



- TOM JOHNSON**  
General Chair\*
- BRAD DUMBAULD**  
Admin Vice-Chair\*
- CHRIS CONLEY**  
Budget & Finance Vice-Chair\*
- JOE KELLER**  
Senior Vice-Chair\*
- AMY TODD SPENCER**  
Age Group Vice-Chair\*
- ALEC HALEY**  
Coaches Rep\*
- MIKE ARTIM**  
Technical Chair\*
- CYNDI MILLER**  
Officials Chair\*
- CHASE SMITH**  
Senior Athlete Rep\*
- DIANE KOO**  
Junior Athlete Rep\*
- NOAH BERRYMAN**  
Athlete Rep – At Large\*
- ALANIA SIMMONS**  
Athlete Rep – At Large\*
- PAUL STAUDER**  
Safe Sport Chair\*
- Vacant  
Past General Chair
- MICKEY SMYTHE**  
Secretary\*

**STAFF & COORDINATORS**

- TONY YOUNG**  
Executive Director
- ARLENE MCDONALD**  
Event Director
- MICHELE DELUNA**  
Membership Coordinator
- EMILY KOWALSKI**  
Office Manager

Meeting Date: May 18<sup>th</sup>, 2020 5:33 pm / adjourned 7:55 pm  
Location: Zoom Meeting – Please reference email for details

1. Welcome and Introduction of board members and guests
2. Approve April’s Minutes (***motion as submitted, seconded, motion carried***)
3. Consent Agenda (***motion to approve reports as submitted, seconded, motion carried***)
  - Board Reports
4. Executive Director’s Report – Tony Young

Tony highlighted the “Back to the Deck” task force and how it fits into the state’s Phase 3 plan. ISI will follow USA Swimming’s plan for back to the pool initiative.

Zoom “Think Tank” meetings are the current best practice as clubs are finding many challenges. ISI has been using Zoom to connect members with Olympic athletes. The program kicked off with Cody Miller. Cody was very engaging, open with experiences and the kids could relate to his stories. There were over 120 ISI athletes on the Zoom meeting. There will be more Zoom “Think Tank” meeting in early June to help coaches and clubs.

The ISI staff is still working remotely and rotating time in the office. A COVID-10 safety plan has been developed and posted in the ISI office. Tony will re-evaluate after June 1 to ensure meeting customer service objectives. ISI did receive a PPP loan. There is a concern that a number of clubs will fail in the next few months. Club support and USA Swimming Club Support Grants will be important for the LSC.

Michele – big changes coming for 2021 registration. Registration will open up June 1 for 2021 and will be good until 12/31/21. Clubs will be receiving information for the new registration process now. ISI will still offer a seasonal 150 day membership. Flex membership is still upgradable and will be included in the 2021 membership options. For membership fees, please see Michelle’s report for full details. The winter meet schedule will be posted later this week.

USA Swimming’s moratorium on sanctions will be lifted. This will allow ISI to follow the adopted provisions from April’s Board meeting.

Emily – a few tweaks to the ISI website still needed with the new site launching later this month. There are still a few quirks to viewing the new site on a iPad but it is an overall a significant improvement to current website.

**OLD BUSINESS**

1. Championship Meet Proposals – Technical Committee  
Amy Todd Spencer spoke to conducting meets so kids can get back to racing but not in a championship format. She presented recommendations from committee discussions and think tanks. There are limitations in certain parts of the state for pool time prior to July. It is recommended that for the immediate season to eliminate the ISI Championship meets. Therefore all proposals will be withdrawn and no championship meets until next season in March.
2. Policy & Procedure Task Force Update  
Tom reviewed the new ISI committee structure and how most committees moved from the Bylaws to the Policy & Procedures Manual. Brad highlighted the Task Force’s planned activities for the next few weeks with an emphasis on appropriate athlete representation on all committees. It is expected that Blue will make a number of P&P recommendations once they conclude their review of ISI accounting practices.



## OLD BUSINESS

### 3. USA Swimming Convention – September 2020

USA Swimming has confirmed it will be a virtual convention this year. The virtual convention will follow the original dates. House of Delegates will be on Saturday. It is expected virtual committee meetings will be held Tuesday thru Friday. ISI needs the HoD automatic voting board members to be a part of the process. ISI expects representation in committee meetings. A benefit to a virtual convention it will allow those that might not be able to now attend.

