



**INDIANA SWIMMING BOARD OF DIRECTORS MEETING
APPROVED (as amended) – November 2008 Minutes**

Board of Directors Attendance (* denotes voting members)

Member	Club	Position	NOV08	JAN09	APR09	JUN09	AUG09	HOD09
Brad Smith*	ICAC	Age Group Chair						
Bruce Graham*	SWAC	Region 2 Non Coach						
Carey Camarata	NASA	Incoming Region Rep						
Chad Englehart*	SWAC	Senior Chair						
Charlie Fry	WTSC	Open Water Chair						
Claire Gendron*	BA	Region 1 Non Coach	X					
Daniel Proctor	CARD	Incoming Athlete	X					
Dave Boggs*	SEY	Region 4 Coach	X					
Don Cozad*	PRO	Region 2 Coach						
Emily Kowalski*	YSC	Sec. / Team Indiana	X					
G Daniel Michael*	USC	Athlete Rep	X					
Hal Paul*	UNAT	Officials Chair	X					
Jen Ferguson	ACST	Incoming Awards						
Jim Paynok	LCB	Incoming Technical	X					
Kent Nelson*	UNAT	Admin Chair	X					
Kyle Smith	PPSC	Incoming Region Rep	X					
Lucy Duncan*	UNAT	Finance Chair	X					
Lynn Kinstler*	Office	Staff	X					
Mark Hesse*	SCSC	General Chair	X					
Matt Papachronis	SSC	Incoming Age Group	X					
Michael Mohler	ACST	Incoming Athlete	X					
Paul Stauder	CSC	Incoming Region Rep	X					
Rich Schroeder*	SSC	Region 4 Non Coach						
Sam Robertson*	CGAC	Region 3 Coach	X					
Scott Ingram*	UNAT	Technical Chair	X					
Tony Young*	Office	Staff	X					
Walt Peycha*	LEB	Region 3 Non Coach	X					
Will Bernhardt*	IA	Coaches Rep						

NOTES: Due to the transition in Board Members, the listed positions will change as of Jan 1, 2009. When Senior Regional Rep is not in attendance Junior Regional Rep may be voting rights.

SECRETARY:

August 2008 Minutes: Motion to Approved (seconded) - PASSED



OLD BUSINESS – ITEM FOR SECOND READING

New Minutes Procedures:

It was moved and seconded to post the minutes with the designation “Unapproved” until which time that the board approves the minutes. Passed.

It was decided that the process of minutes will be as follows: the minutes will be sent to board members 7 days following the meeting, board members will then have 7 days to approve at which time the minutes will be posted to the web.

November 2008 – Approved after second reading (No Discussion)

OLD BUSINESS

IHSAA Sponsorship – Discussion: The Board passed a long term sponsorship with the IHSAA Golf Outing to provide a \$1000 sponsorship and \$100 hole sponsor. Through an error of the Budget Committee this line item was left out of the 2009 and 2010 Budgeting process.

Motion: (Walt Peycha / 2nd Emily Kowalski): Provide a \$1,000 sponsorship and \$100 hole sponsor per our agreement. – PASSED

Housekeeping – The Budget committee has noted this and will include for future budgets.



AUGUST 2008 BOARD VOTE NEEDED FOR REVISED TIMELINE ON REGISTRATION FINE PROCESS

MOTION: Effective Fall 2008-09, assess fines to member clubs who violate the USA-S membership falsification rule with a \$100 per SWIMMER per MEET violation. This fine would be assessed if registration AND payment are not received/**postmarked within 5 business days of pre-meet reconciliation email (when applicable for invites) or within 5 business days of post-meet reconciliation email. The club will be notified by registered return receipt to the primary contact for the club with a copy to the secondary contact.**

Friendly amendment: If the fine goes unpaid for more than 30 days, every member of the club will be unattached. Tabled for clarification from USA Swimming on legalities of this amendment.

Lynn communicated with Bruce Stratton at USA Swimming regarding this and his initial opinion (also shared by Wells O'Brien) is that at a minimum, any affected club should be given notice that any fine can be appealed to the LSC Board of Review and that they have the opportunity to do so before any further penalty is assessed. Therefore, unattaching kids within 30-days would be able to be enforced with the Board of Review process and their due notification processes.

Discussion: Questions were raised about the ability of Indiana Swimming to UN-attach a swimmer. Lynn Kinstler spoke with Bruce Stratton and Wells O'Brien (USA Swimming) who stated that the due process for the swimmer must be in place, which includes notification of the ability to appeal to the Board of Review. Many Board members question why a swimmer could not be un-attached pending the appeal to the board of review. No clear answer was available.

A motion to TABLE (not debatable) was presented by Walt Peycha and 2nd by Emily Kowalski. The Motion carried (9 to 3).

Note: A motion to table is only applicable through the end of the meeting in which the motion was tabled. Since no voting member removed the motion from the table, the motion dies.



NEW BUSINESS

Appeal of Club Penalty for absence at 2008 House of Delegates

We had 11 currently registered teams that did not have a representative at the 2008 House of Delegates Meeting. As per the charter application, if a club “does NOT attend the annual House of Delegates meeting at all, the club charter fees will be \$300 AND the club will not be allowed/issued any sanctions for meets for a period of 1 year.”

In the past teams that did not attend either were not renewing or did not host meets. This year several teams sent written communications to the office asking to be excused from their penalties. All teams were offered an opportunity to appeal their penalty to the Board of Directors at the November 2008 Meeting. At his time 3 out of 11 teams are not planning to renew and 2 have declined the opportunity. One team, FRST, has asked that their appeal be heard as of 11/5.

