



INDIANA SWIMMING BOARD OF DIRECTORS MEETING REPORTS & MINUTES NOVEMBER 2009

Location: Second Floor Conference Room (Pan Am Plaza Bldg) **Time:** 5:30pm

90 MINUTE STRATEGIC PLANNING SESSION

Governance Task Force Update | Communication Task Force Update | Performance Task Force Update

OLD BUSINESS

2009 ConocoPhillips National Championships & World Championship Trials Final Report & Finances (See attached report)

2009 Golden Goggles: Sunday, November 22 – Beverly Hilton; Beverly Hills, CA

- Guests: Coaches of Year – Kevin Kinel, Jon Karr, Andy Pedersen; USA Swimming Youth Team Members – Kevin Behrens, Cameron Miller, Lauren Stauder; BOD Members & Chaperones-Chad Englehart & Arlene McDonald

Events

- Future of the Quad Meet
- 2011 Central Zone Championships: August 5-7
- *All Great Racers @ the Nat VCC Meet:* December 10-12, 2010
- Diversity Meet – Summer 2011
- NCAA Proposal: 2012-2017
- Indianapolis Meets & ICVA Housing

NEW BUSINESS

SUBMITTED BY: JEFF THOMPSON

Clarify Indiana Swimming's wishes for meet hosts for Summer LC Senior State and Speedo Sectionals. Purdue's facility will be under construction beginning in Jan of 2010 and will most likely remain that way for up to 18 months.

SUBMITTED BY: JEFF THOMPSON

Discuss the championship meet sequence (Speedo Sectionals, Senior State and Age Group State) and IU and PU wishes to support our Senior State meet, But with Speedo Sectionals falling before our Senior State meet they will attend Speedo Sectionals and then Nationals and be attending our Senior State. Both Universities are in agreement with our decision to host our Senior State meet late in July like we do, but with their training cycles it does not fit into their plans. They would like to receive "credit" for attending the Speedo Sectional meet when it is not hosted in Indiana

SUBMITTED BY: ARLENE MCDONALD

Upcoming USA Swimming Workshops

- Club Marketing & Event Management: Wednesday & Thursday, January 27 & 28 – Colorado Springs (\$375 Housing & Registration plus Airfare)
- LSC Board of Review: Friday Evening – Sunday, January 29-31 – Phoenix (Airfare Only)
- SWIMS Times Module Workshop: Friday-Sunday, March 12-14 – Austin, TX (Airfare Only)

SUBMITTED BY: ARLENE MCDONALD

Rose Snyder Women in Coaching Retreat: Friday-Sunday, April 9-11 – Colorado Springs; LaForet Conference & Retreat Center (\$695 Registration, Room & Board, Food plus Airfare)

SUBMITTED BY: ARLENE MCDONALD

2010 ASCA Convention in Indianapolis – Task Force

SUBMITTED BY: ARLENE MCDONALD

Education for Coaches, Athletes, & Parents: Identification & Reporting of Inappropriate Conduct



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ACTION ITEMS FIRST READINGS

PROPOSAL: Add Three Meetings To Board Schedule **PROPOSED BY:** Governance Committee
REASON: to provide more face-to-face opportunities for the entire Board to interact. The addition of three meetings will allow for better, timelier governance
LOCATION: page 30 of ISI By-laws:

INDIANA SWIMMING MEETINGS CALENDAR

January: Third Monday - Board of Directors, 5:30 pm Pan Am Plaza – Indianapolis; (Voting members the Board Required to attend)*

February: No Meetings Scheduled Third Monday - Board of Directors, 5:30 pm Pan Am Plaza – Indianapolis; (Voting members the Board Required to attend)*

March: Technical Committee Meeting (tentative) (Closed) Time and site to be determined later; Submit suggestions proposed rule changes in writing to Scott Ingram (singram@omnicityusa.com) the Technical Chair. Anyone submitting suggestions will be invited to “defend / sell” their suggestions.