### 4. House of Delegates

#### a. Format – virtual versus in person

The original date for the ISI House of Delegates was Saturday, Sept. 12<sup>th</sup>. It is difficult to presume the HoD could be an in person meeting. A lot is dependent upon the host sites limitations and the State requirements. ISI can consider non-school sites as many schools may be hesitant to host large groups. North Central has been contacted and the HoD is tentatively scheduled and on their calendar. There was a recommendation to move the date from the 12<sup>th</sup> to the 19<sup>th</sup>.

#### b. Schedule

ISI has some flexibility since USAS will be a virtual convention. ISI does not want to move past September due to the current winter season meet schedule but the P&Ps allow up to Oct. 3. There are 3 meet requests for the Oct. 3 weekend. The 12<sup>th</sup> and 19<sup>th</sup> are preferred as want to avoid asking clubs to re-schedule their meets when the clubs followed the proper procedures.

#### c. Electronic Participation & Voting – Mickey to investigate what means are available based on ISI Bylaws and State law.

#### d. Board Retreat – Tom reiterated that the retreat is critical as it will be the first time with the current executive director and staff. It is also important to hold the retreat before the new board members take office in January. The board was polled and it appears Oct. 3<sup>rd</sup> will allow most members to participate in an in person HoD and retreat. The staff will report back to the Board on facility availability and the conditional restriction in place both by the State and USA Swimming.

### 5. Event Updates – Cancellations/Postponements

The Open Water State meet is now canceled due to USA Swimming's sanction prohibition. It is too early to know when outdoor pools will re-open. It appears most pools may open in July but no confirmations have been released.

## NEW BUSINESS

### 1. Councilman Grant Deadline Extension

A suggestion from the Performance Committee was made to extend the deadline beyond May 30<sup>th</sup>. Few applications have been received which is typically not the case. It is believed a lot of uncertainty and lack of facilities were suppressing applications. A new June 15<sup>th</sup> deadline was recommended. There were no objections so the deadline is extended to June 15<sup>th</sup>.

### 2. Budget Committee and Technical Committee Meetings

Technical deadline is August 1 and the form is on the website. Brad is working to ensure both committees are fully staffed. Discussion turned to the budget and how the PPP loan P3 loan has helped with cash flow. Tom asked to board to start thinking what a decrease in membership and decrease in income will do to the 2021 year. It will be addressed at the August board meeting when the budget is traditionally discussed.

### 3. Upcoming Events

#### • 2020 USA Swimming Back to the Pool Invitational

This will be an LSC hosted event. It was asked, what kind of engagement is expected from the board? As an LSC hosted event, it was stated there is an expectation that board member have an obligation to support the meet. The meet will be USA Swimming's Regional Event. Please see Arlene's report for complete meet details. The event is expected to run the last week in August or Labor Day Weekend. USA Swimming will provide a \$10,000 stipend with sectional cuts and above as the time standard. The meet must abide by local and state guidelines with a minimum of 350 swimmers and a minimum number of club. Entries will be through USA Swimming's OME.



It was noted that some clubs are using the “Reschedule Proposal” approved by the board in April. One club has already re-scheduled their meet for Labor Day weekend.

- March 2021 Events

The Performance Committee is in favor of ISI hosting the SRS meets to support the budget. It would require the same board obligation to support the meet as the USA Swimming Regional event. This would meet the board needs to support two meets within 3 weeks of each other.

Questions were asked why ISI needs to host back to back meets. It was reminded that the board had a difficult time staffing this year’s March SRS meet when the board was larger. It is clear that volunteer support will need to come from the participating clubs. Other options need to be considered for meet planning. It was suggested a committee chaired by a board member could recruit meet volunteers or make it a sponsor driven event. ISI needs to embrace events and hosting events in a new and different way.

- 2020 Tyr Pro Swim Series

There is a need for LOC support at different levels. The co-hosts are on board. Please contact Arlene if you are interested in serving.