Discussion: (before the appeals were heard)

Mark Hesse gave background information on the situation; Mark also stated that he was concerned about setting a precedent. When questioned, Mark stated that we have never had an appeal of current rule.

Tony Young gave his thoughts and suggestions on the matter. Tony suggested that we adhere to the bylaws, but that the Sports Development Director (SDD) to require a strategic planning and parent education session with each offending club. Tony further states that he sees this as a way to get his foot in the door with clubs in need. This would also not penalize any of the swimmers or other members of the clubs. In the end Tony stated that he would support the ruling but felt that we need to create better relationships with our clubs.

Lucy Duncan questioned whether Tony had visited any of the clubs that were appealing. Tony said he had requested, but has not gone.

Scott Ingram: Suggested (and offered his services) that each club should also attend a meet management seminar with Indiana Swimming.

Walt Peycha: Ask for the rule to be clarified and stated that there was little debate about an earlier penalty issue dealing with registrations. Tony stated (and most agreed) that the registration issue was a different kind of matter.

Lynn Kinstler: gave additional history and stated that all clubs receive blast emails from Tony with specific information about the requirements to attend the HOD.

Michael Mohler: stated that the visits and seminars did not seem like much of punishment. Michael also questioned whether there was an appeals process for this. Mark reminded the Board that this is the current appeals process (as no one has ever appealed) and suggest that a formalization would be necessary.

Arlene McDonald: stated that while loopholes were present in the current rule and wording, if the rule was worth keeping, they should be corrected.



Scott Ingram: Further suggested another penalty to increase the sanction fee from 7.5% to 15% for that year. Kent Nelson pointed out that USA Swimming voted at the 2008 HOD that no BOD could place further penalties on sanctions with approval of the HOD.

Emily Kowalski: stated that we need to keep what we have, and that this was a cut and dry issue

Jim Payonk: Asked for further clarification as to the history of this rule. Mark Hesse explained that before this rule, HOD meetings were only attended by a handful of clubs and mostly board members. This rule was meant to increase the effectiveness of the HOD.

Sam Robertson: questioned how many teams know about the HOD? Tony and Lynn reminded that all teams have the information

Kyle Smith: stated that he has to rearrange his schedule personally and that any reduction in the penalties would reduce the severity and increase the chance of people taking advantage of it.

Hal Paul: questioned the difference between sanctioned, approved and observed. Kent Nelson and Lynn Kinstler explained that approved meets would only be used for those events that included non USA Swimming members. Hal also stated that after hearing the club appeals he was in favor of Tony's suggestion.

Petitioners where each given time to address the board:

Lafayette Area Aquatics (Jim Sharp)

VIPR (Karen Oleson)

Franklin Regional Swim Team (Brett Findely)

Motion: (Walt Peycha / 2nd Emily Kowalski): upon positive report from the SDD petitioners may receive sanctions. (Friendly Amendment by Lucy Duncan): only receive sanctions for time trials (accepted) (Friendly Amendment Mark Hesse): time trials to only include members from their clubs.

Final Motion: The 3 clubs that appealed in person to the November 10, 2008 Board of Directors on their penalty for not attending the October 2008 House of Delegates will still pay the \$300 fee for renewing their club charter for 2009. The second aspect of the penalty will be revised so that these 3 clubs will be required to attend a meeting with the IN Swimming Sport Development Director. Upon a post-meeting, positive report from the IN Swimming Sport Development Director, the club may apply for a sanction for a time trial that only involves their own club members. –PASSED (with 3 opposed)

Additional notes: Tony Young may include the necessary educational elements for the clubs, including but not limited to Scott Ingram's offer for meet management training.

Nominations for standing Committee Chair Positions (terms begin November 11th, 2008)



2009-2011 Appointments & Elections:

Joe Hance has informed ISI that he will be unable to serve in this role as elected at the HOD. The GC is appointing Jim Payonk to serve as Technical Chair.

As part of tonight's action items, we will be asking for BOD approval of the following appointed positions for 2009-2011:

- Secretary: Kent Nelson
- Disability Coordinator: Sam Robertson
- Diversity Coordinator: Emily Kowalski
- Technical Chair: Jim Payonk
- Camps: OPEN
- Awards: Jen Ferguson

ACTION ITEMS – FIRST READING



ACTION ITEM

\$50 Processing fee to be added to any request for processing that is needed in less than 5 days. This would include any coach or official that submits their application for membership (either in person or in the mail) that they need for an upcoming event. It would also include any host that requests a sanction for a meet that is less than 5 days from date of sanction application/fee/letter submission.

Supporting opinion-The amount of “last minute” requests for these above items is becoming time consuming (for either staff to stop what they are currently working on to process on-the-spot). It’s been said that I may be enabling clubs too much by holding their hands/coddling them too much and it sometimes puts me behind on other tasks I need to get done.