April: Third Monday - Board of Directors, 5:30 pm Pan Am Plaza – Indianapolis (Voting members the Board Required to attend)*

May: No Meeting Scheduled (BOD retreat?) Third Monday - Board of Directors, 5:30 pm Pan Am Plaza – Indianapolis; (Voting members the Board Required to attend)*

June: Third Monday - Board of Directors, 5:30 pm Pan Am Plaza – Indianapolis (Voting members the Board Required to attend)*

July: No Meeting Scheduled

August: Technical Committee Meeting (Closed) Time and site to be determined later; Submit suggestions proposed rule changes in writing to Scott Ingram (singram@omnicityusa.com) the Technical Chair, Anyone submitting suggestions will be invited to “defend / sell” their suggestions

**~~Third~~ Fourth Monday - Board of Directors 5:30 pm Pan Am Plaza – Indianapolis (Voting members the Board Required to attend)*
Budget Presented to BOD | Slate of Nominations presented**

**September: Fourth Saturday - House of Delegates, Time and site to be determined later
Region Meetings | Approve Technical | Approve next year’s Budget | Elections**

**~~October: No Meeting Scheduled (BOD retreat?)~~ Third Monday - Board of Directors, 5:30 pm Pan Am Plaza – Indianapolis; (Voting members the Board Required to attend)*
New Board Member Orientation prior to Meeting**

November: Third Monday - Board of Directors, 5:30 pm Pan Am Plaza – Indianapolis (Voting members the Board Required to attend)*

December: No Meeting Scheduled (Christmas Party?)

The 4th Saturday in April & September is a ~~are both~~ closed dated days on the Indiana Swimming Schedule. No meets will be sanctioned or approved on those days.

The ISI BOD may choose to substitute a Board Retreat for any regularly scheduled Board meeting

*Board of Directors meetings are open and we do welcome anyone to attend! Please e-mail Lynn at the Indiana Swimming office lynn@inswimming.org to let her know you are coming so that we have enough seating and light refreshments. She’ll also send you directions to the meeting site and parking suggestions.



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PROPOSAL: *All ISI Committees, Task Forces and other such groups shall appoint a Recording Secretary to keep accurate minutes of their meetings. These minutes shall be provided to all participants and the ISI Secretary. All Conference Calls shall be recorded and transcripts provided to all participants and the ISI Secretary.*

PROPOSED BY: Governance Committee **REASON:** To provide an accurate record of ISI business.

LOCATION: Policy manual?

PROPOSAL: All ISI Board members shall submit a written report to the ISI Secretary by 1:00 PM Eastern Time on the Monday prior to the Board Meeting. The report should detail all activities by the Board member or within the Board member's jurisdiction (Division) during the time period since the previous BOD Meeting. If the Board Member has no activity to report they shall submit a report stating such.

PROPOSED BY: Governance Committee:

REASON: This is a sign of good governance and a functioning engaged Board. The timing allows the Secretary to compile and distribute an accurate pre-meeting consent agenda and reports in a timely fashion. Board members will be able to prepare for the Board meeting in an appropriate manner.

LOCATION: Policy Manual? Job Descriptions?



COMMITTEE & CHAIR REPORTS

GENERAL CHAIRMAN: Arlene McDonald – UNAT

Secretary – Kent Nelson
Board of Review – Bob Hartley
SwimForce – Arlene McDonald
Past General Chair – Mark Hesse

SWIMFORCE

2009 ConocoPhillips National Championships & World Championship Trials:

All financial transactions were completed in early November. The Nat and ISI accounts have been reconciled with the profit-sharing monies distributed to each co-host. Indiana Swimming’s share of the profits is \$30,670.98. \$6,206 of that was reinvested in the padded chairs, so the remaining total from the event is \$24,464.98. (See attached report to USA Swimming for more details.)

Future Event Planning

2010 Quad Meet: I met with Scott Ingram to finalize the meet entry letter. I also visited the Crowne Plaza at the Airport with Lynn. We have decided to use that property for the Quad hotel. With Illinois pulling out of the meet, we only have three teams participating this year. I did contact Illinois again to discuss their withdrawing from this meet and was assured that their absence is not because there is something “wrong” with the meet, but rather that they feel that after 25 years, the event has run its course and is not a good use of their resources. I was told that their decision to withdraw from the meet was supported by their House of Delegates with no dissent.

Top 25-50 VCC Team Meet: I wrote a proposal to Julie McKenney, IU Natatorium Director, regarding the desire to host an annual elite competition the 2nd weekend of December beginning in 2010. Julie responded to the proposal and indicated that the Natatorium would make that weekend available for this meet and that the Nat would like to be a partner in the event. I am meeting for the second time with coaches from CSC, SWAC, SSC, and FAST on Monday, November 16, to further discuss meet format and VCC teams to invite to this inaugural event.

Diversity Meet: I am in the process of scheduling a meeting with Indy SwimFit regarding the hosting of a Diversity meet in the summer of 2011 to be held in conjunction with the Indiana Black Expo event.