- 2024 U.S. Olympic Team Trials – Swimming (***motion to move to a closed session, seconded, motion carried***) 18 minutes

4. 2021 Olympic Trials Suite

ISI had committed to a suite for the 2020 Olympic Trials with Illinois Swimming. A deposit has already been made with the balance due next February. It is an approved 2020 budget item with a commitment to provide use to ISI parents. Illinois has committed to their half for the rescheduled Trials in 2021. If ISI re-considers the suite for 2021, the deposit should be refundable. Significant discussion followed regarding the expense. With no motion, the previous decision to fund the suite for ISI coaches, swimmers and families will move forward.

5. Finance Items

- a. PPP Loan

Thank you to Brad and Tony for securing a PPP loan. Chris explained what it means and how the funds can be forgiven. Chris expects that ISI will meet all SBA requirements so that the loan is forgiven.

- b. Review & Tax Preparation by Blue

USA Swimming requires each LSC to conduct either a financial review or audit. ISI choose a review. At the end of the process, Blue will present a report to the Board. We anticipate Blue will confirm our financials are materially correct and expect a number of recommendations for the ISI Policy and Procedures manual. Blue will follow up the review by completing the ISI tax return. Blue’s review will give the Board certainty the financials are good and identify what must improve.

6. Schedule Due Increase for 2021 Membership Year

The ISI HoD approved a \$2 membership increase as part of a 3 year plan. It is an informational item in Michele’s report. Considering the current environment, should ISI defer the increase one year? It was discussed at length. With no motion, the HoD approved membership increases will remain in place for the 2021 membership year.

7. Club Support Grant Program

- a. Phase 1

Phase 1 ISI support was approved through an electronic vote. USA Swimming announced 315 clubs applied for the grant. ISI does not know how many Indiana clubs applied but it is know a number of clubs did.



b. Future Funding – Phase 2, Phase 3

Phase 2 is expected in July or August. There are a number of significant challenges encountered by clubs as they return to operation (reduced membership, facility fee increases, etc.) It is believed a number of clubs missed Phase 1 funding as they felt they did not qualify for USA Swimming's grant problem.

The Board has to consider it might come down to ISI supporting clubs which will allow them to continue as an entity. ISI needs to take a hard look at club support during the 2021 budget review. Phase 2 could include clubs with outreach programs. Phase 3 could include clubs that could not get a PPP loans or a USA swimming grants. Phase 2 and Phase 3 are still unknown at this time.

It was asked of each board member to pass on to Tony any ideas for club support. A consideration must be made to put a cap on ISI club support so that ISI is not supporting the same clubs during each phase.

**Next Board Meeting:**

June 15, 2020 Board Meeting

**Reminders & Announcements:**

August 17, 2020 Board Meeting

October 19, 2020 Board Meeting

November 16, 2020 Board Meeting



<b>INDIANA SWIMMING STAFF</b>	
Tony Young <a href="mailto:tony@inswimming.org">tony@inswimming.org</a>	Emily Kowalski <a href="mailto:emily@inswimming.org">emily@inswimming.org</a>
Arlene McDonald <a href="mailto:arlene@inswimming.org">arlene@inswimming.org</a>	Michele DeLuna <a href="mailto:michele@inswimming.org">michele@inswimming.org</a>

**INDIANA SWIMMING STAFF REPORTS: MAY 18, 2020 BOARD MEETING**

- Executive Director Board Report – Tony Young (please see addendum)**
- Office Manager Board Report – Emily Kowalski (please see addendum)**
- Membership Coordinator Board Report – Michele DeLuna (please see addendum)**

**Event Director May 2020 Board Report**

Since the April ISI board meeting, my focus has been on wrapping up the loose ends from the first quarter of 2020; facilitating the compilation of information for the remaining items for the submission of LEAP Level 3 (only one remaining item); assisting with three virtual meetings of the Indy Aquatic Alliance; participating in USA Swimming’s virtual SwimBiz series of educational programs; attending a variety of Zoom meetings with our community partners and USA Swimming (outlined below); working on special projects with summer intern Kristopher Keller; and initiating the planning for the 2021 Speedo Sectionals and Tyr Pro Swim Series.

