

## Indiana Swimming BOD 180April 2011

Dave Boggs	Chris Cutter	Michele DeLuna	Dick Duncan
Lucy Duncan	Claire Gendron	Tim Hewitt	Tom Johnson
Ron Jones	Lynn Kinster	Arlene Mc Donald	G Daniel Michael
Matt Papachronis	Jim Payonk	Brad Smith	Kyle Smith
Paul Stauder	Tony Young		

The meeting was called to order by the General Chair, Tom Johnson.

### Reports:

#### General Chair – Tom Johnston

Since January's Board I have participated in the following activities:

>The Governance Task Force has been active in preparing a survey of Indiana Swimming "insiders" to occur later this spring, or early summer. The members of the task force met by conference call to discuss the themes for this survey. Arlene McDonald and I were charged with preparing a list of possible questions, which we did. There has been subsequent discussion in narrowing the number of questions and preparing the information for our outside consultants.

>I participated in a conference call of the camps/performance committee to discuss our selection procedures for camp staffs, as well as themes, locations and dates for the camps. This process has been ongoing with some phone calls, emails, and meetings at championship meets.

>We have held conference calls on a monthly basis for Tony Young, Lynn Kinster and myself. The purpose of these calls is to keep all informed on office operations, upcoming activities, plan for Board meetings, etc.

>I have participated in the planning for the Navy Seals Fitness Challenge. This has included emails, phone calls, and several conference calls with site hosts and USA Swimming.

>I have worked with Arlene McDonald and Tim Hewitt on housekeeping of the bylaws. This process looks to be near completion, although there are some potential items that are more than housekeeping and may require approval by the House of Delegates this fall.

#### Past General Chair – Arlene McDonald

##### Events:

- *IHSAA State Meet Hospitality*: Indiana Swimming is a co-sponsored the hospitality for the IHSAA State Championship meet for both girls and boys. Many thanks to Lynn Kinster and Ron Jones for their assistance during both meets.
- *2011 Indy Grand Prix @ the Nat (March 3 – 5)*: This event was co-hosted by Indiana Swimming and the IU Natatorium; the general consensus was that the Grand Prix meet was very successful with a lot of fast swimming. The one drawback with the meet being the same weekend as Divisionals was that the attendance was a disappointment. However, we had an amazing organizing committee with a combination of the experienced veterans and some new folks representing at least seven different area clubs. We also ended up having plenty of volunteers. Many thanks to the following organizing committee chairpersons: Janine Saugstad (Awards/Basket Kids); Debbie Hammes & Alice O'Connor (Clerk & Registration); Steve Carr (Entry Chair); Julie McKenney, Ed Merklng, Keith Dollard, Katy Shreve, and Dave Thibodeau (Facility); Jackie Clark (Hospitality), John Sobieralski (Doping Control); Ron Jones (Meet Operations), Paul Williams (Meet Sales), Dick & Lucy Duncan (Officials); Debbie Clevenger (Ready Room); Roger Perry, Larry Monger, & Rod Sutherlin (Security - Deck Control); Mike Miles (Time Trial Announcer/Music); Matt Reisweg & Lucy Duncan (Tickets); Tim Hewitt (Timers) and Cindy & John Bennett (Volunteer Coordination). Also, special thank you to the following clubs for their involvement in the meet: Brownsburg Swim Club & Noblesville Swim Club – Hospitality Clubs for the Day; and Avon Community Swim Team and Southeastern Swim Club – Volunteer Clubs for the Day. I am in the final stages of completing the meet financial report and should have that available at Monday's meeting.
- *2011 Soul Sprint Classic (July 16 & 17)*: I have continued to meet with various groups regarding this meet – including the local advisory board. All the hotel blocks have been

secured, and the event web site is up and running at [www.SoulSprintClassic.com](http://www.SoulSprintClassic.com) We are in the final stages of completing the meet entry letter which should be posted soon. A conference call was held with Lynn, Tony, and Emily to discuss the Team Indiana concept. Emily has agreed to collect and submit the entries for all Indiana Swimming minority participants. The next step is to promote the meet among our member clubs and Operation Water Safety partners.

- *2011 Central Zone Age Group Championships (August 4 – 8):* Planning for this meet has taken center stage for the past 4 – 6 weeks. I have completed the draft of the meet announcement which has been submitted to and approved by the Central Zone; it will be posted next week. I have also participated in several conference calls with the Central Zone leadership as well as participating in the site visit the last weekend in March. With Lynn's help, the event web site is up and running at [www.AllGreatRacers.com](http://www.AllGreatRacers.com) I also completed all the hotel contracts with our online hotel reservation system which is also up and running and accessed through the event web site. I would encourage Indiana Swimming members outside of the Indianapolis area to make their reservations as early as possible as this is the weekend of the annual Gen Con convention in Indianapolis, and once our blocks fill, finding accommodations may be a challenge. I also attended a meeting of the Indy Parks & Recs administrators to discuss the logistics of the open water meet which will be on Monday, August 8, at Eagle Creek Reservoir. After contacts and conversations with several clubs, I have been unable to find a club co-host for this event. The Natatorium has also decided not to be a co-host. We will need to have an in-depth discussion at the board meeting about how we are going to organize the duties for the hosting of this event.
- *NCAA Meets (2012-2017):* Julie Arnold, Indiana Sports Corporation, and I attended two days of the Women's D1 NCAA Championships in Austin, TX, in mid-March. We constructed an organizational chart for the events here in Indy and are in the process of confirming folks to serve on the organizing committee. We plan on having our initial organizational meeting with the committee in late summer. I also accompanied Julie to a meeting with the IUPUI Parking Services Department to discuss the parking logistics during our events. While in Austin, I had the opportunity to spend some time with Charles Logan, the facility director, discussing the recent extensive renovation of their aquatic center.
- *2012 US Open and Speedo Junior Championships:* We will be co-hosting these two events in August of 2012 with the IU Nat. I have been working with the ICVA to secure an appropriate number of hotel blocks and hope to finalize all those agreements in the next month at which time we will open the online reservation system. Also, we will begin soliciting club co-hosts for these two events in the next month as well. Any interested teams should feel free to contact me with questions or to express interest.
- *2013 Nationals & World Trials:* It appears that in 2013, we will have the opportunity to host this event instead of the US Open and Juniors. The exact dates have not yet been determined, but will probably be sometime in early July. We will be notified by USA Swimming when they have been finalized.
- *USA Swimming Event Seminar:* Julie McKenney and I attended the USA Swimming Events and Marketing Workshop the week of January 24 in Sarasota. It was a very informational program; I would be happy to share the discussion topics with anyone interested.

#### **OTHER ACTIVITIES**

- *Navy Seals Fitness Challenge:* I have continued to work with USA Swimming and Tom to assist in the coordination of our Indiana sites for this activity. So far, we have confirmed these dates and locations: April 30 – Hamilton Southeastern High School (Andy Pedersen & Arlene McDonald); May 9 – Summit Middle School (Fort Wayne – Chad Englehart) and Chesterton High School (Kevin Kinel & Kyle Smith).
- *Hotels:* Hotel blocks for both long course state championships have been secured at University Place and the SpringHill Suites. The online reservation system can be accessed on the Indiana Swimming web site. The SpringHill Suites block for Age Group State is already full.
- *Board Development:* I have continued to meet with Tim Hewitt and Dean Gladden on the survey construction and questions. We presented a preliminary list of questions to Dean Gladden who suggested that we needed to streamline the topics and seek more specific information. We have now narrowed down the survey list to three major categories (Programming, Governance, and Communication) are in the process of prioritizing items in each category from which to construct the questions. With assistance from Dean Gladden's

students, we are hoping to roll this out in early summer to key stakeholders of Indiana Swimming.

- *Club Governance:* FAST has successfully completed the required USA Swimming Club Leadership and Business Management School. Randy Julian, Central Zone Sport Development Consultant, was in town to conduct this workshop on the evenings of March 23 & 24. I met with Randy several times during his visit. He was very pleased with how the program was received as well as the active participation of all those present.