NCAA Swimming & Diving Championships: In October, I was part of a meeting involving the Indiana Sports Corporation and the NCAA (all three divisions) to discuss the NCAA’s

desire to bring its Swimming & Diving Championships to Indianapolis and the Nat on a regular basis. The desired outcome is to construct a schedule (to be approved and supported by all three organizations) that will bring all three division championship meets here twice during a six-year period from 2012 through 2017. The NCAA wrote two proposed schedules and submitted them to ISC, ISI, and the Nat. After further discussions, Julie McKenney and I constructed a third proposed schedule which we will be discussing under Old Business later in the meeting. (See attached document) Once a proposal is approved by our BOD, it will then be presented to the NCAA Swimming & Diving Committees for approval.

Hotels: I am continuing to work with the ICVA to refine our housing process for events. (We received \$8,880 in rebates from this past summer’s Nationals & World Trials.) I met with representatives of the new Marriott complex that will soon be opening at the corner of Washington and West Streets. Because of its close proximity to IUPUI, the previous Courtyard there was a popular location for teams attending events at the Nat. The complex will consist of a Fairfield Inn and Suites, a Marriott Courtyard, a Springhill Suites, and the JW Marriott. The first three properties, along with a new TGI Fridays, will be opening in February of 2010. I am excited about the variety of housing options and amenities that these properties will be able to offer our visiting teams. I am continuing discussions with University Place about their interest in our events.

Site Selection: I participated in the Site Selection Committee meeting to choose the Summer 2010 meet hosts.

LSC DEVELOPMENT

LEAP: I am continuing to work on Level 2 with assistance from Lynn and Tony.

Strategic Planning: The strategic planning monitoring committee has continued to meet by conference call to coordinate and finalize the strategic framework documents of each sub-committee. Chairs for the two task forces under the Governance/Leadership group have been identified. Tim Hewitt will be chairing the Governance Evaluation Task Force, and John Sobieralski and Mel Goldstein will be co-chairing the Event Task Force. Chairs of both task forces are in the process of soliciting members of each respective task force and plan to have initial meetings of their groups before the holidays. The chairs of both task forces feel they should be able to meet the deadlines that we established in our strategic planning weekend last spring. (See attached strategic framework document.)



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PERSONNEL

The staff performance review process for this year has been completed.

PAST GENERAL CHAIR Mark Hesse

I am currently operating on limited functionality as I deal with a herniated disk. My attendance at the November BOD Meeting is questionable as I am "day-to-day;"

Chaired first meeting of Governance Committee – see Action Items. Governance Committee is currently reviewing the By-Laws, Policy & Procedures Manual, Operational Rules and Job Descriptions, Any recommendations for changes will be made at the January BOD meeting.

Worked with General Chair on formation of LSC Evaluation and Event Organization Task Forces.

Attended and participated in meetings of Senior Committee and Performance.

Planned and conducted New Board Member Orientation prior to November BOD meeting.

REGIONAL REPRESENTATIVES (voting member in bold):

Region 1 Non-Coach Chris Klinge

Region 1 Coach Kyle Smith

Region 2 Non-Coach Carey Camarata

Region 2 Coach Tom Johnson

Region 3 Non-Coach Ron Jones

Region 3 Coach Brad Smith

Region 4 Non-Coach Paul Stauder

Region 4 Coach Ken Stopkotte

REGION 1 Coach Rep Kyle Smith:

During the recent Northwest Indiana Swim Conference (NWI SC) meeting, several coaches had asked for clarification on the site selection process for Championship Meets. One point that was brought up by several coaches was the section pertaining to:

"Indiana Swimming Statement on Meet Rotation: Indiana Swimming does not have a formal policy on creating a rotation system for sites or hosts for our events. Due to the nature of our meets and the use of High School facilities, schedules do not always allow the formal rotation of events among hosts or sites. When two hosts bid for the same meet at the same facility or for the same meet in successive years, the Site Selection Committee may consider as one of the factors the host or location of the previous year's or years'

meet(s). This does not guarantee clubs the "right" to host an event in certain years, but informs potential bidders who hosted the meet the previous year, that a competing host bid may be awarded extra consideration."

Two questions were specifically asked from the coaches:

1. How much "extra consideration" is given to those "other" bidders?
2. What is the usefulness of the Site Selection Application process if teams are just being asked to rotate their bids with other programs? (Stated in August BOD Minutes, Site Selection Committee Report)

I am asking for some clarification from the Site Selection Committee, pertaining to these questions.

Communication Task Force Conference call: I apologize to the other Task Force members that made special arrangements to take part in the meeting. I was unable to participate to do an unforeseen work assignment. Brad Smith, Task Force Leader did pass along the meeting notes and I am in full agreement with the proposed changes.