Other Activities/Initiatives since April Include:

- Participated in weekly Zoom meetings with USA Swimming on the planning for the 2021 U.S. Olympic Team Trials – Swimming
- Participated in weekly USA Swimming Zoom meets regarding future nationally supported events
- Attended weekly USA Swimming Zoom meetings for LSC Leaders
- Attended the Indiana Swimming Coaches’ Think Tank virtual meeting
- Participated in bi-weekly calls of the Board of Directors of Sports Indiana
- Participated in weekly calls of Visit Indiana focused on Covid-19 and the Indiana Tourism Industry
- Helped plan and facilitate two Zoom meetings (April 22 and May 6) of the Indy Aquatic Alliance
- Facilitated the two strategic planning sessions for the Indy Aquatic Alliance Strategic Planning Task Force (May 5 & May 11)
- Attended the USA Swimming webinar *The Then and Now of Pool Operations and Programming Adaptations* facilitated by Mick and Sue Nelson
- Attended the April 30 virtual meeting of Diversity in Aquatics
- Continued discussions and planning with representatives of the Indiana Sports Corporation and other partners regarding ISC’s bid for the 2024 U.S. Olympic Team Trials – Swimming at Lucas Oil Stadium
- Continued communications with USA Swimming National Events staff to develop details for our hosting of a USA Swimming supported *Back to the Pool Invitational* to be held in late summer 2020
- Finalized our hotel blocks for 2021 hosted events at the Nat
- Continued communications the Indiana Sports Corp regarding potential funding sources and schedule for the purchase of a new sound system at the Nat
- Confirmed our hosting of the 2021 Speedo Spring Championships at the Nat with the Section 3 Chair; submitted an ISI proposal related to meet entries and structure

2020 Indiana Swimming Hosted/Partner Events Updates:

- **2020 USA Swimming *Back to the Pool Invitational*:** It is currently planned that Indiana Swimming will host one site of USA Swimming’s late summer series depending on the opening date of the IU Natatorium. We will either be hosting the weekend of August 28 or September 4. USA Swimming is in the process of putting together guidelines for the host sites. These meets target athletes at the Sectional level and above. As soon as I receive USA Swimming’s guidelines, an organizational hosting structure and plan will be formulated.



<b>INDIANA SWIMMING STAFF</b>	
<b>Tony Young</b> <a href="mailto:tony@inswimming.org">tony@inswimming.org</a>	<b>Emily Kowalski</b> <a href="mailto:emily@inswimming.org">emily@inswimming.org</a>
<b>Arlene McDonald</b> <a href="mailto:arlene@inswimming.org">arlene@inswimming.org</a>	<b>Michele DeLuna</b> <a href="mailto:michele@inswimming.org">michele@inswimming.org</a>

2021 Indiana Swimming Hosted Events:

- 2021 MidStates All-Star Championships: January 9 & 10
- 2021 Spring Senior Championships: March 12 – 14 (TBD)
- 2021 Spring Speedo Sectionals: March 25 – 28 Indiana Swimming will be hosting the Section 3 Spring Speedo Sectional Championships at the Nat next March. I have been in recent discussions with Cindy Dial, Section 3 Chair, about Indiana Swimming’s Performance Committee proposals for meet format and entries. She is in the process of assembling a meet advisory committee consisting of a representative from each Section 3 LSC, the meet director, and the meet referee. Cindy will be chairing that committee. The intent is to start committee discussions in early June.
- 2021 Tyr Pro Swim Series: May 12 – 15 USA Swimming has announced our selection as a site for the 2020-21 Tyr Pro Swim Series. Indy will be the last stop of this series heading into the June Olympic Trials in Omaha. I have been in contact with the leadership teams of Westfield Aquatics and Center Grove Aquatic Club, our club co-hosts for the cancelled 2020 Tyr Pro, inviting them to return as club co-hosts with Indiana Swimming in 2021. To date, Westfield Aquatics has confirmed their intent to co-host. I am hoping to receive final confirmation from CGAC in the coming weeks after which time we will start construction of the LOC planning calendar heading into next spring.

<b>GENERAL CHAIR</b>	<b>Tom Johnson</b> <a href="mailto:coachtomjohnson@earthlink.net">coachtomjohnson@earthlink.net</a>
----------------------	--

Here is a summary of my activities on behalf of Indiana Swimming since our April Board meeting.