## Finance Vice Chair – Lucy Duncan

	2011 BUDGET	Sep '10 - Mar 11	Sep '09 - Mar 10	\$ Change
<b>Ordinary Income/Expense</b>				
<b>Income</b>				
Athlete Registration	0.00	0.00	0.00	0.00
<b>Awards</b>				
Recognition Awards	0.00	0.00	0.00	0.00
<b>Total Awards</b>	5,000.00	0.00	0.00	0.00
<b>BOD/HOD</b>				
Mutual of Omaha Breakout Clinic Workshops	0.00	0.00	6,660.00	-6,660.00
Women in Coaching Clinic	0.00	0.00	900.00	-900.00
<b>Total Workshops</b>	0.00	0.00	900.00	-900.00
<b>Total BOD/HOD</b>	0.00	0.00	7,560.00	-7,560.00
<b>Camps</b>				
CTS	0.00	0.00	50.00	-50.00
Fall Distance/Open Water Camp	0.00	0.00	2,013.72	-2,013.72
Surcharge	0.00	0.00	290.00	-290.00
<b>Total Camps</b>	33,400.00	0.00	2,353.72	-2,353.72
<b>Education</b>				
Coaches Education	2,500.00	0.00	0.00	
<b>Meets</b>				
Entry Fees - 7.5%	107,000.00	66,235.54	58,215.56	8,019.98
<b>Mid-States Quad</b>				
Admissions & Heat Sheets		6,240.00	5,005.00	1,235.00
Entry Fees		6,600.00	3,200.00	3,400.00
Photos		825.00	-24.00	849.00
Team IN fee		3,402.00	1,299.95	2,102.05
Vendor Profit Sharing/Booths		1,571.34	681.00	890.34
Mid-States Quad - Other		219.00	0.00	219.00
<b>Total Mid-States Quad</b>	15,000.00	18,857.34	10,161.95	8,695.39
Missed Cuts & Fines	1,200.00	1,270.00	844.00	426.00
Sanction Fees	3,700.00	2,580.00	2,530.00	50.00
State Meet Stipends	17,500.00	0.00	1,595.00	-1,595.00
Surcharges	101,000.00	63,156.00	59,455.05	3,700.95
Travel Fund/Zone Entries	52,000.00	38,680.00	41,040.00	-2,360.00

Meets - Other	0.00	0.00	0.00	0.00
<b>Total Meets</b>	<b>297,400.00</b>	<b>190,778.88</b>	<b>173,841.56</b>	<b>16,937.32</b>
<b>Membership - ISI</b>				
ISI Athlete				
Late Registration	1,000.00	1,700.00	500.00	1,200.00
ISI Athlete - Other	39,500.00	29,893.50	32,893.00	-2,999.50
<b>Total ISI Athlete</b>	<b>40,500.00</b>	<b>31,593.50</b>	<b>33,393.00</b>	<b>-1,799.50</b>
ISI Club	3,300.00	0.00	200.00	-200.00
ISI Non-Athlete	1,350.00	1,142.00	1,195.50	-53.50
<b>Total Membership - ISI</b>	<b>45,150.00</b>	<b>32,735.50</b>	<b>34,788.50</b>	<b>-2,053.00</b>
<b>Miscellaneous</b>				
Bad Checks & Fines	300.00	300.00	335.90	-35.90
BOR				
FINES	0.00	0.00	0.00	0.00
Club HOD Fines	300.00	0.00	200.00	-200.00
Leap Incentive Income	2,500.00	2,500.00	0.00	2,500.00
<b>Total Miscellaneous</b>	<b>3,100.00</b>	<b>2,800.00</b>	<b>535.90</b>	<b>2,264.10</b>
<b>Office</b>				
Supplies	100.00	89.10	21.46	67.64
Website	200.00	0.00	25.00	-25.00
<b>Total Office</b>	<b>300.00</b>	<b>89.10</b>	<b>46.46</b>	<b>42.64</b>
<b>Officials</b>				
Name Badges	2,200.00	1,700.89	1,823.00	-122.11
Officials-ISI fee	2,000.00	1,637.00	1,892.00	-255.00
<b>Total Officials</b>	<b>4,200.00</b>	<b>3,337.89</b>	<b>3,715.00</b>	<b>-377.11</b>
Sponsorships	2,000.00	325.00	0.00	325.00
Swim Force	15,000.00	0.00	66,000.00	66,000.00
Team IN Staff				
Zone Coaches		3,343.00	3,420.00	-77.00
<b>Total Team IN Staff</b>	<b>6,000.00</b>	<b>3,343.00</b>	<b>3,420.00</b>	<b>-77.00</b>
<b>Total Income</b>	<b>414,050.00</b>	<b>233,409.37</b>	<b>292,261.14</b>	<b>58,851.77</b>
<b>Expense</b>				
<b>Awards Expenses</b>				
Club Recognition, Club Excellence Incent	32,200.00	0.00	0.00	0.00
Incentive Awards	3,000.00	0.00	0.00	0.00
Recognition Awards	3,000.00	1,136.17	1,612.25	-476.08
<b>Total Awards Expenses</b>	<b>38,200.00</b>	<b>1,136.17</b>	<b>1,612.25</b>	<b>-476.08</b>
<b>BOD/HOD Expenses</b>				
AG/SR Committee Meetings	1,500.00	980.91	616.94	363.97
Board Retreat	1,500.00	0.00	0.00	0.00

<b>BOD/HOD Travel</b>	4,500.00	968.00	-450.00	1,418.00
<b>BOR</b>	3,000.00	0.00	0.00	0.00
<b>Convention</b>				
<b>Airfare</b>	0.00	3,470.00	345.40	3,124.60
<b>Hotel</b>		4,124.41	4,798.87	-674.46
<b>Per Diem</b>		4,126.75	3,933.81	192.94
<b>Registration</b>		1,950.00	0.00	1,950.00
<b>Shuttle/Transportation</b>		0.00	1,676.30	-1,676.30
<b>Social</b>		0.00	157.61	-157.61
<b>Convention - Other</b>		235.50	0.00	235.50
<b>Total Convention</b>	18,000.00	13,906.66	10,911.99	2,994.67
<b>Food/Beverages, Mtg Fac, Supplies</b>	5,500.00	1,523.94	4,665.93	-3,141.99
<b>Golden Goggle</b>				
<b>Per Diem</b>		1,700.00	1,206.50	493.50
<b>Table</b>		10,000.00	10,000.00	0.00
<b>Travel/Lodging</b>		4,576.25	4,345.50	230.75
<b>Total Golden Goggle</b>	18,000.00	16,276.25	15,552.00	724.25
<b>Meeting Facility Rentals</b>		676.08	335.00	341.08
<b>Miscellaneous (Copies, etc)</b>		1,130.34	444.50	685.84
<b>Recognition Awards</b>	1,000.00	0.00	0.00	0.00
<b>Speaker Fees</b>				
<b>Speaker Expenses</b>		0.00	8,135.94	-8,135.94
<b>Speaker Fees - Other</b>		3,475.00	0.00	3,475.00
<b>Total Speaker Fees</b>	5,000.00	3,475.00	8,135.94	-4,660.94
<b>USA-S Workshops</b>	2,750.00	1,102.49	1,578.95	-476.46
<b>Total BOD/HOD Expenses</b>	60,750.00	40,039.67	41,791.25	-1,751.58
<b>Camps - E</b>				
<b>15-16 Travel Camp</b>				
<b>Airfare</b>		1,693.00	0.00	1,693.00
<b>Total 15-16 Travel Camp</b>	0.00	1,693.00	0.00	1,693.00
<b>All Star Camp - AZ</b>				
<b>Airfare</b>	0.00	0.00	1,711.00	-1,711.00
<b>Total All Star Camp - AZ</b>	0.00	0.00	1,711.00	-1,711.00
<b>Fall OW/Distance Camp</b>				
<b>Car Rental/Fuel</b>	0.00	0.00	1,958.26	-1,958.26
<b>Facilities</b>	0.00	0.00	892.40	-892.40
<b>Food</b>	0.00	0.00	1,239.97	-1,239.97
<b>Lodging</b>	0.00	0.00	796.00	-796.00
<b>Mileage</b>	0.00	0.00	163.35	-163.35
<b>Ropes Course</b>	0.00	0.00	1,100.00	-1,100.00
<b>Stipend</b>	0.00	0.00	450.00	-450.00
<b>Fall OW/Distance Camp - Other</b>	0.00	0.00	5.26	-5.26
<b>Total Fall OW/Distance Camp</b>	0.00	0.00	6,605.24	-6,605.24