Discussion: This fee would start with the Long Course Season 2009

Mark Hesse: asked that we reword the verbiage to include: sanction/approval/observation

This item will have its second reading and vote January 2009

GENERAL CHAIRMAN:

OUTGOING

Mark Hesse

mhesse@cville.k12.in.us

INCOMING

Arlene McDonald

arlenemcd@aol.com

REGIONAL REPRESENTATIVES (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: Kyle Smith

coachkyle33@hotmail.com

Region 2 Coach Rep: Don Cozad

ymcadon@kconline.com

Region 2 Non-Coach Rep: Carey Camarata

cammaratta@aol.com

Region 3 Non-Coach Rep: Walt Peycha

walter.peycha@sbcglobal.net

Region 3 Coach Rep: Brad Smith

bsmith@nhj.k12.in.us

Region 4 Coach Rep: Dave Boggs

seymourswimming@comcast.net

Region 4 Non-Coach Rep: Paul Stauder

pstauder@indy.rr.com

COMMITTEE & CHAIR REPORTS



PAST GENERAL CHAIR:	OUTGOING Arlene McDonald arlenemcd@aol.com	INCOMING Mark Hesse mhesse@cville.k12.in.us
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SwimForce Report

- **2008 Central MegaZone Championships:** As reported at the House of Delegates, \$105,000 was raised from the 2008 MegaZone Championships. Julie McKenney has indicated that these funds are being used to offset about 2/3 of the cost of the recently installed UV system on all three pools at the Nat.
- **2009 ConocoPhillips Summer Nationals & World Championship Trials:** Southeastern Swim Club applied and has been accepted as the third partner for this event along with Indiana Swimming and the IU Natatorium. Tina Mudd and Diana Barnes are the club’s meet coordinators; Julie and I are conducting a planning meeting with them on Monday, November 10. We are still in need of a few chairs from the LSC to serve on the Local Organizing Committee. Please call or email Arlene if you are interested. The first meeting of the LOC will be on Thursday, December 11.

Discussion: Arlene noted that this will be one of the first National meets where club meets are being hosted at the same time. Arlene would like strive to capitalize on and not compete with the club meets. The event will be 5 full days (Tues – Sun)

Kyle Smith: PPSC/Conference Teams will be looking for a pool to rent to **hold practice** on Wed or Thurs of the National Meet, we will be taking a bus trip for the day to watch Nationals and would like to hold a practice between prelim and final sessions. The NWI Conference Meet is the same weekend of Nationals and we do not want to skip a full day of practice. . If anyone knows of facilities that would be willing to rent space during the week for their meet, please get in contact with him. Many people suggested Fishers Area and Ken Stopkotte.

- **2008 USA Swimming Club Marketing and Event Management Symposium:** I attended this symposium on October 22 and 23 in Colorado Springs; Mindy Hertzler and Diana Barnes from Southeastern Swim Club also attended. Topics included Olympic Trials – Meet Organization, Meet Operations, Sponsorships, & Promotions; Pursuing Club Sponsorships; Insurance Issues; Marketing Beyond the Olympic Games; Writing the Perfect Press Release; What Athletes and Coaches Want; Splash Bash; High Impact Announcing; Enhancing the Fan Experience; Water and Air Quality Issues for Competitions; Aquatic Event Risk Management; and Logo Design & Effective Communication for Clubs. Please see Arlene if you would like more information or materials regarding any of these topics or presentations.
- **2008 Big East Conference Championships:** At Julie McKenney’s request, I participated in a conference call with administrators from the Big East Conference regarding their upcoming championships to be held at IUPUI on February 18 – 21 (see addendums for order of events). Participating schools are Cincinnati, Connecticut, Georgetown, Louisville, Notre Dame, Pittsburgh, Providence, Rutgers, Seton Hall, Syracuse, Villanova, and West Virginia. The meet is coed with all schools having both men’s and women’s teams with the exception of Rutgers, which has only a



women's team. Notre Dame is the host institution; the meet is administered by Big East Conference and Notre Dame staff members with local volunteer support for timers (three per lane), runners, and deck security. Typically, seven or eight local officials will be sought to work as well and are compensated as per conference policies. I agreed to assist in the area of volunteer recruitment and have talked to Lucy about her assistance in soliciting whatever local officials may be needed. Additionally, the conference will offer pre-sales of all-session tickets to our member clubs for the reduced price of \$18 if purchased by December 15; the normal price is \$33. Volunteer and ticket information is forthcoming from the conference office, and those materials will be distributed throughout the LSC once we receive them. Please encourage support for this event among our member clubs. The meet has been held in Long Island for the past ten years, and we want our new guests to enjoy a successful experience here in Indianapolis.

- **2008 Olympic SportsLink:** I attended this inaugural event sponsored by the United States Olympic Committee here in Indianapolis from Monday, September 29 – Wednesday, October 1. The vision for the conference was to provide opportunities for Olympic National Governing Bodies to connect with cities, sports commissions, CVBs and other organizations interested in hosting US Olympic Team Trials and National Championships events. Mary Lou Retton was the keynote speaker. Topics included creating successful bids, hosting events in small cities, sport presentation, ceremonies and special events, hosting NCAA events, and hosting & utilization of Trials and national Championship events. I would be happy to share my notes from this conference as requested.

LSC Development: In collaboration with Lynn, Tony, and Mark, I have constructed a draft of the 2009 calendar for board of director and staff use. We will be reviewing the calendar for input and revisions at Monday's BOD meeting. Included in this calendar are plans for a BOD strategic planning session on April 17 & 18 (Friday evening and Saturday). As a prelude to this, there will be a preliminary planning session as part of an extended BOD meeting in January of 2009. All board members are asked to arrive at 1:00 PM that day (January 19) to participate in this session as well as to plan to be present for the April weekend planning sessions.

Discussion: A strategic planning task force has been appointed: Kent Nelson (Chair), Arlene McDonald, Lucy Duncan, Scott Ingram, Mark Hesse, Walt Peycha and Kyle Smith. The task force will report a preliminary plan and budget no later than the extended board meeting in January.

Mark Hesse: Ask all board members to review their job descriptions (either past or present) and have change suggestions ready.

Indiana Swimming will be among 15 LSCs participating in USA Swimming's pilot program for the LEAP program (LSC Evaluation & Achievement Program). Our participation will begin in round 2 of the pilot which will be on or around March 9. More details will be shared as they become available.