1. I participated in the Back on Deck Task Force regarding return to practice protocols. This included a Zoom meeting for the Task Force and a Town Hall meeting for coaches throughout our LSC
2. I have been participating in the weekly Performance Committee meetings.
3. I have attended the weekly virtual LSC Leadership meetings sponsored by USA Swimming and the LSC Development Committee.
4. I attended and participated in the May virtual meeting for Central Zone General Chairs and other LSC leaders.
5. I attended the May meeting of the Indy Aquatic Alliance.
6. I collaborated with Brad Dumbauld, our Admin Vice Chair in regard to elements of the Policies and Procedures, particularly committees and their membership.
7. I worked with Tony Young and members of the Board in the Indiana Swimming Club Support Grant program that the Board approved earlier in May.

<b>ADMINISTRATIVE VICE CHAIR</b>	<b>Brad Dumbauld</b> <a href="mailto:BDumbauld@gregoryappel.com">BDumbauld@gregoryappel.com</a>
----------------------------------	--

No Report

<b>BUDGET &amp; FINANCE VICE CHAIR</b>	<b>Chris Conley</b> <a href="mailto:christophermconley@gmail.com">christophermconley@gmail.com</a>
--	---

I have been gathering information required by Blue to complete the Review and Tax Return. The timeline for the Review and Tax Returns will be as follows:

- May 18-22 - Fieldwork completed
  - June 15 - Draft Financials to me
  - June 22 - Final Financials
- July 15 - 990 Tax Return must be filed by this date



**SENIOR VICE CHAIR** **Joe Keller**  
[coachkeller@fasttigers.com](mailto:coachkeller@fasttigers.com)

Items since April Meeting

- Assisted in Finalizing Technical Proposals for Summer Championship Meets, Sanctioning and Scheduling due to COVID-19
- Participated in the Athlete Leadership and Coach Leadership Summit Conducted by James Leath
- Participated in Discussions Regarding USA Swimming Regional Meets and USA Swimming Speedo Sectional Spring Meet
- Participated in Several Performance Committee Meetings
- Senior Committee Member Communication and Aided Selection to Participate on the Back on Deck Task Force
- Communication with Senior Committee to Evaluate and Assess 17-18 IAR Criteria
- Participated in Performance Committee Meetings Focusing on USA/ISI Response to COVID-19 and Recovery Planning Through Club Support Grant Proposals
- Attended the ISI Coaches Think Tank Zoom Meeting
- Attended the National Junior Team Coaches Zoom Meetings
- Begun Viewing Long Range Planning Calendar with Performance Committee along with Discussions Regarding Meets and Camps
- Contacted by Tom Kleiboeker, Missouri Valley Swimming, to Aid Growth and Progression to New Senior Chair Position

**AGE GROUP VICE CHAIR** **Amy Todd Spencer**  
[amyspencer32@yahoo.com](mailto:amyspencer32@yahoo.com)

No Report

**COACHES REPRESENTATIVE** **Alec Haley**  
[coachalec@fasttigers.com](mailto:coachalec@fasttigers.com)

No Report

**TECHNICAL CHAIR** **Mike Artim**  
[mpaswim@gmail.com](mailto:mpaswim@gmail.com)

No Report

**OFFICIALS CHAIR** **Cyndi Miller**  
[clmiller@indy.rr.com](mailto:clmiller@indy.rr.com)

No Report

**ATHLETE REPRESENTATIVES** **Chase Smith** **Diane Koo**  
**Noah Berryman** **Alaina Simmons**  
[office@inswimming.org](mailto:office@inswimming.org)

No Report

**SAFE SPORT CHAIR** **Paul Stauder**  
[paul.stauder@att.net](mailto:paul.stauder@att.net)

No Report



**ADDENDUM**

Executive Director Report – 6 Pages  
Office Manager Report – 2 Pages  
Membership Coordinator Report – 1 Page  
Indiana Swimming COVID-19 Office Safety Plan – 1 Page  
Financial Reports – 6 Pages

**Respectively Submitted:**

*Mickey Smythe*

**Mickey Smythe, Secretary**  
June 25<sup>th</sup>, 2020

# Executive Director Board Report

## 5/18/2020

### Executive Director Summary

In the past few weeks, we continue to communicate with our Clubs to share many of the USA Swimming and Indiana Swimming resources available.