<b>Total Camps</b>	74,370.00	1,693.00	8,316.24	-6,623.24
<b>Donations</b>				
<b>Memorial Contributions</b>	200.00	0.00	0.00	0.00
<b>Councilman Grant</b>	3,000.00	1,500.00	2,000.00	-500.00
<b>Total Donations</b>	3,200.00	1,500.00	2,000.00	-500.00
<b>Education</b>				
<b>Club/Volunteer</b>	3,000.00	73.77	0.00	73.77
<b>Club Promo DVD</b>	3,000.00	0.00	2,953.00	-2,953.00
<b>Equipment</b>	3,000.00	904.98	0.00	904.98
<b>Race Analysis</b>	2,400.00	21.38	0.00	21.38
<b>Successful Coaching References</b>	1,500.00	0.00	878.88	-878.88
<b>Total Education</b>	12,900.00	1,000.13	3,831.88	-2,831.75
<b>Meets Expenses</b>				
<b>Mid-States Quad - E</b>				
<b>Admin</b>		3,196.81	1,932.45	1,264.36
<b>Hospitality</b>		1,070.85	945.15	125.70
<b>Photos</b>		840.00	0.00	840.00
<b>Pool Rental</b>		5,891.70	6,132.95	-241.25
<b>Social</b>		5,383.16	0.00	5,383.16
<b>Team IN Outfitting</b>		0.00	0.00	0.00
<b>Mid-States Quad - E - Other</b>		0.00	275.00	-275.00
<b>Total Mid-States Quad - E</b>	10,000.00	16,382.52	9,285.55	7,096.97
<b>State Meet Stipends</b>	23,500.00	0.00	7,500.00	-7,500.00
<b>Open Water Expenses</b>	1,500.00	0.00	0.00	0.00
<b>Travel Fund/Zone Entries</b>				
<b>Travel Reimbursement</b>				
<b>LC Juniors</b>				
<b>Juniors - Coach</b>		250.00	0.00	250.00
<b>Total LC Juniors</b>	0.00	250.00	0.00	250.00
<b>National Youth Team</b>	0.00	0.00	2,250.00	-2,250.00
<b>SC Juniors</b>				
<b>SC Juniors - Athlete</b>		1,500.00	7,815.67	-6,315.67
<b>SC Juniors - Coach</b>		450.00	274.25	175.75
<b>Total SC Juniors</b>	0.00	1,950.00	8,089.92	-6,139.92
<b>SC Nationals</b>				
<b>SC Nationals - Athlete</b>		2,694.75	772.60	1,922.15
<b>SC Nationals - Coach</b>		150.00	150.00	0.00
<b>Total SC Nationals</b>	0.00	2,844.75	922.60	1,922.15
<b>Total Travel Reimbursement</b>	0.00	5,044.75	11,262.52	-6,217.77

<b>Total Travel Fund/Zone Entries</b>	55,000.00	5,044.75	11,262.52	-6,217.77
<b>Webcast/State Meet Announcer</b>	1,000.00	0.00	0.00	0.00
<b>Meets Expenses - Other</b>	0.00	0.00	0.00	0.00
<b>Total Meets Expenses</b>	91,000.00	21,427.27	28,048.07	-6,620.80
<b>Miscellaneous</b>				
<b>Bad Checks &amp; Fines</b>	100.00	304.00	53.00	251.00
<b>Bank &amp; Credit Card Fees</b>	1,000.00	691.14	914.94	-223.80
<b>Miscellaneous - Other</b>	1,000.00	0.00	0.00	0.00
<b>Total Miscellaneous</b>	2,100.00	995.14	967.94	27.20
<b>Office - Expense</b>				
<b>Equipment</b>	2,500.00	1,345.73	5,407.72	-4,061.99
<b>Fax Fees</b>		0.00	17.35	-17.35
<b>Insurance</b>	1,600.00	1,528.00	1,543.00	-15.00
<b>Miscellaneous Office</b>	2,000.00	35.37	247.14	-211.77
<b>Office Supplies - E</b>	2,750.00	3,096.71	2,912.73	183.98
<b>Phone &amp; DSL</b>	3,000.00	2,211.80	1,783.33	428.47
<b>Postage</b>				
<b>Postage/Shipping Purchases</b>		1,790.81	1,444.21	346.60
<b>Stamps.com Service Fee</b>		111.93	111.93	0.00
<b>Postage - Other</b>		67.38	0.00	67.38
<b>Total Postage</b>	2,500.00	1,970.12	1,556.14	413.98
<b>Professional Fees</b>	0.00	0.00	0.00	0.00
<b>Rent</b>	12,468.00	6,239.12	5,138.31	1,100.81
<b>Staff Parking</b>	4,000.00	2,311.00	2,160.00	151.00
<b>Website</b>				
<b>Server Fees</b>		88.59	86.59	2.00
<b>Total Website</b>	300.00	88.59	86.59	2.00
<b>Total Office - Expense</b>	31,118.00	18,826.44	20,852.31	-2,025.87
<b>Officials Expenses</b>				
<b>Name Badges</b>	1,900.00	1,099.40	1,605.40	-506.00
<b>Travel and Workshops</b>	2,500.00	255.00	153.48	101.52
<b>Other Expenses</b>	1,500.00	273.00	226.50	46.50
<b>Total Officials Expenses</b>	5,900.00	1,627.40	1,985.38	-357.98
<b>Personnel Expenses</b>				
<b>Airfare/Car Rental</b>	1,500.00	45.00	743.19	-698.19
<b>Cell</b>	1,000.00	511.00	511.00	0.00
<b>Dining (Local)</b>	1,500.00	878.61	1,205.94	-327.33
<b>Dining (Road)</b>	500.00	155.44	327.28	-171.84
<b>Education/Seminars</b>	750.00	0.00	0.00	0.00
<b>Home DSL/Cable Modem</b>	1,000.00	653.10	653.10	0.00
<b>Hotel</b>	1,500.00	531.80	196.20	335.60

Mileage	4,500.00	2,540.36	2,228.16	312.20
Payroll Expenses	140,000.00	85,284.62	78,890.70	6,393.92
<b>Total Personnel Expenses</b>	<b>152,250.00</b>	<b>90,599.93</b>	<b>84,755.57</b>	<b>5,844.36</b>
Professional Fees/Dues	1,025.00	0.00	1,025.00	-1,025.00
Public Relations Expense	2,500.00	1,730.37	1,950.00	-219.63
Tax Preparation - E	0.00	0.00	0.00	0.00
<b>Team IN Staff Expenses</b>				
<b>Quad</b>				
Hotel		463.32	1,176.11	-712.79
Outfitting		2,214.75	314.72	1,900.03
Stipends/Mileage/Per Diem		1,297.00	1,785.00	-488.00
<b>Total Quad</b>		<b>3,975.07</b>	<b>3,275.83</b>	<b>699.24</b>
<b>Zone</b>				
Staff Lodging		54.00	0.00	54.00
<b>Total Zone</b>		<b>0.00</b>	<b>0.00</b>	<b>54.00</b>
<b>Total Team IN Staff Expenses</b>	<b>9,500.00</b>	<b>4,029.07</b>	<b>3,275.83</b>	<b>753.24</b>
<b>Total Expense</b>	<b>484,813.00</b>	<b>184,604.59</b>	<b>200,411.72</b>	<b>15,807.13</b>
<b>Net Ordinary Income</b>	<b>-70,763.00</b>	<b>48,804.78</b>	<b>91,849.42</b>	<b>43,044.64</b>
<b>Other Income/Expense</b>				
<b>Other Income</b>				
Interest Income	400.00	181.11	155.38	25.73
<b>Total Other Income</b>	<b>400.00</b>	<b>181.11</b>	<b>155.38</b>	<b>25.73</b>
<b>Net Other Income</b>	<b>400.00</b>	<b>181.11</b>	<b>155.38</b>	<b>25.73</b>
<b>Investment Income Designated for Recognition Awards</b>	<b>32,200.00</b>			
<b>Investment Income</b>	<b>26,431.50</b>			
<b>Net Income</b>	<b>-11,731.50</b>	<b>48,985.89</b>	<b>92,004.80</b>	<b>43,018.91</b>

**Cash Account Balances as of 3/31/11:**

IS Checking/Sweep Event Account	\$123,670.00
Investment Accounts	\$52,987.27
(9/1/10 Balance \$467,269.08)	\$524,662.45

**Senior Chair – Jeff Thompson**

On Sunday, March 13<sup>th</sup> I participated in a Camps Committee meeting to make an attempt at coming up with a list of potential candidates to ask to help coach at our various camps. On Saturday, March 26<sup>th</sup> I attended our Central Zone meeting at the Speedo Sectional meet in Indianapolis.

I have taken the position as head coach for the Age Group Memorial Day camp to be held at Crawfordsville High School over Memorial Day weekend. Throughout the month of March I worked closely with Kyle Smith and Tony Young to firm up both the coaching staffs for the Memorial Day camp and for the Olympic Training Center camp in June. Finally, I will not be running for reelection for the Senior Vice Chair position this coming fall. I have asked Chris Plumb from Carmel if he would like to run for the position. Chris said that he would be willing to do so. I have really enjoyed my time on the board and I have learned a lot. Most importantly though, I have grown closer to many of my peers and these relationships are priceless in my mind. I would like to continue to serve on many of the committees and I have that my opinion has been valued and will continue to be sought after even when I am not the Senior Vice Chair. There will come a time again when I will want to serve on the board, but for now I need to focus on being a husband, father to my four children, and teacher and a coach. It's been fun.  
Respectfully Submitted by Jeff Thompson

### **Officials Chair – Dick Duncan**

I am in the process of compiling the data received from the SC State meets.

It appears we had less than 10% of our officials who chose not to renew, some due to not having swimmers any longer and a few due to the additional costs/issues of the Background Screening.

I will be attending the LSC Officials Chair Clinic in Kansas City on June 17-19, 2011. If you have any issues you wish discussed, please email me.

Referees for the upcoming LC State and Zone meets will be:

Senior State – Dick Duncan  
Age Group State – Dick Duncan  
Senior Zone Meet – Dick Duncan  
Age Group Zone Meet – John Hiester  
Open Water Meet – Lucy Duncan

### **Coaches' Representative – Kyle Smith – pulled**

Promoted, organized and conducted the 2011 Developmental Coach of the Year award voting. Congratulations to Steve Keefer (SWAC). Over 100 ISI coaches voted on this award. Thank you Tony for your help in this process.