Sent the following proposal to Matt Papacrhonis, Age Group Chair, Jeff Thompson, Senior Chair, and Charlie Fry, Open Water Coordinator for review in their respective committees. Tony Young and Jen Ferguson were also copied on the email.

Hello fellow Board Members,

I have an idea that I would like to propose to your committees, for the Open Water State Meet Awards.

Proposal: Award Open Water State Recognition Certificates (similar to AGS/Senior State) to all participants of Indiana Swimming Open Water State Meets.

Reasoning: Indiana Swimming, as well as USA Swimming, has made a renewed commitment to promote long distance/open water events. But, at Indiana Swimming's highest level of Open Water competition we do not recognize these swimmers for the commitment and dedication to distance/open water swimming. To build the base of distance/open water swimmers, Indiana Swimming should recognize all the participating athlete by awarding them a certificate of recognition.

For the past two years, in which PPSC has place 11th and 12th at the Open Water State Meets, I have been using club generated certificates for my open water participants. Unfortunately, they do not compare to the quality or prestige



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of receiving one from Indiana Swimming Organization. To help build the distance swimming/open water programs and to keep these kids interested in swimming open water events, at higher levels, I believe it would be in our best interest to award these athletes with a similar Certificate Award to Age Group and Senior State participants.

I ask that you take this proposal back to your respective committees and discuss the benefits of it. I hope to see certificates awarded at the 2010 Indiana Swimming Open Water State Meet.

Indiana Swimming Swimmers with Disability Policy: I have been in contact with Sam Robertson, Disability Co-Coordinator, about proposing a draft for an Indiana Swimming Swimmers with Disability Policy that would include the following areas: General Statement, Entry Procedures, Personal Assistants, Place and Awards, Entry into (Non State Championship) Time Standard Meets. Sam and I will be consulting with several coaches throughout the state who coach swimmers with disabilities for their feedback before proposing our policy to the Indiana Swimming Board of Directors. Our hopes are to have a policy ready for approval by the end of the first Quarter of 2010.

Policy adaptations for entry into State Championship Meets will be discussed with the Age Group and Senior Chairs, Sport Development Director and Technical Chair at a future date.

Congratulations to Bridgette Ruehl (CPSC), on achieving her first Short Course Junior National cut in the 100 Breaststroke! Her time of 105.24 puts her just .05 seconds shy of qualifying for Short Course Nationals. Congratulations and Good Luck Bridgette!

REGION 3 Coach Rep Brad Smith

I have been chairing the communication and education committee – looking at the Vision 2020 for Indiana Swimming. Within the next month, be on the lookout for the first copy of the heat sheet newsletter. Analyzing the initial communication task from the BOD to membership – finding ways to improve and make this effective and efficient.

Talked with coaches and club administrators at meets.

Assimilating Region 3 coaches database

REGION 2 Coach Rep Tom Johnson

I have little to report this month, having not yet attended a Board meeting. I plan to contact all coaches in Region 2 prior to Monday’s meeting for feedback regarding any agenda items scheduled for the meeting. I also intend to send follow up emails to the coaches of the region after each Board meeting.

ADMIN VICE-CHAIRMAN: Scott Ingram – UNAT

Awards - Jen Ferguson
Site Selection - Scott Ingram
Personnel - Scott Ingram

NO REPORT SUBMITTED

AGE GROUP CHAIR: Matt Papachronis – SSC

Disability Coord – Samantha Roberston
Open Water – Charlie Fry
Team Indiana – Emily Kowalski
Camps – To Be Named
Diversity – Emily Kowalski

Participated in a conference for my own team in Colorado Springs at the OTC in early October. This conference consisted of coach representatives from the top 35 teams in the nation. This presented a perfect opportunity to discuss the VCC meet fundamentals and gauge interest in the meet date and format. It seems there is significant interest from these teams, which represent our target audience. In particular, talked with representatives from Lakeside, Pilot, Nashville and more. While it was impossible to commit to details since this is still an ongoing process on our own end, appears support for this meet could be strong and that teams are looking for more elite, yet team inclusive, competitions in December.

Site Selection: Took part in Site Selection meeting for the LCM championship meets 2010. Shared feelings again that while recent hosts have done a tremendous job at their respective facilities, the AGS meet is outgrowing most locations and that feedback regarding the need for this meet to be held at the NAT is increasing. Talked more again regarding long term goals for our LSC in relation to use of the NAT.

Performance Committee: October meeting with Chad, Jeff, Mark, & Tony to introduce new Senior Chair to PC goals and operations. Brainstormed new wording for Divisional meet “loophole” regarding athletes swimming up age groups. Believe new wording adequately addresses original intent of rule while putting an end to confusion. Also discussed Indiana



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Championship meet schedule for the next year and beyond and noted potential problem areas: OW date selection, availability of University facilities, placement of Age Group State vs. Senior State for both winter and summer, National meet dates, etc.