As we move into this unique position of what we do during in this crisis moment it may be very different in how we approach rebirth & regrowth. What we do with our members right now defines our culture. Moving forward we must ask ourselves *“what do we want our organization to be?”* Our goals and objectives may not be as simple as a cookie cutter approach to programs and communication. This time off the deck has given us flexibility to not only reflect but know we cannot live in the present and re-accelerate our sport.

#### **“Back to the Deck” Task Force**

A group of coaches compiled from the Senior & Age Group Committee met to share their thinking, planning and strategies to return to practice safely. Discussion included best practices in communicating with administrators, education for the athletes, staff and families, risk management & training the athletes as they return to the water after a long layoff.

Indiana Swimming followed up by hosted a Zoom “Think Tank” meeting to share this information and best practices with our membership. Over 100 attended this Zoom meeting. As well, USA Swimming Mark Hesse Team Services Manager, Performance Development was on the call to share the USA Swimming Facility Re-Opening Plan Guidelines.

It is important to note that we understand there has been some question if our USA Swimming member clubs fall under the “Rec League” start date of June 14. After doing our research, along with communication we received with the Governor’s office, we have found that USA Swimming clubs fit into the Phase 3 of the state’s #BackOnTrack plan; our clubs could actually start practicing (not competing) within all health and social distancing guidelines on the start date of May 24. Note: This is permissible in pools not designated or located on school campuses (which must wait until July) along with adhering to specific venue guidelines and availability.

We strongly recommend that our clubs follow the USA Swimming guidelines (Link Below) for a safe return to practice by using these best practices and adhering to all state & local health and social distance requirements.

[https://www.usaswimming.org/docs/default-source/coaching-resourcesdocuments/covid-19-team-resources/facility-reopening-plan-guidelines.pdf?sfvrsn=8a533a32\\_2](https://www.usaswimming.org/docs/default-source/coaching-resourcesdocuments/covid-19-team-resources/facility-reopening-plan-guidelines.pdf?sfvrsn=8a533a32_2)

Our goal is to educate our club leaders with this information and in being compliant with the Governors guidelines he has set forth.

#### **Programs & Communication**

Region Rep Town Hall meetings have been scheduled for the two days following the May 18 BOD to update our members on both USA Swimming and Indiana Swimming Programs, Sanctions, Back to the Deck Guidelines, Practices & meets and club support programs.

Thanks to our Indiana Swimming Olympians who have agreed to “Talk Swimming” and do a Q&A with our Indiana Swimming athletes on Zoom. Cody Miller kicked off the first meeting and shared his infectious personality and life stories with over 120 athletes on the first call.

Coaches Think Tanks are also scheduled in the month of May to engage our coaches as they prepare for the return to the deck both in and out of the pool

**Update on Operational Activities**

An Indiana Swimming Covid-19 Safety Plan has been developed, shared with staff, and posted in the office (see attached). Additionally, Indiana Swimming received hand sanitizer, masks and face shields for office health and safety through the state's PPE Marketplace program.

See the staff meeting agenda items below for our May 4 meeting. Staff will continue to work remotely, and rotate time spent in the actual office. We will re-evaluate after June 1 and continually measure our customer service objectives along with our roles & responsibilities with the health of the staff as a primary concern.

Staff's most immediate project is assisting Chris Conley with the information needed for the for Financial Review and Tax Return Prep with Blue.

**Accomplishments**

Indiana Swimming was approved for a PP3 loan and has received the \$43,325 loan amount.

**Current Significant Issues**

As Indiana Swimming has made the decision to directly support our clubs through the USA Swimming Club Support Grant, it is evident that there are many clubs who will not eligible for this USA Swimming Grant and will be in financial need by the summer's end. Committee discussion has begun on what a phase two and phase three support program might look like. More information is needed from USA Swimming on their Phase two grant support as discussions continue.