- Looking at ways to improve the overall process of receiving and confirmation of nominations for future Coach of the Year awards.
- Promoted Indiana Swimming Camp Programs, ASCA Breaststroke Clinic, USA Swimming Regional Clinic, Developmental Coach of the Year, and Navy Seal Challenge Info at the NW Divisional site.
- Solicited coach volunteers for the Indiana Swimming Camps at the following meets: USA Swimming Grand Prix, Indiana Swimming Senior State and State Age Group meets.
- Participated in Camp Committee meeting at Senior State to discuss possible staff candidates.
- With Tony's assistance, solidified staffs for the 2011 Indiana Camps. Thank you Jeff Thompson for taking the lead with the Age Group Memorial Day staff.
- Collaborated with Tom Johnson, Arlene McDonald and Kevin Kinel on securing, promoting and organizing the Navy Seal Fitness Challenge event to be held at Chesterton HS on May 7<sup>th</sup>
- Emily Kowalski and I began the process of discussing the possible 2011 Central Zone Team Indiana staff. More discussion needs to take place, input from Age Group Chair and Senior Chair welcomed, before any final decision will be made.

### Disability Coordinator

- Two Indiana Swimming athletes competed at this year's CanAm Disability Nationals. Dolton Herendeen (CON) and Lizzie Smith (CARD) both had outstanding meets. I will be getting in touch with Tom Johnson (CON) and Emily Kowalski (CARD) about specific accomplishments and performances. Grace Gifford, former DON swimmer, was at the meet representing her college club team.

- With Lynn and Michelle's help, distributed Championship Inclusion info and applications to coaches of registered Indiana Swimming athletes with disabilities, for the Senior and Age Group State meets. 1 senior swimmer applied, but later declined the offer to participate in the Senior State Championship meet.
- Investigating the possible benefits of expanding the current ISI Championship Inclusion Policy to include Divisional meets. Will make a proposal/recommendation to the ISI Board when a decision has been finalized.
- USA-S Disability Committee: worked on the coach's education webinar project and Co-Director of USA-S/Challenged Athlete Foundation Disability Swimming Clinic in San Diego CA, April 2nd. Worked alongside Mel Stewart in the production of filming video during clinic, to be used in conjunction with Disability Swimming webinar to be aired in early June on USA-S website.

### **Region 3 Non-Coach Report – Ron Jones**

Activities included working with the Grand Prix organizing committee and working the meet. Also, assisted in hospitality area for both the Boys and Girls High School state meets.

### **Athletes:**

#### **G. Daniel Michael**

During my attendance at the Membership and Registration Committee of which I am a part of, we met on April 2 to discuss the items on our agenda as a part of our annual meeting. The hot topics mainly centered on the Athlete Protection educational programming that USA Swimming is currently preparing for parents, coaches, officials, and athletes to complete. Susan Woessner, USA Swimming's Athlete Protection Officer, along with a representative from a private company named Praesidium (latin for protect) that specializes in abuse risk management. Their mission statement is as follows:

***“Praesidium has developed the first scientifically-based model of abuse risk management.***

***Our root cause analyses of more than 400 cases of abuse in organizations revealed that prevention requires action in eleven operations. These operations make up The Tri-Guard Safety System™ Safety Equation. The Safety Equation provides the formula for determining the exposures in your program operations and how to correct them. For some of our clients we work directly on-site to implement the complete Tri-Guard Safety System™. For others we provide workshops, web-based training, and risk management consultation. In the event of an incident or allegation, we provide immediate investigation assistance and crisis management. We also prepare press releases and work directly with the media. Should an incident lead to litigation, we provide complete litigation support and expert witness.”***

The representative explained the protection formula, as well as how she is working with Susan to understand the needs of USA Swimming by visiting clubs, talking with coaches, officials, athletes, parents, as well as having a discussion with the Membership and Registration committee members for feedback and input. The representative from Praesidium is a former USA Swimming athlete and will be exclusively working in partnership with Susan and USA Swimming on developing an education program that will be mandatory for Coaches and Non-Athlete members.

Secondly, we discussed a proposed legislation that was referred to our committee for a recommendation regarding a special membership for meet chaperones. We decided that a special Chaperone Membership would not be beneficial to the Organization because trip chaperones not only have the most responsibility of all non-athlete members, but that the opportunity to take advantage of the special membership's potential reduced cost is too great and could be financially detrimental. Also, for the Apprentice Official, we recommended to accept the legislation that states an Apprentice Official must be age 18 or older.

Finally, we discussed the various ways to improve webinar services for LSC administrators, as well as the programming format for the 2011 Convention in Jacksonville, Florida. We also discussed who should be placed on the online voting list for the athlete membership card of 2012. We decided on putting four athletes on the list, Mark Spitz, Tom Jaeger, Tom Dolan, and Rowdy Gaines. These are all male athletes because last year's athlete was determined from all female athletes. This is the current mechanism in place, to alternate male and female athletes annually. While I regrettably will not be able to attend this BOD Meeting, please don't hesitate to contact me with any questions you may have. [g.danielmichael@gmail.com](mailto:g.danielmichael@gmail.com)

**Dan Proctor – pulled**

I was able to compile the emails and clubs of athlete attendees I received during House of Delegates. The list included 29 athletes representing a mere 12 clubs. After creating a blast email that Tony sent out I received information for another 45 athletes. I now have 79 athlete representatives representing 45 different clubs across the state. This is great but I feel we could do better. In regards to the committee's creation, it will be a source of athlete to athlete communication directed to the Indiana Swimming athlete representatives. I feel that if we get more athletes involved with swimming matters on the governing level the more likely they will be to pursue running for an Indiana Representative themselves. These athletes will develop the knowledge they need to become an athlete representative and hopefully pursue becoming Indiana and USA swimming representatives themselves. For the remainder of my term I will send out emails to the committee regarding issues/observations within the LSC and USA Swimming. I will then compile and summarize the responses I get and report them to the board of directors. Also, in regards to LEAP the athletes need to come up with a newsletter. Since I've gotten the bulk of the athlete committee out of the way I will sit down and come up with a newsletter design using Adobe InDesign CS5. I've used the program for several years in my school's journalism department so it *should* look better than a Word document. Once I create a template we, the athletes, will be able to create a monthly or bi-monthly (to correspond with board meetings) newsletter. My email to the athlete committee last week included 3 questions. I received 12 athlete's responses.

**How did the championship meets go? Could any events be rearranged and why?** The only actual complaints were in regard to senior state at Crawfordsville. They believed the atmosphere of a championship meet was little to be seen. They also felt the Saturday morning session was over too late.

**Do you think moving from 5 to 7 divisional meets created a better environment for swimmers to perform?** The swimmers who attended could tell there were less people but they still thought it withheld the championship feel. Two swimmers noted that the mile addition was great and that it allowed for them to receive proper rest.

**There has been a lot of talk about energy drinks (Red Bull, AMP, Monster, 5 Hour Energy) being used before races, have you noticed this? Do you do this yourself? If so, why?** Surprisingly only one person said they have consumed energy drinks. They do it because they feel that the transition from high school to age group meets has such a drastic time change between events that they need the extra "boost." The rest of the swimmers have never tried energy drinks. Only two had never noticed the use during meets and 9 noticed the use but noted they were aware of how bad they are.

**Members Services – Lynn Kinstler – pulled**

MEMBER SERVICES – APRIL 2011 PRE-MEETING REPORT MEMBERSHIP  
 JAN/FEB/MARCH 2011

	Athletes	Non Athletes
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Jan 10	514	234
Jan 11	635	263
Feb 10	272	48
Feb 11	281	32
March 10	190	22
March 11	153	16
YTD 2010	10461	
YTD 2011	10012	

**BACKGROUND SCREEN** I was pleasantly surprised that almost all of our 640 officials completed the mandatory background screen before their 2/15/11 deadline. There are a few (handful) who have not completed yet and the Officials Committee is aware of who those folks are and should not be allowing them to volunteer to officiate until they have completed the screen. The coaches have been very responsive to the blast emails from USA Swimming reminding them of the new background screen that they all need to complete by 4/30/11. Of our 550+ coaches, I sent my first reminder of the upcoming 4/30 background check deadline to 250 coaches. So, at least 50% were proactive and had already completed.

**WEBSITE** Looking forward to designing a new Resource section to the website for many items that Tony includes in his blast emails, etc. While this is a repeat of my January 2011 report, I will actually begin to design this spring! Designed and maintained the All Great Racers website for the Indy Grand Prix meet. Have done (and will continue to maintain) All Great Racers now for the summer Indiana Zones and the Temple of Zoom. Will be researching and begin testing of an online application for non-athletes (officials & coaches) for membership and payment process to be completely online for September 2011.

