Lucy will reconcile at the end of the month. This was recommended by USA Swimming.

Additionally, USA Swimming had asked for LSC's to enlist in the automated withdraw process for membership payment. While we did agree to this process, Lucy and I are still working with USA Swimming to get a more timely invoice from them (so that it doesn't arrive the day the money is automatically withdrawn).

Due to our long-term relationship with Chase and our large volume of deposit items, we have been offered an automated check-deposit machine for a FREE 3-month trial basis. At the end of this trial period, the monthly service fee would only be \$50 per month (and we do not have to purchase the machine). This machine will allow for the deposit checks immediately and without a trip to the bank. While we don't have a large number of NSF checks bouncing at us, this system could also lower those items. Lucy has approved for us to enlist in the free trial period. Anticipated start date for this process would be May. I will send announcements to all clubs that this will be in place so that they are given fair notice (so that they are sure money is in their club accounts). I will report back on ease and functionality in June.

STATE MEETS

I attended the Senior & Age Group State meets. My primary role at Senior Champs was to oversee some annual awards presentations (rookie national participant blankets, record breakers and Top 10 ranking Top Performers). My primary role at Age Group Champs was to distribute the Top 10 plates. Despite my bronchitis and fever (and with the help of Julie Cardona), we were able to distribute 100+ plates.

TOP 10

As reported in January, we were able to print individualized Top 10 certificates for 2007 and get them distributed to teams during Age Group weekend or mailed the week after. From the comments I received, the certificate design was great and appreciated! Thanks to Kent for helping me figure out my mail merge and keeping the times in a readable format!

We anticipated there being some disappointed parents at learning that the plaque/plate system was being phased out. Only those parents who have older children that have the plaques who had a younger sibling "earn" one for 2007 commented to me.

With Gary Haley's Excel Macro-writing program, I can generate a report at any time. I will be posting a SC ranking through April 1 list in the near future.

MEGA ZONE

Continue to plan for the August event. Registration/Credentials is my main area of responsibility. Once the meet begins, I'll float around to various committees to help in their staffing.

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Many thanks to Arlene for her continued service and dedication to IN Swimming and our events! Her organization skills and expertise are much appreciated!!

All-Central Zone Team

As per a directive made back in November, I've been researching the potential IN athletes eligible for this All-Central Zone Team list. *To be eligible for this honor, an athlete must be nominated by his/her "home" LSC and meet one of the following criteria:*

1. *Have set two or more individual CZ records (in any age group)*
2. *Have swum a CZ Championship time that was ranked #1 nationally for that season.*
3. *Have been a CZ Championship participant who has gone on to qualify for one or more of these USA Swimming teams: Junior National Team, Senior National Team, USA Olympic Team.*

Below are my current findings based on #1 above (2 or more records):

Ted Brown – 2003 17-18 B 200 FR; 200 IM; 400 IM
Christy Grcevich – 2001 13-14 G 50 FR; 2003 15-16 50 & 100 FR
AJ Miller – 2003 15-16 B 200 BK; 200 BR
Erin Racht – 1984 10 & U G – 200 FR; 100 FL
Steve Ware – 1985 11-12 B 100 Fly; 1987 13-14 B 100 FL

I only had access to the records as posted on the CZ website (www.centralzones.org) and those postings only go back to 2003. I have requested of the CZ secretary, all other years of records (in cases of records broken since that time). Later below, I have identified many IN swimmers who had at least 1 record from the 2003-2007 records lists that were available to me. Taylor Baughman, Ginger Faerber, Jenni Anderson, Jessica Wagner, David Blanchard, John Retrum, Heath Montgomery all have at least 1 record (I need to see the pre-2003 records from CZ secretary to research a 2nd record). Are there other swimmers I should add to my list for research?

Based on #2 above, I will research via SWIMS, but that availability only goes back to 1997 (and CZ began in 1980). I have requested of USA Swimming how to get those years I can't research on my own with SWIMS. Maybe Grant Wieczorek?