Respectively,

Tony Young  
Indiana Swimming  
Executive Director

**Updates:**

- There are 30 applicants (23 female & 7 Male) for the Lucy & Dick Duncan Athlete Scholarship. The selection committee is in stage 1 of the review process and the announcement of the recipients of the two \$1000 scholarships will be by June 1.
- We have had no applications for the spring Counsilman Grants. See the agenda for an extension of the deadline to June 15.
- The Performance Committee has extensively discussed the summer championship formats for the Age Group, Senior & Divisional meets and will provide an update to the BOD at the May 18 Meeting. It would be the goal to communicate Indiana Swimming position on summer championships at the May 19 & 20 Region Rep meetings.
- USA Swimming's moratorium on sanctions extended to June 31

**Indiana Swimming Programs, Task Force Resources & Regional Zoom Meetings:**

**Region Rep Meetings Round 2: May 19 (Region 1&2) May 20 (Region 3&4) both at 8:00 EST**\_Guest Presenters included: Mark Hesse Team Services Manager, Performance Development & Randy Julian Manager, Program Development Central Zone

**Zoom Programs for athlete membership online (National Athlete Q&A)**

- May 13: Interview and athlete Q&A with Cody Miller (6-7:00pm EST) <https://youtu.be/SdzaJo1rgal>
- May 20: Interview and athlete Q&A with Lilly King (6-7:00pm EST)
- May 27: Interview and athlete Q&A with Blake Pieroni (6-7:00pm EST)

**Zoom Indiana Coaches Think Tank Tuesday May 26 at 3:00p EST)**

Coach Education: Jay Chambers "What Now" originally presented to athletes (Customized to Coaches) 50 mins "What Now? What can the athletes do right now, in this moment, to prepare for an uncertain future. What can coaches get their athletes focused on"?

**NEW: Open Water Guidelines & Training with Bryce Elser Thursday May 21 at 12:00 Noon EST) See Attachments**

- LINK <https://www.usaswimming.org/news-landing-page/2020/04/24/webinars>

**"Back to the Deck Task Force & Zoom Meeting on May 7, (See link to resource page created as well as Zoom Video recording) <https://www.teamunify.com/SubTabGeneric.jsp?team=czinlsc&stabilid=206469>**

**Club Resource Page**

COVID-19 Resource page available to our members: This is updated on a frequently as new information becomes available <https://www.teamunify.com/SubTabGeneric.jsp?stabilid=205835&team=czinlsc>

*Includes: Small Business & Club, USA Swimming Resources, Coaches Resources*

**MEETINGS**

- Meet with General Chair
- Call with Official's Chair Cyndi Miller
- Call with Technical Chair Mike Artim
- Met with Ed Merkling to discuss future scenarios for Indiana University, the IU Natatorium a long-range planning of events
- BD Managed Services for trouble shooting of office Wi-Fi
- Met with Chris Conley & BLUE to discuss Review Process
- Weekly Performance Committee Meetings
- Attend weekly Conference Call with LSC Leaders
- "Back to the Deck" Task Force Meetings
- Met with Robin Weller of Elsmore to discuss cancellations, potential future meets and LSC contract.
- James Leath Coaches Virtual Summit
- Staff Meeting

## GOALS

- Work with Finance Chair to prepare to Blue Review & Tax Preparations
- Initiate 2021 & 2024 Quad Planning and how Indiana Swimming will be investing in goals and objectives for the next Quad Plan

### STAFF CONFERENCE CALL AGENDA Monday May 4., 2020: 10:00am

#### 1. Updates:

- Updates from USA Swimming
  - Recovery Plan & Grants (See below)
  - USA Swimming Events plan for Summer
  - Facility Reopening Plan Guidelines
  - USAS
  - New Registration dates
- Indiana Swimming Club Support Grant (Discussion for future Grants)
- Governors 5 phase Plan <https://backontrack.in.gov/2348.htm>
- DOE return to facilities in early July
- Summer Championships Performance Committee Updates

#### 2. Important Items

- **Staff Work at Home throughout May. Office visits as needed (re-evaluate in June)**
- **Financial Projects. How this effects Staff**
- Summer Sanctions:
- New Sanction & Schedule Process for Winter 20-21 & 21-22 (Implementation)
- Meet Letter Template (Do we add Safe Guidelines to meet letters or wording)
- OW State Meet (Not Cancelled yet)
- Updated Club Information-Update Constant Contact
- Staff Education to Membership (See Below)

#### 3. May Board Meeting 4/20

- Club Situations (Financial Impacts on clubs, families & coaches)
- Events Update
- HOD in September
- Reports: Due no later than this Friday (May 15)