**POLICIES & PROCEDURES MANUAL** After meeting with Tom Johnson, he would like for us (staff) to hold off presenting to the Board on new items for the P & P manual that we were going to present this month. We will be including Tom in our efforts & progress.

**CHAMPIONSHIPS** Congrats to our hosts for a great championship season! Congrats to the participating teams and their entry process. There were fewer late entry fines assessed (probably due to a reminder email that I wrote and Tony sent in his weekly blasts).

**AWARDS** Heard a few compliments on the **new design of the Age Group medal**. Had a **Senior medals shortage** issue. Will get those medals from our vendor in mid-May. SCSC sent me the labels for those awards and we'll get those out as soon as we receive from vendor. Each award recipient who did not receive an award was given a card with an explanation of the shortage and an apology. We still have many teams NOT remembering to pick up their awards at the end of our championships. I believe our hosts are reminding coaches at the coach meetings, but there are still many awards that we have now at IN Swimming offices.

IN Top 10 reports for 2010 are posted online under TIMES. IN Top 10 certificates were printed and available for club pickup at the Age Group Championships. Clubs that did not pick up their certificates will be mailed theirs by 4/18/11.

Congratulations to our **"Top Performers" from their rankings in 2010!**

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**Short Course**  
**GIRLS**

**BOYS**

Lauren Edelman (RSC)	10 & U	Chandler Bray (THT)
Charlotte Ahls (SSC)	11-12	Dalton Mitchell (THT)
Erin Moe (FAST)	13-14	Jordan Hall (FWA)
Zoe Mattingly (ZSC)	15-16	Peter Lyon (ZSC)
Trish Regan (CSC)	17-18	Kyle Whitaker (DUNE)

**Long Course**

**GIRLS**

Rachel Walker (PACE)  
Maggie Jahns (FAST)  
Hanna House (SWAC)  
Lacey Locke (CSC)  
Trish Regan (CSC)  
Megan Gallagher (MVA)

**BOYS**

Drew Kibler (SSC)  
Gabriel Swardson (FWA)  
Blake Pieroni (DUNE)  
Peter Lyon (ZSC)  
Kyle Whitaker (DUNE)

**Indiana Association Records (IAR's) broken in 2010** were also recognized. Those all can be found on the IN Swimming website under TIMES.

**SHORT COURSE**

Lacey Locke (CSC)	13-14 girls	100 back	54.60
Heather Hayes (SSC)	13-14 girls	100 breast	1:04.21
Erin Moe (FAST)	13-14 girls	200 fly	2:02.92
Allie Day (CGAC)	15-16 girls	200 back	1:57.64
Taylor Worhly (IU)	17-18 girls	100 back	53.21
Cody Miller (IU)	17-18 boys	200 breast	1:59.06
Kyle Whitaker (DUNE)	17-18 boys	200 IM	1:44.55
		400 IM	3:43.73
	Open Men	400 IM	3:43.73
Megan Detro (UN)	Open Women	50 free	22.73
Donna Smailis (IU)	Open Women	100 free	48.98
Margaux Farrell (IU)	Open Women	200 free	1:45.25
Kate Fesenko (IU)	Open Women	100 back	51.15
		200 back	1:49.92
		200 fly	1:54.85
Aaron Opell (IU)	Open Men	200 breast	1:54.00

**LONG COURSE**

Blake Pieroni (DUNE)	13-14 boys	100 free	54.30
Cody Taylor (DON)	13-14 boys	100 breast	1:07.95
Brennen Berger (NASA)	13-14 boys	200 breast	2:28.33
Emma Schoettmer (CGAC)	15-16 girls	200 breast	2:32.88
Taylor Wohrly (IU)	17-18 girls	200 back	2:14.28
Kyle Whitaker (DUNE)	17-18 boys	100 breast	1:03.09

Lastly, we also recognized our **Rookie Nationals participants in 2010**. There were 14 kids new to the "national scene" in 2010. They will be receiving personally embroidered Indiana Swimming blankets. Production time issues were encountered and our vendor will be mailing the blankets directly to our recipients. Alex Carmack (FAST), Grace Einterz (ZSC), Brittany Gilbert (MSC), Daniel Kanorr (CAST/IU), Lucy Kramer (CSC), Peter Lyon (ZSC), Kernan McGeehan (CSC), Hillary Mishler (SCSC), Chris Pfaff (SBSC/BA), Margaret Ramsey (CSC), Grant Schwarz (CGAC), Keely Simonson (ZSC), Drew Wolfred (NOB/BA), Jake Wood (PA)

**OME** I have heard that the beta test of USA Swimming's online entry system with maximum time standards is complete. That was one of the down sides for future use of USA Swimming's OME for our Divisional championships.

Our friends at IL Swimming have been utilizing USA Swimming's OME for about 4 years now. The amount of time it frees up on pre-proving entries is huge. IL Swimming does reimburse the hosts on the 4% credit card payment hit that USA Swimming subtracts from amount that host receives in entry fees. I hope to have more detailed research and a proposal at the May 2011 meeting to begin to move

our entry process to OME in stages (hopefully to begin this summer). In addition, my research will include LSC deadlines (1 deadline vs. 2 deadlines).

**OFFICE MANAGEMENT** With Michele's help, will be doing annual inventory in the back storage area as we also spring clean. I am also hopeful that we'll get some posters/shelves on the wall for aesthetics in the main offices.

**FUTURE GOALS (not previously mentioned above)**

- Continue to improve functionality & the "look" of website
- Prepare for Summer Championships Coordination meeting

Added 4/13/11 Analysis of Registration numbers by year will be done by in the near future as we have had some loss of members over the years. A printout of the membership figures will be available at the Monday night meeting. A future survey to clubs may also request a club's input on why they may/may not be losing members. The requested additions will be forth coming. (CMG)

**Sport Development – Tony Young**

**GENERAL** From January 17 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 May 1 ASCA Breaststroke Clinic and preparations for the 2011 ISI Camp Programs. Special Projects include doing color commentary at the IHSAA state meet live webcasts and my continuing participation with the 2011 Indiana High School Swimming & Diving Hall of Fame Recognition Banquet, USA Swimming Club Development staff meetings, and Age Group Development Committee meetings via conference call.

**SPECIAL EVENTS/PROJECTS**

**DIVISIONAL, SENIOR STATE, AND STATE AGE GROUP AND SECTIONAL MEETS** I traveled to all seven divisional championship sites. At each meet I spoke with coaches, officials meet personnel and assist with any needed meet operational needs.

At both the Senior State and State Age Group Championship meets I promoted all up coming camps, clinics and special event programming as well as coordinating all equipment and volunteer needs to collect Race Analysis data at the State Age Group Championships and video feedback at the Senior State Championships.

I enlisted the Regional Reps and Go-To Coaches at each site to help pass out 10 meet evaluation forms in self addressed envelopes to be sent directly to the Indiana Swimming office in an effort to gain additional feedback on the meet experience at each site.

I attended four days of the Speedo Sectional meet at which the camps committee collaborated to put the finishing touches on the OTC & Distance Camps and staffing recommendations for all the camp programs.

**CLUB / COACH VISITS/ PARENT MEETINGS AND MOTIVATIONAL**

**SPEAKING** Club and coach visits and meetings consisted of mediating strategic & crisis planning sessions for clubs in transition, attending club practices to observe best practices and parent education presentations as well as speaking to 7 high school sectional teams.

Assisted the Munster School District and Munster Swim Club with proposed Facility Management Planning for their new facility.

Annually each March/April I travel to IU to speak with students in the Coaching of Swimming class on the subject of Coaching Ethics.

On April 22<sup>nd</sup> I have been invited to set up the Indiana Swimming booth and provide information at the Youth Encouraging Philanthropy event at Brownsburg High School.

**CAMPS** All 2011 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 Indiana Swimming News e-mails. All USA Swimming pre-camp paperwork has been completed and sent to USA Swimming.

With the help of Kyle Smith and the camps committee members almost all camps staffs are finalized and each camp will have a staff conference call to discuss camp goals and staff responsibilities.

The June 14-20 OTC All Star Camp will be held in Colorado Springs where the athletes will participate in 7 days of motivational, education and water training sessions. As the Camp Director for the OTC, Distance Camp and Senior Regional Training camp; I am organizing all travel and lodging and pool time with USA Swimming and all related facilities and camp directors. I have sent invitations to athletes who have qualified for these camps.

Current Camp dates and locations are listed below.

April 17 – OTC Pre-Camp & Distance All Star Camp: North Central High School

April 30 – Catch the Spirit Camp North: Middlebury, IN

April 30 – Senior Regional Training Camp: University of Notre Dame, Notre Dame, IN

May 7– Catch the Spirit Camp South: Aurora, IN

May 27-29 – Age Group Memorial Day Camp: Crawfordsville, IN (Guest Coach; Bob Steele)

June 14-20 – OTC All Star Training Camp: Colorado Springs, CO

June 17-18 – Open Water Camp: Lake Clare, Huntington, IN

**ATHLETE PROTECTION EDUCATION** At our August BOD meeting Indiana Swimming was presented with Child Protection information that was shared with our membership at the HOD meeting in October. At that time Indiana Swimming was also presented with a long range plan of offering both athlete and parent education in our camps program. See attachment In an effort to continue with this initiative we are moving forward to offer presentations at our one day Catch the Spirit Camps and the Age Group Memorial Day Camp.