Tried to get more feedback from Illinois regarding their withdrawal from the Quad Meet. Emailed Illinois Age Group Chair for information, however never got a reply. Also solicited feedback from various coaches and AG Committee within our own state for their opinion on the Quad Meet. General feeling is that the Quad meet is still a popular event for our 14 & under swimmers. Need to take this into consideration- either to keep the meet or incorporate a plan into the proposed VCC format meet.

Forming outline for Developmental coaches clinic to take place in April 2010 and September 2010 ASCA Convention. Focusing on getting feedback from 12 and under coaches and 10 and under coaches directly instead of via their head coaches.

Team Indiana: In current discussion regarding the need for our coaches to have certain ASCA requirements for coaching positions at Quad and Zone meets. Our rule currently requires ASCA Level II for Head Coach. While not a yearly occurrence, our applicant pool may or may not contain individuals with this certification level. I believe this is a good guideline, but should not necessarily be a requirement.

TEAM INDIANA COORDINATOR Emily Kowalski

The Quad Team coaches will be announced by the meeting date and will be up on the website along with the swimmer application. The Quad meet is January 9-10, 2010. Coaches need to watch the website for the Zone Coaching application which will be available before the end of the year.

I will be traveling to Colorado Springs, CO to attend the Diversity Summit and will have a report on that when I return.

OPEN WATER COORDINATOR Charlie Fry

The open water/distance camp in Carbondale, IL was great. Many of the swimmers had never done an open water race before in their life. With talking to the kids after the race a lot of them have decided to do open water state. If we can continue with camps like this, our distance swimming in Indiana will get better.

The following was our schedule for the camp:

Friday 10/2: Leave Carmel: 4:30pm

Saturday 10/3: Open Water Race: 9:30am

Ropes Course/Pool Practice: 2:00-6:00pm

Sunday 10/4: Pool Practice: 8:00-10:00am

Return Home: 11:00am

SENIOR CHAIR: Jeff Thompson - THT

Open Water – Charlie Fry

Team Indiana – Emily Kowalski

Camps – To Be Named

Senior Steering Committee Members

Chad Englehart (SWAC - Coaches Chair)

Charlie Fry (WTSC)

Dan Ross, Darlene Renie, Jeremy Agnew, John Klinge, TJ Day (Purdue University Staff)

Dave Boggs (SEY)

Donny Brush, Mike Westphal, Pam Swander, Ray Looze (Indiana University Staff)

Jim Sheridan (DON)

Jim Todd (CGAC)

Joe Keller (NASA)

Keith Gast (PACE)

Ken Stopkotte (FAST)

Kevin Kinel (DUNE)

Matt Papachronis (SSC - Age Group Chair)

Kathryn Lynn Mitsch (Bloomington South High School Girls, IUCP)

Tony Young (IS Sports Development Director)

Jeff Thompson (THT - Senior Chair)

FINANCE CHAIR: Lucy Duncan – UNAT

Budget – Lucy Duncan

Investment – Lucy Duncan

P & L for Sept – Oct, 2009 with prior year comparison and 2010 budget is attached

Served on Personnel Committee to finalize Employment contracts for Tony and Lynn.

Worked with Arlene to complete WCT Financial Report and Final Distribution to partners.

Attended a seminar offered by CPA firm that completed our prior audit for the “new” Form 990.



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In the process of changing Banks that will provide fewer fees while achieving income utilizing a sweep account.

Moved investment monies from lower money market accounts to a special program for S & P to achieve better return on investment.

As a member of the National Officials Committee, participated in the Officials Clinic held in San Antonio which had 26 LSCs represented and 9 Federations – Bahamas, British Virgin Island, Canada, Dominican Republic, El Salvador, Guatemala, Guyana, Mexico, and Suriname.

Implementing/instructing of our LSC Referees on processing for the OTS (Online Tracking System) to be in place for 2011 renewal of officials. Working with Tony and Lynn on best/easiest way to receive/process information for handling the OTS system.

TECHNICAL CHAIR: Jim Payonk - LCB

Presented 19 proposed rule and wording/procedure changes at the HOD Meeting from the Technical Committee’s August 2009 meeting.

- 7 Items were passed without discussion.
- 12 Items were discussed and voted upon
- 3 New Items were presented by HOD members, discussed and voted upon.

Final disposition of all items will be posted on the ISI website.