TECHNICAL CHAIRMAN:	OUTGOING Scott Ingram singram@omnicityusa.com	INCOMING Jim Payonk jgpayonk@sbcglobal.net
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OFFICIALS / RULES: 317/432-4027	Hal Paul hpaul1053@comcast.net
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Please note that the officials chair has a new phone number: 317-432-4027

COACHES REP: 574-220-7946	Will Bernhardt coachwill05@gmail.com
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TEAM INDIANA: Emily Kowalski a40momski@aol.com

2009 Quad Team Coaching Staff: 15-19/Head Coach- Matt Lee 13-14 Coach- Jennifer Kelsik 11-12 Coach- Bill Spilman 10-under Coach- Gina Snyder Local Asst. Coach- Scott Fenstermaker Local Asst. Coach- Sarah Dowd

ATHLETE REPRESENTATIVES: office@inswimming.org Ross VanAllen (WTSC) G. Daniel Michael (USC) Michael Mohler (ACST) Daniel Proctor (CARD)



OFFICE & STAFF Lynn Kinstler
317/237-5780 lynn@inswimming.org

MEMBERSHIP

2009 Statistics	2008 Statistics	2007 Statistics
8,624 full memberships	10,189 full memberships	9,895 full memberships
	1,702 seasonal memberships	1,790 seasonal
555 coaches & 601 officials. 116 clubs	= 11, 891 athlete memberships	=11,685 athlete member

WOW! What a busy fall this has been. We’re over 2,000 athlete memberships ahead of this time last year. Thanks Michael Phelps! Either that or our clubs are just being more diligent and organized to get these to us now instead of during the holiday season rush.

Non-athlete numbers are almost identical from last year. My recollection is that last year was just as busy as this with our coaches and officials renewing in October and early November. Too many people waiting until the last week to get coach memberships, hence my action item suggestion.

SWIMS TIMES RECON

We (Michele) and I have been able to load meets within a week of meet completion and as of today, 99% of the holding tank is cleared! Due to the above mention of the clubs getting their registrations in a more timely fashion, the meets are going in much cleaner. We’re working as fast as we can to get any issues resolved, but it’s a good problem to have.

FINANCIALS

If you have read through Lucy’s financial YTD reports, there’s been a lot of deposits. Again, all goes back to those registrations referenced above. WHEW! What a fall.

WEBSITE

Continued thanks to Kent for updating the home page to reflect our volunteer award winners and including information from the House of Delegates. With financials and memberships keeping me very busy, I will be updating the home page in a few weeks. There is also some housekeeping I need to do as well.

CONVENTION

Attended my last convention in Atlanta. While it’s always great to network with my fellow membership and times friends from across the country, I always learn newer and easier ways to process items. Insurance/risk management seminars are for the most part, the same information presented, different year. As always the Central Zone meetings were not without excitement with the decision on the Senior Committee’s Senior Zone meet. House of Delegates was surprisingly short and as always, the banquet dinner closing the week was nice.

HOUSE OF DELEGATES



The turnaround from convention to executing the IN Swimming House of Delegates is a monumental task. In the future, there needs to be more planning committees to help with this huge day for our membership. For the most part, it was a successful day with the great educational opportunities that we offered. I recently attended a “soccer” club annual meeting and ours is above and beyond more organized than what I experienced with soccer.

Thanks to Carmel Swim Club and Lisa Sheets for facilitating Carmel High School for this year’s event. Kudos to Tony Young for his focus this year on the athletes’ education as speaker Dr. Gary Sailes is awesome! Thanks also to Randy Julian for making a trip out here on that day to do another Club Leadership and Business Management School for our clubs that needed this education requirement and our clubs that took advantage of this additional/renewed learning opportunity.

UPCOMING

- Continue to process memberships, checks and meets into SWIMS
- Hopefully, by Thanksgiving time, some major file cleaning can be done (both on the computers and actual paper files).
- Continue to have meetings with the ISC on future office space (Arlene & Lucy have been included in the process).
- Get to work on a Policies & Procedures manual for the board and the staff as directed.

OFFICE & STAFF 317/237-5780	Tony Young tony@inswimming.org
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GENERAL

From August 25 to present my focus as Sport Development Director has revolved around such Special Events as the USAS Convention, preparations for the Indiana Swimming HOD, ISI Committee meetings, Region Meetings, traveling to Colorado Springs for the National Age Group Coaches Summit and Indiana High School Hall of Fame Golf Outing. August through November are active months for club visits. Office duties include: blast e-mails, sanctions and scheduling are all ongoing. Special Projects include 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.

SPECIAL EVENTS/PROJECTS

USAS Convention 2008 Meetings Attended:

- Central Zone Forum and All Central Zone meetings
- Senior Development Committee Meeting
- Open Water Meet Director’s & Official’s Seminar
- College 101 for Parents and Coaches
- Age Group Planning Business Meetings and Workshops
- Coaches Meeting



- USA Swimming’s Club Recognition Program
- Rules and Regulations Committee meetings
- House of Delegates Meeting
- Awards Banquet

HOUSE OF DELEGATES MEETING

The Indiana Swimming House of Delegates meeting will be held at Carmel High School. All preparations for meeting rooms and technical needs were arranged with the help of Lisa Sheets of the Carmel Swim Club. I coordinated all needs and information for HOD workshop presenters.

59 participants representing 30 teams attended the Club Leadership School conducted by Randy Julian and over 60 athletes attended Dr. Sailes presentation on mental preparation. There were a few athletes that did not stay to attend the HOD meeting as part of the requirements to attend the athlete meeting.