Ginger Kadlec of Chaucie's Place and Officer John Pirics (Carmel Police Department) created the athlete and parent educational materials (see handouts) we hope to offer at these Camps, the parent opt out letter and use the two video clips links below that will be shown at the athlete and parent ed meetings in the camp programs. I have met with the presenters to view the materials and also sat in on a Body Safety presentation at the Orchard Park Elementary School. I offered any modifications deemed appropriate for the variety of ages participating in our camps programs.

- ["Survivor Diaries"](#)
- ["Julie's Journey"](#)

I have offered these materials to Tom Johnson, ISI Staff and the CTS One Day Camp Directors for feedback (below) on how appropriate and versatile the materials are to the ages offered in our camps. The parent would be provided with the presentation talking points and the opportunity to view the video clips and then have to sign off if they did or did not want the swimmer to participate in the meetings. The meetings are strictly voluntary. We will provide an alternate activity if the swimmer does not participate in this program.

***Tony,***

***I have viewed the video clips and website in which the clips are posted. As a coach and parent, I think this is very applicable. The website is user friendly, informational and tastefully done as are the video clips. It leads me to believe that any additional information provided would be structured much the same way. I would see no reason as to why we wouldn't want to offer this as a part of the camp and can't imagine anyone not finding it appropriate. As a parent, I could understand if someone didn't want to or didn't want their child to participate but feel if the parent had an opportunity to see a clip or view the website prior to attending then they would want to participate in the program (might there be a way this could occur?). So, those are my thoughts. Let me know if you have any other questions, etc.***

***Thanks,  
Joe***

***Good Morning***

***I have looked over the talking points but I have not looked at the videos (I can't do it here at school). I will look over them tonight and let you know. I think the talking points are fine. Parents are going to be made aware before the camp that this subject will be discussed right? As long as they are prepared and can choose to participate or not I think it will be fine.***

***Thanks  
I will talk to you soon  
Kristina***

**ASCA CLINIC** Information for the May 1 ASCA Breaststroke has been sent out to all Indiana Coaches and clubs in numerous blast e-mails as well as promoted at all state and divisional meets and posted on the ISI website.

Guest Speakers include: Olympic Coach, David Salo, USA Swimming National Team Staff Member: Russell Mark and John Leonard from ASCA. Currently there are 65 coaches registered for the clinic. The goal is 100 coaches

**CZ DIVERSITY CAMP** I was informed by Pam Lowenthal from Illinois Swimming that there is no host for the 2011 Central Zone Diversity Camp. In discussion with Pam the Central Zone has asked Indiana Swimming if they are interested in

hosting the camp this summer. We both agreed that it was very late in the game to put together a good camp to match the efforts of last year and we would like to recommend that other LSCs step up to host this event.

Oklahoma is interested in hosting the camp in 2012 and will present information at the Central Zone Meeting at the USAS Convention.

**DONATED CLUB EQUIPMENT** Through generous donations from the Natara Pool Corporation, Swim Supply Companies at the ASCA Convention and local clubs and families we have been able to collect competitive swimming and pool safety equipment to donate to clubs in need. I would like to propose a program where Indiana Swimming offers this equipment to clubs who can show the need for this equipment through an application process and reviewed by the Performance Task Force/Committee. I would develop the application; send this out to all clubs and aquatic partners with the goal of awarding these items to the clubs by Mid Summer. Currently these items are being stored at the Natara Corporation and my garage. See handout that lists these items.

**SPONSORSHIPS** The new Speedo Contract is very user friendly with an online ordering system and Karen Kolb our Speedo Rep has been extremely helpful. Karen visited the Indy Grand Prix meet as well as the Fishers, Brownsburg and Carmel Divisional sites. Ryan Lochte's shoes were on display at the Carmel Divisional site.

**RACE ANALYSIS & VIDEO FEEDBACK** Race Analysis data collection was conducted at the State Age Group Championships. In an effort to offer our Senior coaches on-site video feedback we copied the USA Swimming model and unveiled the program at the Senior State Championships. As the meet progressed more and more coaches used the video for analysis with their athletes. This information will be achieved for 6 months and we are looking into online storage if the program grows in interest.

**INDIANA HIGH SCHOOL SWIMMING AND DIVING HALL OF FAME** The committee is currently involved in the preparing the recognition banquet of the class of 2011 inductees.

**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** Randy Julian of USA Swimming and other USA Swimming staff are assisting in coordinating a CLBMS "Traveling Road Show" at 5-6 regional sites the week after the HOD meeting in October. Sites and dates are TBD.

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

As the Chair of the Age Group Development Committee monthly conference calls are coordinated to continue to develop a mechanism for information sharing and programming to benefit the growth and development of age group swimming. Current topics are: IM Xtreme Games Swim Meet and Age Group Swimming Distance Initiatives and Progressions.

#### **MEETINGS**

- Governance Task Force Conference Call

- Soul Sprint Classic Meeting
- Dartfish Online Training
- Conference call with Walter Schroeder Aquatic Center representatives to discuss best aquatic management practices and budgeting.

### **GOALS**

- Finalize 2011 Camps preparations
- Continue to promote educational opportunities to coaching membership.
- Present parent education seminars at CTS Camps
- Assist in the coordination of the Performance Task Force/Committee long range planning
- Set future club visit dates

### **Old Business:**

Tim Hewitt 2020 Vision – Governance Task Force Update – Tim Hewitt

The final survey format will be started in early to mid May with the presentation goal to be the HOD on 1 October 2011. Please submit your suggestions to Tim by May 2.

### **INDIANA SWIMMING GOVERNANCE TASK FORCE**

#### **MEMBER SURVEY – CATEGORIES, PRIORITIES, & QUESTIONS**

#### **CATEGORIES: PROGRAMMING, GOVERNANCE, & COMMUNICATION**

### **PROGRAMMING**

#### **A. Priorities**

1. Club Education – Sport Development Director Club Programs
2. Athlete Camps
3. House of Delegates Workshops
4. Meets: Championship and Elite-Level Meets (Divisionals, State Meets, Site Selection, Championship Coordination) and Club-Hosted Meets
5. LSC Officials – Recruitment and Education
6. Office Staff Administrative Services

#### **B. Questions**

##### **o Club Education**

1. The creation of the position of Sport Development Director has enhanced both the level and scope of the services provided to Indiana Swimming clubs
2. I am aware of the programs and services available to my club from the Indiana Swimming Sport Development Director.
3. In the last three years, my club has taken advantage of the programs and services provided by the Indiana Swimming Sport Development Director.

##### **o Athlete Camps**

4. I am aware of the opportunities for LSC athletes to participate in Indiana Swimming sponsored camps programs.
5. The camps offered by Indiana Swimming provide valuable experiences in the development of our athletes.
6. The selection processes for participation in the Indiana Swimming camps programs are widely distributed and well understood.
7. Athletes in my club have routinely participated in Indiana Swimming camps.

##### **o House of Delegates Workshops**

8. I have attended the annual Indiana Swimming House of Delegates in the last two years as a representative of my club.
9. The educational workshops offered at the annual House of Delegates are an effective way to educate our club leaders and coaches.
10. The topics and tracks provided during recent House of Delegates workshops are timely and relevant to my team.

##### **o Championship and Elite-Level Meets**

11. I am satisfied with the current end-of-season meets offered by Indiana Swimming (Divisionals, Senior State, Age Group State).
  12. These end-of-season meets are well organized and administered.
  13. I am satisfied with the site selection process for the Indiana Swimming sponsored end-of-season meets.
  14. Answer only if your club has hosted an Indiana Swimming sponsored end-of-season meet: As a club host for an Indiana Swimming sponsored end-of-season meet, I have found the championship coordination meeting to be valuable to our successful hosting of the event.
  15. Indiana Swimming provides valuable information on opportunities to participate in elite-level meets outside the state.
  16. Indiana Swimming provides a valuable service to our membership by attracting elite level competitions to the IU Natatorium (Zones, Sectionals, Juniors, Nationals).
- **Club Hosted Meets**
    17. The current administrative process for teams to schedule and obtain sanctions for meets runs smoothly and efficiently.
    18. I am satisfied with the variety and level of competitions offered each season on our LSC meet schedule.
    19. Indiana Swimming provides appropriate educational opportunities to its clubs regarding best practices for hosting meets.
  - **LSC Officials – Recruitment and Education**
    20. Indiana Swimming provides an environment that attracts volunteers to become officials.
    21. The Indiana Swimming officials training program provides opportunities for growth that insure a sufficient number of highly trained officials to move into leadership roles.
    22. I am satisfied that the level of officiating across the state provides a fair competitive environment.
  - **Office Staff Administrative Services**
    23. I have frequent contact with the Indiana Swimming office staff regarding club-related matters.
    24. Questions regarding club/member issues are handled promptly and accurately by Indiana Swimming staff members.
    25. The annual club/athlete registration process runs smoothly and efficiently.
    26. Indiana Swimming staff members are friendly and responsive to my club's needs.
    27. Financial transactions between my club and Indiana Swimming are conducted in a timely and accurate manner.