Attended the Site Selection meeting for the 2010 Summer Championship Meets

Making preparations for the Championship Meet Coordination Meeting for the Winter 2009-2010 Season. Meeting is tentatively scheduled for the first week of December.

Participated in Phone Conferences/Meeting concerning various Strategic Planning activities.

OFFICIALS CHAIR: Hal Paul - UNAT

NO REPORT SUBMITTED

COACHES REP: Chad Englehart - SWAC

Met with the Senior and Age Group Committees at the HOD in September.

Discussed:

- 2010 ASCA Convention
- potential expansion of Indiana Camps programming
- streamlining of parent, coach and swimmer education throughout the LSC
- future relevance and importance of the Zone meet and Quad meet
- future State meet formats and locations

Met with the New Senior Chair after HOD and passed on information from my past 5 years as Senior Chair. Tried to help Jeff have a better understanding of the position and the direction I had been going prior to him taking over. I think he will do a wonderful job and seems to have a real passion to help improve the LSC.

Met with the LSC Performance Committee in October-

Discussed:

- Divisional meet rules and interpretations concerning “state cuts” and who should and should not be eligible for the meet
- Discussed the Arizona Elite Camp for summer of 2010- Volunteered to head up this project, but have not picked up the baton yet. The Camp will involve 36 of Indiana’s top 14-16 year olds. Qualification will be Long Course Meter only, just like the OTC camp. Qualification deadline will be March 29, 2010 and we hope to have invitations sent out by April 1, 2010. I hope to have staff announced by Christmas.
- The committee is still working on it LSC performance markers and best practices data with the goal of having everything organized well in advance of the 2010 HOD.

Met via e-mail with the Team Indiana Committee to discuss the 2010 Quad meet coaching staff. It was decided that the current application process is now outdated and in need of updating. The committee plans to meet over the next couple of months to revise the application process based on the current LSC strengths and weaknesses.



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ATHLETE REPRESENTATIVES

Daniel Michael | Daniel Proctor | Dylan Ferguson | Kayla Hussey

NO REPORT SUBMITTED

MEMBER SERVICES: Lynn Kinstler

Registration – Michele DeLuna

MEMBERSHIP

SEPTEMBER & OCTOBER STATISTICS

	<u>ATHLETES</u>	<u>NON-ATHLETES</u>
Sept 08	738	116
Sept 09	961	138
Oct 08	7507	248
Oct 09	6712	362

ATHLETES Through 2 months

2009 - 8245

2010 - 7673

NON-ATHLETES Through 2 months

2009 - 364

2010 - 500

Coaches are responding well to our reminders of getting their safety certs updated timely. Michele has been sending all weekend hosts a list of current coaches to use for deck control.

I haven't sent out a reminder yet to Officials to renew yet, but have about 250 officials who are already 2009. There are a little less than 500 to renew before 12/31/09 and I'll be sending out that reminder this week.

CONVENTION

Attended a couple of meetings at convention regarding registration and results/times loading with Michele. Missed the networking with my fellow registrars and times people during this week, but appreciated being able to "stay back" and stay caught up on work and of course, being with my family.

HOUSE OF DELEGATES

Helped Tony with last minute details for the September 26 House of Delegates meeting and morning workshops/clinics.

Attended the Friday night dinner with the Women in Coaching clinic attendees. What a great group of women we have working in our sport. Keep up the good work ladies!

Attended Saturday morning's day of education and the "required" House of Delegates meeting. Those that attended the morning sessions seemed to get a lot out of them and appreciated the planning. The House of Delegates meeting started off great with Olympians Jason Lezak and Misty Hyman addressing our delegates. After that, 3 hours of reports and legislation. I find it hard to believe that with 98% attendance by our clubs, we've had more than 10 clubs send in the \$100 charter fee since. I guess the person in attendance didn't share the good news of the 2010 club charter fees being on Indiana Swimming this year.

OFFICE MOVE

We've officially moved! Same building, same floor, just around the corner. When you get off the elevator, you will turn RIGHT to get to our offices. We've got more space and the layout is much more efficient. Thanks to Michele DeLuna the Head Coach of our move process. We're almost done unpacking/organizing.

WEBSITE

Thanks to Kent Nelson for the new look of the website. We've incorporated the great "Get Wet" promotional information that was presented to the IN Swimming membership at the House of Delegates. September and October are very busy months for me in the offices with my duties, so I've not had a lot of time to re-organize the website. I hope to get to re-organizing the information on the website in the next couple of weeks so that the menu items at the top of the page (SWIMMERS, COACHES, OFFICIALS, etc) have links/information below them.