I presented information in the coaches open meeting in reference to the Indiana Swimming Camps Program and the USA Swimming IMX Games age group meet that will be unveiled in the fall of 2009.

I also attended dinner with Randy Julian, Arlene and Kent after the HOD.

CLUB LEADERSHIP SCHOOLS:

Randy Julian conducted a second Club Leadership Business Management School in the past two months at the Indiana Swimming HOD meeting on October 4. **A third CLBMS will be held on Tuesday December 2 from 5:30-9 at Crown Point High School.**

The following teams have successfully completed the Club Leadership Business Management School conducted by Randy Julian in Carmel, IN October 4, 2008.

Riverside Aquatic Club – RAC
Anderson Comm Aquatics Club – ACAC
Cardinal Community Swim Club – CARD
Red Devil Aquatic Club – RDAC
Valparaiso Swim Club – VSC
Beach Grove Aquatics Club – BGAC
Fishers Area Swimming Tigers – FAST
Southside Swimming Tsunami – SSS
Donner Swim Club – DON
Hoosier Hills Swim Club – H2O
Northridge Area Swim Assoc. – NASA
Zionsville Swim Club – ZSC
Carmel Swim Club – CSC

Jennings County Swim Club – JCSC
Councilman Center Swim Team – CCST
Greater Evansville Aquatic – GEVV
Highland Hurricanes Swim Club – HHSC
East Central Swim Team – ECST
Southeastern Swim Club – SSC
South Bend Swim Club – SBSC
Howard County Aquatics – HCA
Jasper Aquatic Wildcats – JAWS
Boonville Aquatic Dolphins – BOON
Gary Hammerheads – GARY
Heights Community Swim Club - HCSC

COMMITTEE MEETINGS



The Senior and Age Group Committees met on Friday night October 3 from 4:30-6:30 at the Delaware Township offices in Fishers, followed by a working dinner held at my home. I finalized all preparations for room, hotel and meals and attended the AG Committee meeting.

CLUB / COACH VISITS/ PARENT MEETINGS AND MEETS

I attended a Strategic Planning session conducted by Sue Anderson of USA Swimming with the SWAC Swim Team in Ft. Wayne. The template for club visits has been meeting with the BOD directors of local clubs to discuss goals and future planning and then follow up with a parent education meeting at a later date.

More clubs are using me for return visits to speak on multiple topics to their athletes and parent membership. Club visits have been combined to become part of the regional meetings visits in one trip.

Coach visits include programming ideas and the need for future visits.

REGIONAL THINK TANK MEETINGS

Discussion: Tony gave an overview and much useful information about the regional think tanks

Scott Ingram: Questioned how far the North the SOUTHERN Divisional reached? (Bloomington)

Hal Paul: asked if any of the Evansville issues where personality issue. Tony stated that some were.

Mark Hesse: stated that the idea of Divisionals was to prep for State and that failing at those meets is a way of prepping. Mark further asked about the respect for female coaches.

Kent Nelson: suggested the need to have a female coaches clinic with some of the top level female coaches in USA Swimming as well as those that have and are coaching in Indiana. Mark Hesse suggested coaches such as: Kandis Looze, Pam Swander, Therese Love

Michael Mohler: suggested that there may be a need to educate athletes also about respecting female coaches and their role

Kyle Smith: stated maybe some form of sensitivity training for male coaches was also needed, as he has seen issue on the pool deck with female coach respect.

Lynn Kinstler: gave the statistics (609 coaches of which 322 are women)

At each of the regional meetings I share the programming and opportunities offered by Indiana Swimming and USA Swimming. I promote any upcoming national, sectional and zone level meets as



**INDIANA SWIMMING BOARD OF DIRECTORS MEETING
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well as ways to become involved within the LSC via, committees, camps program, clinics or LSC staff members for Zone or Quad teams.

The first of two regional meeting was held on Saturday September 13 in Evansville, IN. 11 participants from 6 clubs attended. Issues that were raised at this meeting were the differences in goals of clubs in the Southern Region and the lack of support of certain clubs in the region. Additionally the distance from the Indianapolis area has contributed to the lack of participating in LSC programming, LSC Governance and National events. There is a feel that there are regional challenges that suggest looking at redefining regional boundaries for the divisional championships. There is a sense of frustration that they participants in the meeting have not been contacted by the Regional Representative to share their concerns. Thanks to Larry Zoeller for his assistance with preparations. The Southern Region would like to have an annual regional meeting in conjunction with a small clinic next year.

EVANSVILLE REGIONAL MEETING 10/13/2008	
Obstacles	Opportunities
Long Travel Time	Championship Meets in Indiana; Try to centralize Divisional locations (Riverside, Jasper)
Isolated by representation	Possibility of more regions
Regional Representative doesn't ask for more information	
Inbred competition	
Parent Communication	
Disconnect between top level in Indiana vs top Nationally	
Disconnect between HS and club swimming	
Evansville High School Swimming	
	Local Coaching Clinic
	Open Water Clinic
	Clinic for kids in cooperation w/regional meeting-same time next year

The second of the two regional meeting was held in Elkhart, Indiana at Concord High School on Sunday October 19 from 1:00-4:30. 20 participants from 9 different clubs in the area attended the meeting. Participants included; head coaches, assistant coaches, BOD members and the newly elected region representative, Carey Cammaratta.

This meeting took on a different make-up as when obstacles and opportunities in the region were discussed as the participants were helpful in sharing information and it became more of a think tank interaction.



**INDIANA SWIMMING BOARD OF DIRECTORS MEETING
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At this meeting I was able to use information gathered from the National Age Group Summit I had just returned from to share in respect to other programs throughout the US that have some unique ideas in overcoming obstacles.