Based on #3 above, I can say with certainty that Lindsay Benko (2000 & 2004 Olympian) did swim CZ during her career (I found 1 record for her from 1989). The others I have yet to confirm (Steve Bigelow, Patrick Calhoun & Bryce Hunt). Additionally, I need to find results, etc that show our current National Team Members –Michelle McKeehan, Jenny Connolly & Ben Heslen did swim in CZ (Kyle Whitaker is confirmed). Arlene has requested a list of National Team Members from USA Swimming for our entire CZ. Once I receive that list, I'll research those former IN members and their participation in CZ. Matt McDonald, Susan Hentschel, Ryan Wochomurka

Any other names you'd like for me to research? – Lacey Boutwell?

THANKS! I hope to have a complete list to you by the June Board meeting.

UPCOMING

- SPRING & SUMMER WEATHER – FINALLY!!
- Spring office/file cleaning
- Summer host championship coordination meeting
- Continue Mega Zone planning
- Continue to work on website upgrades (online form submissions as reported above)

Sport Development Director

GENERAL

From January 21 to present my focus as Sport Development Director has revolved around such Special Events as attending all Divisional, Senior State, State Age Group and Sectional Championships. Planning continues for the 2008 Mega Zone, 2008 ISI Camp preparations and increased club & coach visits. Office duties include: blast e-mails, sanctions and scheduling are all ongoing. Special Projects include doing color commentary at the IHSAA state meet live webcasts and my continuing participation with the Indiana High School Hall of Fame Committee, USA Swimming Club Development staff meetings, and Age Group Development Committee meetings via conference call.

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SPECIAL EVENTS/PROJECTS

DIVISIONAL, SENIOR STATE, AND STATE AGE GROUP AND SECTIONAL MEETS

I traveled to all four divisional championship sites. At each meet I spoke with coaches, officials, meet personnel and assist with any needed meet operational needs and presented awards. At each meet I asked the meet host and the regional representatives to promote all up coming camp or special event programming.

At both the Senior State and State Age Group Championship meets I promoted all up coming camp or special event programming as well as coordinating all equipment and volunteer needs to collect Race Analysis data during the finals of each meet. At each championship meet site all Indiana Swimming and sponsorship banners are displayed in accordance with our LSC Sponsorship agreement.

At the Speedo Sectional meet I volunteered to work as a head timer or where ever the meet host had needs.

CLUB / COACH VISITS/ PARENT MEETINGS AND MOTIVATIONAL SPEAKING

I have visited 8 clubs in February and March. Two club visits included assisting club administrators in changing their club model from a private owned organization to a NFP Parent owned club. In other club visits I assisting the club in taking the next step in strategically planning for future goals while developing working relationships with their coaching staffs to build the numbers for their age group programs. These visits may or may not have included parent education presentations in combination with the planning sessions.

I spoke at two high school sectional teams and was invited to be the guest speaker at the Vincennes Swim Club Team awards banquets. This past week I traveled to IU to speak with students in the Coaching of Swimming class on the subject of Coaching Ethics.

After we became aware of the circumstances with Brian Hindson, I met with Jude Boutwell to assist the CIA coaching staff in compiling information from the USA Swimming legal counsel on their legal liabilities and responsibilities. We then defined the situation with their current club structure and what the options would be on forming a new club. I attended an open club meeting along with Buddy Pylitt who was retained by USA Swimming as our legal counsel. Buddy answered many questions about the legal process and directed other questions to the proper authorities. The current members decided unanimously to form a new club and continue their community identity.

The coaching staff and club members have done a great deal of work in a short period of time to remain afloat until the new club structure has been finalized. I continue to meet and work with the VIPER Swim Club in their transition from CIA to New NFP Club.

I have a separate handout that details our efforts with this issue.

REGIONAL THINK TANK MEETINGS

The first Regional Meetings "Think Tank" for Coaches and Club Go-To People was held in Ft. Wayne on Saturday January 26 at 1:00 hosted by Chad Englehart, I have attached a copy of the meeting notes with my report. [FT Wayne Regional Meeting Minutes.doc](#)

The second meeting is being hosted in Merrillville, IN on Saturday April 19. Matt Lee of Munster Swim Club has been instrumental in coordinating the location and recruiting attendance in the area.

The goal of the meetings is to first and foremost build relationships with coaches/teams and best identify their needs and goals. I hope to gather feedback to help develop programming to meet our LSC needs.

These meetings are not limited to just coaches. Influential (go to) people within the clubs are welcome as well and I am encouraging all staff members to attend. If a head coach is not available I am encouraging the age group coaches to attend as topics will span from Senior to Age Group swimming and planning for the future.