UPCOMING

- Post Top 10 reports for 2009 (September 1 – August 31) and post preliminary lists by 11/30/09
- Work with Jen Ferguson on the ordering of the 2010 state awards.
- Send out renewal information to the Officials.
- Send out reminders to the clubs who have not submitted Club Charter paperwork for current information.
- Work with Arlene on the LEAP Level 2 documents
- Work with the Board on revising the Policies & Procedures document that Arlene and I worked on back in the summer for Level 1 of LEAP.
- Work with the Communication Task Force/Committee on our goals and objectives.
- Work with Team IN Manager, Emily Kowalski on Quad applications/times verification.



SPORT DEVELOPMENT: Tony Young

GENERAL

From August 17 to present my focus as Sport Development Director has revolved around such events as the USAS Convention, House of Delegates Programming, Circle City Classic partnership and events, Club promotional DVD, ISI Long Range Planning & Performance Committee meetings and increased 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 2009

Meetings Attended:

- Central Zone Forum and All Central Zone meetings
- Representative of the Age Group Development Committee to the USA Swimming Senior Development Committee
- Open Water Meet Director’s & Official’s Seminar
- Age Group Development Committee Business Meeting and Workshop
- Coaches Meeting
- Rules and Regulations Committee meetings
- House of Delegates Meeting
- Awards Banquet

HOUSE OF DELEGATES 2009

- Worked with Mark Van Allen and WTSC and North Central High School to coordinate all logistics for all workshops and HOD meetings
- Finalized plans with Rose Snyder to host the “Women in Coaching” clinic on Friday evening and Saturday morning as well as Greg Dale the author of the “Seven Secrets of Successful Coaches” and Starfish Aquatics and to present at the HOD.
- Organized the Mutual of Omaha Swimming Clinic featuring Jason Lezak and Misty Hyman offered at the HOD
- Coordinated logistics for dinner for all Women in Coaching workshop participants which featured Debbie Hesse; the President and CEO of USA Diving as the guest speaker. as well as hosting dinner for the Senior and Age Group Committee members.

HOD Workshop and meeting pre-registered participant numbers:

- Mutual of Omaha Clinic: 150 athletes
- Women in Coaching Workshop: 34
- Senior Swimmer Workout: 50
- Seven Secrets of Successful Coaching by Greg Dale: 43
- Meet Director’s Workshop: 23
- Athlete Representatives: 31
- Official’s Clinic: 9
- Coaches Open Meeting: 40
- Starfish Aquatic Programming: 24

CAMPS

I served as Camp Director for Open Water Distance Camp on October 2-4 in Carbondale IL. 31 Athletes were housed at the Touch of Nature Environmental Center and competed in an Open Water Competition, 2 pool practices at the Southern IL campus pool and team building exercises

The top 40 athletes were invited to the camp using the PowerPoint totals for their highest point total of 2 of the following events in either SCY or LCM. This is the same procedure that was used to select the distance camp athletes last April.

Coaching staff: Head Coach Charlie Fry (WTSC), Assistant Coaches Tom Johnson (CON) were selected based on the number of athletes qualified. Lauren Spencer (WTSC) served as a female coach/chaperone to complete the staff

Highest PowerPoint total of 2 events that are not the same corresponding event in another course:

- 400/500 Free
- 400 IM (LCM or SCY)
- 800/1000 Free
- 1500/1650 Free

I created the 2010 Camps Budget and along with the Camps Committee consisting of the Coaches Rep, Senior Chair, Age Group Chair, Camps Chair and SDD will be meeting to finalize the 2010 Camps programming.

REGIONAL THINK TANK MEETING

A Region 4 Think Tank meeting was conducted on September 12 at East Central High School in St. Leon IN. General Chair; Arlene McDonald, Region 4 reps Dave Boggs and Paul Stauder also attended.



Thanks go to Sue House and the East Central Swim Team for hosting this meeting.

The goal of the meetings is to first and foremost build relationships with coaches/teams and best identify their needs and goals. The feedback from these meetings has been presented to the Indiana Swimming BOD to help develop programming and to meet our LSC needs.

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

**CLUB/COACH VISITS / PARENT EDUCATION AND
MOTIVATIONAL SPEAKING**

Annually, the months of August, September and October are high volume months for club visits until the club meets and high school competition begin. In October I spent a week in southern Indiana visiting teams in the USA Swimming Club Enhancement program as well as other local programs. I coordinate travel arrangements with USA Swimming staff and sit in on their wet side presentations and work with the club BODs to assist with strategic planning, hiring and evaluating a coach, discussing coaching issues, promote Indiana Swimming, communication between coach and club and problem solving.