CONCORD REGIONAL MEETING 10/19/2008	
Obstacles	Opportunities
Economics/Demographics	Model after other programs: \$7.00 per month, \$1 entry fee into meets or weekend team training/competition with other teams
Retention	
Talking with other coaches	Coaches Meet: going out after meet and talk about swimming
HS Moratorium	
Having meets to close together in distance and on the calendar	Regional coaches meetings to brainstorm
Teams not wanting to travel due to cost	Taking bus/traveling together to lower costs
Time is a challenge: attending meets vs back and forth meets/ watching practices	New pool-practice/meets; communication to develop meets; short events/long events or short axis/long axis; take time out of practice for planning
Age Group/High School have different coaches/philosophies	Use of HS coaches and swimmers in program; age group swimmers recognized; attend HS meets as timers
YMCA – pool specs and limited use	Co-host meets at HS Facility
New Parents need information	Walk through a meet during a practice and possible stroke/time meet
Team Unity	Spot light Swimmer; build sets to cheer on others; get to know teammates; games
Divisionals takes emotional toll; athletes breakdown during prelims and finals formats	Need to create regional meets for this level of athlete to gain experience (1 day, 2 day)
Female Coach Respect	Look back at great female coaches in LSC as mentors; work with other coaches to share groups to get to know upcoming athletes
Money for coaches clinics	Doesn't have to be formal; call another coach
Time; large vision; timeline for achievement	
Availability of new coaches-finding them	Research the colleges
Parent volunteerism	Incentive; free cap; meetings for understanding; hearing from other teams
Team Volunteerism	New parents / BOD have to have an understanding of their jobs are and communication is
	USA Swimming provides great opportunities



SPONSORSHIPS

I have ordered the Quad Team athlete and coaching shirts that are part of the Speedo LSC contract. Contributions to the Preserving the Memories initiative. I will be meeting with Daktronics to discuss the future of their sponsorship that may be in doubt due to corporate office restructuring within the organization.

OPERATION WATER SAFETY/DIVERSITY CLINIC

I am working with Mason Storm at Red Devil Aquatic Club and Athletic Director James Perkins of Pike High School to bring Cullen Jones in to Indianapolis for a diversity clinic in late January. We have asked USA Swimming for their interest in supporting this program via the Make A Splash Program. An opportunity for Swim Lesson Scholarship funding may be provided if an Operation Water Safety program can be coordinated with the weekend. We hope to tie these programs into this summer's programming at the National meet.

Discussion: Cullen Jones will be in Indy area and Tony is working to get some Diversity Camps scheduled with Cullen.

Mark Hesse: wanted to know the number of kids for the camps: Tony stated that Warren Central and Pike High School could each have a maximum of 100 swimmers.

Tony Young: further reported that the camp budget had money for camps that will not be held this year and asked that that money be allocated to the diversity camps.

Motion (Tony Young / 2nd Emily Kowalski): \$500 to support diversity camps. (\$400 from camps budget and \$100 from the General Budget) (Friendly Amendment Scott Ingram): \$500 budget variance – ACCEPTED – PASSED

Scott Ingram: further stated that if Diversity is a priority for Indiana Swimming then we need add the line item for Diversity Camps to the budget and find the money each year.

INDIANA HIGH SCHOOL SWIMMING AND DIVING HALL OF FAME

Coordinated and facilitated the Hall of Fame Golf Outing held on Sunday October 5. Preparations are underway for the Hall of Fame Classic Swim Meet in December. These events have been developed not only to provide educational and motivational opportunities for the current high school athlete but as fundraisers for future Hall of Fame recognition banquets.



USA SWIMMING/LSC

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 IMX National Age Group Meet.

I attended the **National Age-Groups Summit** held in Colorado Springs, CO October 16-19th, 2008. The top 25 teams head age group coaches based off of the SC 2008 VCC scores were invited to participate.

Topics

- ❖ Nutritional needs for the 11-14 year old swimmer
 - Dr. Jacqueline Berning, Biology Department Chair,
- ❖ Sports Psychology in young athletes
 - Dr. Suzie Riewald, Sports Psychologist
- ❖ National Team Technique Talk
 - Russell Mark, National Team Biomechanics
- ❖ Physiological Growth & Development
 - Dr. Riggs Klika, Director of Aspen Club Performance Center
- ❖ Coaching this age group through other sports
 - USA Gymnastics- Tom Forster
- ❖ Learning from other models: A focus on membership and facility challenges
 - USA Hockey- Pat Kelleher
- ❖ Practical Application: Pilates & Dryland Training
 - Tristen Faith (wear comfortable clothes)
- ❖ Coach's Perspective: Sharing what's made you successful
 - Individual presentations (2-3 minutes per coach)
 - Groups Breakdown
- ❖ Groups Presentations/Panel



**USA SWIMMING FACILITY PRESENTATION
WEDNESDAY JANUARY 28 (CROWN POINT HIGH SCHOOL)**

10AM to 4PM -No charge

Proposed agenda:

- 10AM start
- New technologies and methodologies that affect project building and operational cost
- Sustainability of project through design
- Programming options – programming precedes design
 - Core programming
 - Optional programming
 - Business models for each
- Individual needs assessment for projects that attend this meeting
- Specific designs to send to attendees after meeting
- What to do next – who to contact for assistance
- 4 PM end – or longer if necessary

MEETINGS

- Walk through for HOD at Carmel High School
- HOF Golf Outing
- Staff Evaluation Meetings
- Met with representative of the Savemore group who shared info on their Fundraising Card
- Met with James Perkins – AD at Pike High School to discuss potential diversity clinic