## **GOVERNANCE**

### **A. Priorities**

1. LSC Committee Structure
2. Relationship between ISI Board, Staff, and Members
3. Governance Documents
4. Technical Planning

### **B. Questions**

#### ○ **LSC Committee Structure**

1. I clearly understand the LSC committee structure and the mission of each.
2. I believe the committee structure addresses relevant issues and opportunities for the entire LSC.
3. It is clear that the LSC committees believe their work is meaningful to advancing ISI memberships interests.

#### ○ **Relationship between ISI Board, Staff, and Members**

4. The working relationship between the ISI board and the ISI staff is clear and understood by all parties.
5. Please answer only if you are a member of the LSC Board or Staff: The staff clearly understands the roles and duties of the board.
6. Please answer only if you are a member of the LSC Board or Staff: The board clearly understands the duties of the staff.
7. Overall ISI membership understands the roles and responsibilities of both the board and staff.
8. The ISI board and staff work well together and produce optimal results for our LSC.
9. I believe the board leadership gives strong and appropriate direction to the board and the entire LSC.
10. Please answer only if you are a member of the LSC Board or Staff: I believe the board leadership gives appropriate direction to the staff.
11. I have a good understanding of the Indiana Swimming board positions and the responsibilities associated with each.
12. I understand the recruitment and election process for becoming a member of the Indiana Swimming Board of Directors.
13. The Indiana Swimming Board and Staff act in a professional and transparent manner.
14. I believe the leadership of Indiana Swimming is taking us in the right direction.
- **Governance Documents**
  15. The board and staff take a professional approach to maintain the LSC legal documents (such as by-laws, job descriptions, etc).
  16. I understand and support how monies are allocated in our LSC budget.
- **Technical Planning**
  17. I understand the process to submit new legislation to be considered by the Indiana Swimming House of Delegates.
  18. I am an active participant in the legislative process during the technical planning portion of the Indiana Swimming House of Delegates.
  19. I am satisfied that the legislative procedures followed at our LSC House of Delegates guarantee open and honest discussion among members.

## **COMMUNICATION**

### **A. Priorities**

1. LSC Web Site
2. Regional Representatives – Board & Officials
3. Board of Directors

### **B. Questions**

1. I feel that I am kept well informed about what is happening in Indiana Swimming.

#### ○ **LSC Web Site**

2. The Indiana Swimming web site is easy to use.
3. The Indiana Swimming website content is kept current.
4. The Indiana Swimming web site contains meaningful information for members.

#### ○ **Regional Representatives**

5. I know that my club is represented on the Indiana Swimming Board of Directors by both a coach and a non-coach from my geographic part of the state (region).
6. Our region reps communicate with my club on a regular basis.
7. I know whom to contact if I need to reach my region's officials chairperson.

#### ○ **Board of Directors**

8. I receive timely and effective information about the activities of the Indiana Swimming Board of Directors.

9. I am aware of the current members serving on the Indiana Swimming Board of Directors.
10. I regularly read the minutes of the Indiana Swimming Board of Directors and House of Delegates posted on the LSC web site.
11. I believe that Indiana Swimming board members are easily accessible to me and my club and feel comfortable contacting them with my concerns and ideas.

**OPEN ENDED QUESTIONS**

1. How can Indiana Swimming improve to serve you better?
2. What kinds of programs and services would you like to see Indiana Swimming provide that are not currently being offered?
3. What are your club's biggest challenges?

**Bylaws House keeping – Tom Johnston/Arlene Mc Donald**

Robert Hartley's Amended and Restated Bylaws of ISI was distributed. A summary letter to USAS explaining changes and items to adjust will be mailed at the end of April. There is no electronic copy of this document.

**LEAP 3 Level status – Brad Smith**

The committee was assigned in November 2010 to work in achievement of a sufficient number of points to merit the \$5,000 USAS incentive before Convention. An update will be presented in June. There is no electronic record of this report (CMG).

**Club Initiative Status and Update – Tony Young**

Presentation of confidential information including club qualifiers and current and potential costs for the first and second year elements of the program.

**INDIANA SWIMMING CLUB INCENTIVE PROGRAM – Tony Young**

**Vision Statement**

Building strong clubs improves the performance of our athletes

**Mission Statement**

The program will motivate, recognize and reward our club members for their participation and performance in Indiana and USA Swimming Programs. Participation in this program is optional but will enhance the value of clubs.

**Objectives**

1. Strengthen all Indiana Swimming Clubs
2. Increase Participation in ISI and USA-S Club Development programs
3. Increase Education of all members
4. Give back to our membership

**USA Swimming Club Recognition Reward (one time award)**

Level I Completion \$500  
 Level II Completion \$250  
 Level III Completion \$500  
 Level IV Completion \$750

**Current qualifiers**

Level I – 33 x \$500 = \$16,500  
 Level II – 16 x \$250 = \$4,000  
 Level III – 3 x \$500 = \$1,500  
 Level IV – 2 x \$750 = \$1,500

Current total cost = \$23,500

**Cost if every Club in the LSC moved up one level this year**

Level I – 73 x \$500 = \$36,500  
 Level II – 17 x \$250 = \$4,250  
 Level III – 13 x \$500 = \$6,500  
 Level IV – 2 x \$750 = \$750

Total additional potential cost = \$48,000

**Club Excellence Reward (Annual Award)**

Bronze - \$200 (Current qualifiers -7) = \$1,400  
 Silver - \$300 (Current qualifiers -0)

Gold - \$500 (Current qualifiers -1) = \$500  
**Club Excellence Total - \$1,900**

**USA Swimming Virtual Club Championships**

If a team improves their score 5% they earn \$100  
 If a team improves their score 10% they earn \$200  
 If a team improves their score 20% or more they earn \$500  
 Teams must have begun work on-line towards Level of Club recognition to be eligible.

**VCC Budget = \$6,800**

To be added to the second year of the program

**Indiana Swimming Sport Development Raffle**

Lottery chances for a coach to attend a national coaches' clinic – travel, registration and hotel paid by Indiana Swimming. We will have three chances drawn b three coaches to have the opportunity to attend an approved National Coaches Educational Clinic... their choice, maximum \$1500 per award! From the remaining lottery chances we will then have one more chance drawn – for a \$1000 grant for Club Development activities to be awarded to the winning club.

**Total Cost = \$5,500**

Number of swimmers who achieved IN TOP 10 LC or SC – **1 chance per swimmer**  
 Number of swimmers and coached participating in an Indiana Swimming Camp - **3 chances per individual**  
 Number of swimmers who completed IMX events during a season - **2 chances per individual**  
 Number of swimmers who competed at IN Age Group, Senior State Championship and Open Water State Championship Meet (Individual events only) - **1 chance per swimmer**  
 Number of swimmers who competed in Spring and/or Summer Speedo Sectionals - **2 chances per swimmer + 2 chances per top 16 Finish**  
 Number of swimmers who competed at Mid-State Championships or Central Zone Championships - **2 chances per swimmer + 2 chances per top 8 Finish**  
 Number of swimmers who competed at SC Junior Nationals - **3 chances per swimmer chances + 3 chances each top 24 Finish**  
 Number of swimmers who competed at LC Junior Nationals, SC Nationals - **4 chances per swimmer chances + 3 chances each top 24 Finish**  
 Number of swimmers who competed at LC Nationals or Trials Meet - **5 chances per swimmer chances + 5 chances each top 24 Finish**

**IN Clubs**

**Club Recognition, Excellence Status Rewards**

club_code	club_name	RECOGNITION	REWARD \$	EXCELLENCE	REWARD \$	TOTAL FUNDING
CSC	Carmel Swim Club	4	2000	Gold - 11	500	
SSC	Southeastern Swim Club	4	2000			
CPSC	Crown Point Swim Club	3	1250			
DUNE	Duneland Swim Club	3	1250	Silver - 11	300	
LCB	Lake Central Barracudas	3	1250			
ACST	Avon Community Swim Team	2	750			
CARD	Cardinal Community Swim Club	2	750			
HCA	Howard County Aquatics	2	750			
MSC	Munster Swim Club	2	750	Silver - 11	300	
NACS	Northwest Aquatic Club Swimming	2	750			
PPSC	Portage Porpoise Swim Club	2	750			
PA	Power Aquatics	2	750			
RAC	Riverside Aquatic Club	2	750			
RIV	Riviera Swim Club	2	750			
SCSC	Sugar Creek Swim Club	2	750	Bronze - 11	200	
SWAC	SWAC Swim Team	2	750			
UTSC	Union Township Swim Club	2	750			
VSC	Valparaiso Swim Club	2	750			
VIPR	Viper Aquatic Swim Team	2	750	Bronze - 11	200	
ZSC	Zionsville Swim Club	2	750	Bronze - 11	200	
BA	Boilermaker Aquatics	1	500			