Other club visit topics have included the formation of newly formed club programs, mergers and crisis management. I use USA Swimming as a resource and sounding board on much of the material that is presented when meeting with these clubs as well as keeping key BOD members informed of potentially important issues.

Many clubs have utilized my services for repeat visits each season to present parent and athlete educational seminars as well as motivational speaking.

Communication and meetings with coaches in ongoing.

LSC SPONSORSHIP

I have contacted Speedo to talk about renewing our LSC Sponsorship. They have asked for time to do some homework before continuing discussions on the partnership. We have renewed our Sponsorship with Daktronics and I have spoken to Mutual of Omaha about local partnerships/sponsorships.

DIVERSITY

Indiana Swimming and Marc Williams (Executive Director) of the Circle City Classic partnered together to offer opportunities for our LSC members and athletes and take part in recognizing Cullen Jones as the Major Taylor Award winner at this Circle City Classic event. As benefits of our partnership LSC members and athletes as Charles R. Payne, Assistant Provost for Diversity and Director Office of Institutional Diversity at Ball State University were invited to attend a dinner reception to honor Cullen Jones and Maurice Greene as the Major Taylor Award winners. As part of the Circle City Classic festivities 10 Indiana Swimming Athletes and Indiana Swimming representatives attended a luncheon sponsored by the Indianapolis Colts honoring Cullen Jones and Maurice Greene as well the participating teams and coaches of the Circle City Classic.

On the Saturday at the Circle City Classic Game Emily Kowalski and two athletes set up a Make A Splash booth in the Circle City Classic Sports X-perience Exhibitor area passing out MAS, LTS and club information. USA Swimming supplied a Make A Splash display and protocol items and the IU Natatorium and Indiana Swimming donated free swim lessons to be raffled off during the day. See the front of the Indiana Swimming website for pictures of Cullen Jones at the Circle City Classic.

CLUB PROMOTIONAL DVD

Indiana Swimming Club promotional DVD at the House of Delegates meeting. This project has been a year long partnership with Mark Williams of Imagination llc who created the DVD which will be unveiled at this year's HOD meeting as well as presenting all attending clubs with resource materials for promoting and professionalizing their club and the sport of swimming in their communities.

INDIANA HIGH SCHOOL SWIMMING AND DIVING HALL OF FAME

Coordinated event and sponsorship arrangements for the September 24 Hall of Fame Golf outing fundraiser and also assisting with the 2009 Hall of Fame Classic Swim meet.

COMMITTEE MEETINGS/ LONG RANGE PLANNING

The Coaches Rep, Senior and Age Group Chairs and the SDD serve on LSC Performance Committee which has been charged to identify performance committee goals, strategies and objectives.



**INDIANA SWIMMING BOARD OF DIRECTORS MEETING
REPORTS & MINUTES NOVEMBER 2009**

Location: Second Floor Conference Room (Pan Am Plaza Bldg) **Time:** 5:30pm

PRESENTATIONS/MEETINGS

- Met with Peter Kozura: Executive Director of IL Swimming to discuss new ideas and share similar solutions to current issues within our LSCs.
- Serve on the Site Selection Committee and assist in conducting the Championship Coordination meetings or Summer Meet hosts.
- Strategic Planning Conference meeting and conference calls
- Meetings with the Performance, Senior and Age Group Committees
- Along with Lynn & Arlene met with the ICVA to discuss potential programs and services offered.
- USAS Delegates Conference Call
- Along with Arlene and representatives from the 5 leading clubs in the VCC program to discuss a potential invitational inviting other VCC top programs in the nation to participate in a meet at the NAT.
- Attended the YSC and LST Golf Outings
- Met with Mark Williams of the Circle City Classic to learn about opportunities for our athletes this educational and cultural event can offer.

USA SWIMMING/LSC

Travel with the USA Club Consultants and assisting in presentations with the Club Performance Enhancement program which is a pilot program which includes 9 clubs in Indiana.

Attended the USA Swimming Senior Development Committee meeting at the USAS Convention in Chicago as the representative of the Age Group Development Committee.

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 bring together efforts of a 2 year project offering the IM Xtreme Games in 5 regional sites throughout the US including Indianapolis.

GOALS

- Evaluate existing Indiana Swimming programs for effectiveness.
- Assist in coordination and promotion of the camps programs
- Conduct parent, BOD and coach educational and strategic thinking meetings.
- Increased club and meet visits
- Develop marketing ideas and partnerships to promote the sport of swimming in Indiana
- Improve the trickle down communication mechanism in the LSC

RESPECTFULLY SUBMITTED,

KENT NELSON, Secretary