GOALS

- Prepare for 2008-09 upcoming camps (local and OTC)
- Coordinate & facilitate regional Think Tank meetings.
- Set future club visit dates for fall and winter
- Increased Club Visits
- Attend Golden Goggles
- Conduct online coaches interviews on educational topics for the website

RESPECTFULLY SUBMITTED,

KENT NELSON

KENT NELSON, Secretary

Indiana Swimming, Inc.
2008 Budget vs Actual
10/31/08 Year-to-Date vs Budget

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1																	
2									2008 FINAL Budget		2008 Year-to-Date		2009 Budget		2009 Year-to-Date 9/1/08 - 10/31/08		Balance needed to make Budget
3						Ordinary Income/Expense											
4						Income											
5						Awards											
6						Recognition Awards			4,250.00		5,269.50		4,300.00		0.00		4,300.00
7						State Meet Awards			5,250.00		18,426.92		5,300.00		0.00		5,300.00
8						Total Awards			9,500.00		23,696.42		9,600.00		0.00		9,600.00
9																	
10						Camps											
11						Camp Income			19,600.00		18,780.42		30,140.00		0.00		30,140.00
12						State Meet Surcharges			2,600.00		3,513.00		2,600.00		0.00		2,600.00
13						Speedo Sponsorships			4,000.00		4,145.47		4,000.00		0.00		4,000.00
14						Total Camps			26,200.00		26,438.89		36,740.00		0.00		36,740.00
15						Education											
16						Age Group Coaching Clinic			0.00		0.00		1,200.00		0.00		1,200.00
17						Swimposium Registrations			0.00		100.00		0.00		0.00		0.00
18						Total Education			0.00		100.00		1,200.00		0.00		1,200.00
19						Meets											
20						Entry Fees			109,400.00		106,831.03		100,000.00		7,976.37		92,023.63
21						Missed Cuts & Fines			1,600.00		2,486.00		1,600.00		0.00		1,600.00
22						Sanction Fees			3,600.00		3,519.40		3,600.00		820.00		2,780.00
23						State Meet Stipends			15,000.00		19,997.40		15,000.00		0.00		15,000.00
24						Surcharges			52,000.00		84,994.00		78,000.00		8,029.75		69,970.25
25						Mid States Quad			19,000.00		17,480.00		17,500.00		0.00		17,500.00
26						Travel Fund/Zone Entries			50,000.00		52,056.50		53,000.00		37,015.00		15,985.00
27						Swimforce Meets			0.00		2,245.00		2,000.00		0.00		2,000.00
28						Total Meets			250,600.00		289,609.33		270,700.00		53,841.12		216,858.88
29						MEGA ZONE			0.00		189,892.62		0.00		0.00		0.00
30						Membership - ISI											
31						ISI Athlete			35,400.00		37,527.00		37,500.00		25,773.50		11,726.50
32						ISI Club			4,950.00		3,730.00		4,000.00		540.00		3,460.00
33						ISI Club Fine (HOD)			0.00		0.00		0.00		400.00		-400.00
34						ISI Non-Athlete			2,700.00		1,325.00		1,500.00		422.00		1,078.00
35						Total Membership - ISI			43,050.00		42,582.00		43,000.00		27,135.50		15,864.50
36						Miscellaneous											
37						Bad Chks, Coaches Cert			951.00		212.57		300.00		0.00		300.00
38						Total Miscellaneous			951.00		212.57		300.00		0.00		300.00

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2008 Budget vs Actual
10/31/08 Year-to-Date vs Budget**

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1																	
2									2008 FINAL Budget		2008 Year-to-Date		2009 Budget		2009 Year-to-Date 9/1/08 - 10/31/08		Balance needed to make Budget
39						Office											
40						Postage/Supplies			25.00		272.21		25.00		0.00		25.00
41						Website			1,075.00		0.00		200.00		0.00		200.00
42						Total Office			1,100.00		272.21		225.00		0.00		225.00
43						Officials											
44						Name Badges			1,160.00		1,489.00		1,500.00		518.00		982.00
45						Officials-ISI fee			1,625.00		1,681.00		1,700.00		565.00		1,135.00
46						Total Officials			2,785.00		3,170.00		3,200.00		1,083.00		2,117.00
47						Team IN Staff											
48						Zone Coaches											
49						Total Team IN Staff			4,300.00		5,044.00		2,700.00		1,374.00		1,326.00
50						Zone Meet			0.00		0.00		0.00		0.00		0.00
51						Total Income			338,486.00		581,018.04		367,665.00		83,433.62		284,231.38
52						Expense											
53						Awards Expenses											
54						Councilman Cup - Club Chmps			0.00		0.00		8,700.00		0.00		8,700.00
55						Recognition Awards - E			3,800.00		6,040.24		3,800.00		129.00		3,671.00
56						State Meet Awards - E			5,000.00		16,134.61		5,000.00		0.00		5,000.00
57						Total Awards Expenses			8,800.00		22,174.85		17,500.00		129.00		17,371.00
58						BOD/HOD Expenses											
59						Board Retreat/Committee Mtgs			1,000.00		1,347.71		1,000.00		0.00		1,000.00
60						Convention			13,000.00		13,726.91		13,000.00		8,163.66		4,836.34
61						Food/Bev. Mtg Fac,Printing			2,040.00		2,258.11		3,200.00		1,339.80		1,860.20
62						Golden Goggles			0.00		1,667.05		8,000.00		13,326.59		-5,326.59
63						USA-S Workshops/Speaker Fee			500.00		1,829.61		500.00		500.00		0.00
64						BOD/HOD Travel			4,325.00		1,918.17		4,325.00		389.76		3,935.24
65						Total BOD/HOD Expenses			20,865.00		22,747.56		30,025.00		23,719.81		6,305.19
66																	
67						Total Camps			42,125.00		37,613.05		57,410.00		0.00		57,410.00
68						Donations											
69						Memorial Contributions			0.00		200.00		0.00		0.00		0.00
70						Preserve the Natatorium			0.00		105,000.00		0.00		0.00		0.00