CAMPS

All 2008 Camp Programs information has been updated and promoted at the Divisional and State Championship meets. All camp information is available on the Indiana Swimming website and has been blasted out in the

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Indiana Swimming News e-mails. All USA Swimming pre-camp paperwork has been completed and sent to USA Swimming.

Almost all camps staffs are finalized and each camp will have a staff conference call to discuss camp goals and staff responsibilities.

The June All-Star Camp for 15-16 year old boys and girls will be held in Phoenix AZ where the athletes will participate in a two day motivation and training followed by competition in the Brophy to Beijing Meet. As the Camp Director I have organizing all travel and lodging arrangements as well as coordinating pool time and meet entries. Along with USA Swimming and Chad Englehart's help we have sent invitations to camp athletes and are currently finalizing the camp staff.

The Camps Committee has coordinated a guest athlete and/or coach to attend each camp in an effort to create a memorable and challenging experience for the athletes and coaches.

CTS Camp North: Guest Athlete Ted Brown
CTS Camp South: Guest Athlete Kevin Swander
AG Memorial Day Camp: Guest Coach Milt Nelms, Guest Athletes Jenny Connolly & Giordan Piogoli
Open Water Camp: Guest Coach: Rick Walker

Currently the CTS North camp is filled and has a waiting list and the CTS South camp is approaching capacity. The registration deadlines for the AG Memorial Day Camps and OW Camp are in May. Numbers for these camps are slowly growing.

SPONSORSHIPS

I have contacted Speedo to see if they have an interest in sponsoring the Mega Zone meet or the coaches social at the Mega Zone meet. I have a meeting set with Methodist Sports Medicine to discuss future sponsorship agreements for upcoming meets.

MEGA ZONE MEET LOC MEETINGS

Attended the Mega Zone Committee LOC meetings where responsibilities were defined and coordinated the process of recruiting for committees and sponsorship possibilities.

RACE ANALYSIS

All past Race Analysis results from the state championship meets have been posted on the ISI website. Emily Kowalski and I also taught a second class on Race Analysis to the Aquatic Major Students and coaching staff at Ball State University to give the students practical experience with the program. I also meet with Ron Jones at Swim Indy to discuss preparations for Race Analysis at the Senior State meet.

OPERATION WATER SAFETY

The Aquatic Alliance of Greater Indianapolis (YMCA, Indy Parks, IU Natatorium, Red Cross, USA Swimming Clubs and Indiana Swimming) will be combining efforts to again run the 2008 Operation Water Safety program Carmel Swim Club will be hosting the Operation Water Safety Kick-off Day April 26. You will see some publicity on the program next week.

INDIANA HIGH SCHOOL SWIMMING AND DIVING HALL OF FAME

The committee is currently involved in the long range planning for future recognition of inductees and the future of the Hall of Fame Classic.

WEBCASTS AT SWIM MEETS

IHSAA Sports hosted live web casts at the IHSAA Girl's and Boy's High School State Championship meets. I did the color commentary on the web casts for both meets.

USA SWIMMING/LSC

Attending the USA Swimming Senior Development Committee meeting in Colorado Springs as the representative of the Age Group Development Committee. I sent copies of my notes from the meeting to Mark Hesse and Chad Englehart.

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I am working with Randy Julian to coordinate CLBMS in Indiana the week of the Indiana Swimming HOD meeting October 1-4.

Attend by conference call, monthly meetings with the Club Development Staff that share information on observations and key issues from club visits.

Monthly conference calls with the Age Group Planning committee to continue to develop a mechanism for information sharing and programming to benefit the growth and development of age group swimming. Current topics are: The tech suits and the affect on Age Group Swimming and the Top 10 Age Group Recognition Program.

MEETINGS

- Finance Meeting
- Camps Conference Call
- Mega Zone Loc Meetings
- Site Selection Conference Call

GOALS

- Finalize 2008 Camps preparations
- Coordinate & facilitate regional Think Tank meetings.
- Continue to explore sponsorship possibilities
- Set future club visit dates

ANNOUNCEMENTS

Next BOD meeting: Monday, June 16 – 5:30 pm Pan Am Plaza – Lower Level – IW/SA HPL
Next HOD meeting: Saturday, October 4, 2008 – time & site TBD by August 31 2008