BBSC	Brownsburg Swim Club	1	500		
CON	Concord Swim Club	1	500		
DON	Donner Swim Club	1	500		
FWA	Fort Wayne Aquatics	1	500		
FRST	Franklin Regional Swim Team	1	500		
HHSC	Highland Hurricanes Swim Club	1	500		
FINS	Indy Dolphins	1	500		
IA	Irish Aquatics	1	500		
JAWS	Jasper Aquatic Wildcats, Inc	1	500		
MAKO	Mako Swim Team	1	500		
NSC	Newburgh Sea Creatures	1	500		
NOB	Noblesville Swim Club	1	500		
NASA	Northridge Area Swimming Assoc	1	500		
TRAC	Three Rivers Aquatic Club	1	500		
WTSC	Washington Township Swim Club	1	500		
			\$27,000	\$1,700	\$28,700
ACAC	Anderson Comm Aquatics Club				
BSU	Ball State University				
BGAC	Beech Grove Aquatic Club				
BSC	Bloomington Swim Club				
BOON	Boonville Aquatic Dolphins				
WAVE	Breeden YMCA Wavemakers				
CCS	Cass County Seals				
CGAC	Center Grove Aquatic Club				
MART	Club Martinsville Swimming				
CAST	Connersville Area Swim Team				
CCST	Councilman Center Swim Team				
DAC	Delaware Aquatic Club				
DART	Dubois Aquatic Racing Team				
ECST	East Central Swim Team				
FAST	Fishers Area Swimming Tigers				
FTSC	Franklin Township Swim Club				
GARY	Gary Hammerheads				
GSI	Goshen Swimming Inc				
GEVV	Greater Evansville Aquatic Te				
GCAT	Greenfield Community Aquatic Team				
GRE	Greenwood Aquatic Team				
HAT	Hancock Aquatic Team				
HCSC	Heights Community Swim Club				
HTS	Hobart Tiger Sharks				
H2O	Hoosier Hills Swim Club				
ICAC	Indian Creek Aquatic Club				
IU	Indiana University				
IUCP	Indiana University Club Paradise				
JAY	Jay County Swim Club				
JCSC	Jennings County Swim Club				
KSC	Knollwood Swim Club				
KOSY	Kosciusko Community Ymca Shark				
LSO	Lansing Swim Organization				
HOT	Laporte Comm Turbos Swim Club				

LCA	Lawrence County Aquatics
LST	Lawrence Swim Team
BURG	Lawrenceburg Swim Club
LEB	Lebanon Swim Club
LDSC	Lowell Dolphins Swim Club
MVA	Maverick Aquatics
MAC	Merrillville Aquatic Club
MCPS	Michigan City Piranha Swim T.
MIST	Milan Swim Team
MTV	Mt. Vernon Swim Team
NCSC	New Castle Swim Club
OAK	Oak Hill Swim Club
PACE	Pacesetter Aquatics
PRO	Penn Racing Otters
PLY	Plymouth Swim Club
PUR	Purdue University
RDAC	Red Devil Aquatic Club
RSC	Richmond Swim Club
RR	Rochester Royals Comm. Swim Te
SEY	Seymour Swimming
SCAC	Shelby County Aquatic Club
SBSC	South Bend Swim Club
SDS	South Dearborn Swimming
SWIS	South West Indy Stingrays
SIYS	Southeastern Indiana YMCA Stin
SARG	Southridge Aquatic Raider Gato
SSS	Southside Swimming Tsunami
PHNX	Team Phoenix Aquatics
THT	Terre Haute Torpedoes
TVAC	Tippecanoe Valley Aquatic Club
TCSC	Tri-County Swim Club
TLAA	Twin Lakes Area Aquatics
VST	Vincennes Swim Team
WWST	Wa-nee Waves Swim Team
WCD	Washington County Dolphins
YSC	Yorktown Swim Club

### **Navy Seals Fitness Challenge Update – Arlene**

Three sites have scheduled programs during the last Saturday in April and the first Saturday in May with a maximum participation of 400 challengers. Tony will send an additional blast e-mail with the information for participation, including a consent, liability release and indemnification form. There will be an online registration form on the ISI web site

### **New Business:**

#### **Appointments by the General Chair - Tom Johnson**

Camps director - Tony Young

Disability coordinator - Kyle Smith

#### **Body Safety Presentation/Athlete Education Program – Tony Young**

The Body Safety program will be conducted at the Catch the Spirit camp and the age group Memorial Day camp. There will be a sign off page for non-participation and a parent presentation

preceding the athlete presentation. We are currently in Phase II, Athlete Training and Athlete Leader Training.

### **USAS Convention - Tom Johnson**

Jacksonville, FL 10/13-18, 2011 please contact Tom if you have an interest in going to convention as a part of the ISI delegation. The HOD meeting is scheduled for 1 October 2011.

### **Events Update – Arlene McDonald**

**Soul Sprint Classic** – July 15 – 17, 2011

**2011 14 & Under Central Zone** - We need a club host, or hosts to assist with organization. 575 committed athletes from 3 LSCs, 2011 Family/Team Social must be planned

**Boys State**

**Girls State**

**Divisionals 3/2-4, 21012**

**Sr. State 3/9-11, 2012**

**A.G. State 3/16-18, 2012**

**Grand Prix 3/30-4/1 2012** - Do we want to host it? YES The Natatorium is open. Will the natatorium co-host? USAS will set the time standards

**2012 Quad meet**

Other potential USAS events:

**We will purchase ½ box** (with Illinois) at the upcoming trials.

Recognize the National Committee members on the ISI web site; Lynn will update this.

**2012 US Open and SPEEDO Junior Championships** August 2012

### **Action Items:**

1. **ACTION ITEM:** Lucy Duncan - The current server has rapidly reached it's serviceability. We have been having some issues but the past 3-4 months has been unbearable. Our server is 6 years old which for technology this is past it's prime so I would move that we move forward ASAP to have a new server installed which will be approximately \$5000 - \$6000 for equipment and installation/conversion. I had not been able to get onto the server for the past 2-3 months and the office has had continual problems as well. I would move that we take the monies for this from our investment account as it is an asset rather than a current expense. passed.

2. **ACTION ITEM:** Dan Proctor - All Indiana Swimming Clubs will provide the LSC with an athlete representative for the club. The athlete will be in 8<sup>th</sup> grade or above and viewed as mature enough for the job of representing themselves and the club as discriminated by the club. The expectations of the athlete will be to communicate to the Indiana Swimming Athlete Representatives via email or in person when asked upon and will attend the HOD meeting. passed. **The next Club Charter renewal, 12/31/11 will require an athlete contact.**

The second reading of the Performance Committee into the Bylaws and structure of ISI was passed.

607.4.10 (NEW) PERFORMANCE COMMITTEE - is responsible for monitoring and assessing athlete, coach & club performance within the Indiana LSC and setting goals and strategies to improve performance. Responsibilities include collecting and analyzing historical athlete performance data for Indiana and identified common traits of successful organizations. The Committee will identify areas of focus for programming and establish incentives to encourage participation, performance growth and development throughout Indiana Swimming (or the Territory)

607.3.1 J or 607.3.2 D (NEW) Performance CommitteeThe Senior chair appoints the chair of the Performance Committee from the members of the committee and the General chair appoints the athlete representative. The Performance Committee shall consist of the Senior Chair, Age Group Chair, Coach's Representative, Sport Development Director, and one (1) Athlete Representative. The meetings will be open to all Age Group and Senior Committee members and interested parties. G. Daniel Michael was appointed as the athlete member of the Performance Committee.

### **Pulled reports:**

1. Coach Representative report was pulled to offer congratulations for the success of the recent awards voting and Lynn's ISI website link to online voting.
2. Officials report was pulled to announce that the online tests are not available from now through the end of the month.
3. Membership report was pulled to question why the membership is declining. Lynn will provide the more complete, ongoing membership spreadsheet. That spreadsheet has already been generated and it is forth coming. **A study group, Ron, Matt, Tony, Kyle and the Performance Committee, was formed to look into the reason for the persistent, mid-quadrennial decline.**

**Other discussion:**

The Technical Committee will meet to evaluate the re-formatted Divisional meets and the Championship meets.

Arlene suggested ISI BOD present our thank you t Mark Hesse in some form.

**Announcements:**

1. 2011-2012 Winter Schedule Requests deadline is May 1, 2011.
2. 2012 Winter State or Divisional meets deadline is May 1, 2011
3. 2012 Summer Schedule Requests deadline is December 1, 2011
4. ISI HOD meeting is on Saturday, October 1, 2011
5. The next BOD meeting is on Monday, May 16, 2011