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1																	
2									2008 FINAL Budget		2008 Year-to-Date		2009 Budget		2009 Year-to-Date 9/1/08 - 10/31/08		Balance needed to make Budget
71						Education											
72						Age Group Coaching Clinic			0.00		0.00		4,500.00		0.00		4,500.00
73						Councilman Grant			0.00		4,000.00		3,000.00		0.00		3,000.00
74						Club Promotional DVD			0.00		0.00		7,000.00		0.00		7,000.00
75						Race Analysis Program			2,000.00		1,385.07		2,320.00		0.00		2,320.00
76						Senior & AG Comm Mtgs			0.00		399.72		1,800.00		0.00		1,800.00
77						Video/Town Hall Program					0.00		1,500.00		0.00		1,500.00
78						Total Education			2,000.00		5,784.79		20,120.00		0.00		20,120.00
79						Meets Expenses											
80						State Meet Stipends			16,000.00		16,000.00		17,500.00		0.00		17,500.00
81						Mid States Quad			11,000.00		11,452.77		11,000.00		0.00		11,000.00
82						Total Travel Fund/Zone Entries			50,000.00		95,328.71		59,000.00		0.00		59,000.00
83						Total Meets Expenses			77,000.00		122,781.48		87,500.00		0.00		87,500.00
84						Miscellaneous											
85						Bad Checks & Fines			0.00		3,026.63		0.00		0.00		0.00
86						Bank & Credit Card Fees			800.00		713.89		800.00		45.81		754.19
87						Miscellaneous - Other			0.00		0.00		0.00		0.00		0.00
88						Total Miscellaneous			800.00		3,740.52		800.00		45.81		754.19
89						Officials											
90						Name Badges			1,500.00		1,565.38		1,500.00		126.50		1,373.50
91						Travel-National, State, Divisional			0.00		0.00		2,500.00		0.00		2,500.00
92						Workshops/Other Expenses			1,500.00		1,448.41		1,000.00		0.00		1,000.00
93						Total Officials			3,000.00		3,013.79		5,000.00		126.50		4,873.50
94						Office - Expense											
95						Equipment			2,000.00		2,941.55		2,000.00		449.55		1,550.45
96						Insurance			1,500.00		1,579.00		1,600.00		0.00		1,600.00
97						Miscellaneous - Other			300.00		8.14		200.00		0.00		200.00
98						Office Supplies			3,000.00		1,631.43		1,600.00		378.85		1,221.15
99						Phone & DSL			2,950.00		2,090.53		1,800.00		396.14		1,403.86
100						Postage			2,400.00		1,784.40		1,500.00		283.32		1,216.68
101						Professional Fees--Audit			0.00		7,500.00		0.00		0.00		0.00
102						Property Tax			0.00		201.03		225.00		0.00		225.00
103						Rent			7,500.00		6,738.30		6,780.00		1,717.79		5,062.21

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1																	
2									2008 FINAL Budget		2008 Year-to-Date		2009 Budget		2009 Year-to-Date 9/1/08 - 10/31/08		Balance needed to make Budget
104						Staff Parking			2,800.00		3,071.00		2,805.00		801.00		2,004.00
105						Website Server Fees			500.00		1,555.16		1,550.00		7.95		1,542.05
106						Total Office - Expense			22,950.00		29,100.54		20,060.00		4,034.60		16,025.40
107						Personnel Expenses											
108						Dining			2,500.00		1,423.65		1,000.00		525.87		474.13
109						Education/Seminars			1,250.00		339.27		500.00		0.00		500.00
110						Phone/DLS			850.00		2,302.59		1,650.00		334.60		1,315.40
111						Travel (Air, Mileage,Hotel)			8,000.00		6,225.65		7,500.00		839.41		6,660.59
112						Payroll Expenses			132,000.00		129,968.08		132,000.00		26,198.09		105,801.91
113						Total Personnel Expenses			144,600.00		140,259.24		142,650.00		27,897.97		114,752.03
114						Public Relation Expense			1,500.00		495.00		600.00		0.00		600.00
115																	
116						Swim Force Expenses - Mega Zone			0.00		85,290.96		0.00		0.00		0.00
117																	
118						Team IN Staff Expenses			7,800.00		9,011.19		9,800.00		0.00		9,800.00
119						Zone Meet - E											
120						Total Expense			331,440.00		587,212.97		391,465.00		55,953.69		335,511.31
121						Net Ordinary Income			7,046.00		-6,194.93		-23,800.00		27,479.93		
122						Net Income			7,046.00		-6,194.93		-23,800.00		27,479.93		0.00
123																	
124						Investment Income to be used for expenses											
125						per June BOD Vote (2009)*											
126						40% New Programming							12,421.16				12,421.16
127						30% Travel Fund							9,315.87				9,315.87
128						20% 2nd Year Programming							6,210.58				6,210.58
129						10% Sustaining Programming							3,105.29				3,105.29
130						2010 -- 75% of 2009 Amount (estimated)											
131																	
132						FINAL NET INCOME							7,252.90				31,052.90
133																	
134						*Calculated as 7.5% of the average investment balance from past 3 years.											
135																	