#### 4. Zoom Events

- Back to the Deck Task Force Coaches Think Tank (Thursday May 7, 3:00p)
- Region Rep Update Meetings May 19 (Region 1&2) May 20 (Regions 3&4)
- Coaches Think Tank May 26 or 27
- National Team Athlete Q&As for ISI Swimmers in May

#### 5. Staff

- Staff Operations: (Finance, Mail, Sanctioning & Scheduling, Website, Club Education)
- Arlene Updates (Events)
- Emily Updates
- Michele Updates (BDMS & Online Registration Update, New Registrations)
- Intern Projects
  - Website Change Over

- Top 100
- Scanning Historical Documents
- Nat Storage
- Past Results page
- D&I Page
- Hall of Fame Page (Images)
- Silent Auction (Set up for 2021?0)
- To Do List
  1. Results Posted
  2. Inventory & Championship Meet Awards -Spreadsheet & Process
  3. Work Project: Document Sharing (Org Chart)
  4. Records Updates (17-18 Records)
  5. CZ 14 & U Team Indiana Outfitting
- 6. Staff Schedules (Office Plan for daily communications, mail, finance) \*Work at Home
- 7. Future Projects
  - Meet Directors Workshop (Zoom)
  - Registrar Workshop (Zoom)
  - Use SwimSwam for communication 😊

## **Performance Committee Meeting 5.14.2020 at 2:00pm EST (Agenda)**

### **ZOOM CALL INVITE SEE BELOW**

#### **Updates**

- USA Swimming Sanction Update
- Governor's' Plan Interpretation on start date
- Pool situations in Evansville (Around the State)
- Summer Championships
- USA Swimming Recovery Plan: Applications (Indiana Teams?)
- Dick & Lucy Scholarship Fund
- Doc Counsilman Grant Program

#### **Discussion**

##### **2024 Quad Plan Framework**

- What we do at the crisis moment is different rebirth regrowth, reaccelerate
- What do we want it to be? (What are the variables)
- Not Cookie Cutter. Not the same for everyone
- What you do with your people right now defines your culture (Surveys-themes)

#### **Resource Driven**

- Club sustainability
- Developmental Programs that impact our membership
- Club Support Plan
- Olympic Trials Suite
- Golden Goggles
- Camps
- Clinics

***We will continue to take appropriate steps to ensure that every decision we make is one that with a focus on the health and safety of our athletes, members, staff, and volunteers.***

Respectively,

Tony Young  
Indiana Swimming  
Executive Director

# Office Manager Board Report

## 5/18/2020

### Office Manager Report 5.18.2020

#### Team Indiana

-  Made sure all monies were refunded to parents for both the Memorial Day Camp and Multi-Cultural Camp.

#### Website

-  Tweaking the website I am constantly updating the new CMS (not yet executed) website
-  Working with Parker the intern, we have been pulling all the documents, putting them into an updatable form, updating them making sure they have the ISI heading giving with a goal of all documents having a uniform look. Once these are saved, I convert them back to PDF's and am uploading them to the New Website in an area where we can easily update the same document. Currently we have over 1200 documents in TU including many of the same document. This is taking time to "clean" it up.
-  With the new registration dates for the 2020-21 season beginning June 1, Michele and I have been discussing ways to get this information out as well as working with TU to update the non-athlete registration to reflect this change and have this registration ready to go June 1, 2020 see below.

**At the April 24 USA Swimming Board of Directors meeting, the board approved the following changes regarding membership:**

- The changes to the Flex membership approved in January for implementation in September 2020 for the 2021 Membership Year, will now begin in the 2022 Membership Year.**

**What does this mean: Flex will remain as is for 2021; Optional for LSCs and clubs, \$10 USA Swimming Fee and up to \$10 LSC fee, limited to 2 Sanctioned meets**

- For 2020, individuals applying for calendar year membership on or after June 1, 2020 will receive membership valid through December 31, 2021.**

***This action extends the 2021 membership year earlier and amends bylaw 2.4.6 regarding INDIVIDUAL MEMBERSHIP: Each class of membership (except life membership, seasonal membership, and single-meet open water membership) is for a calendar year period. Individuals applying for calendar year membership on or after September 1 will receive membership valid through December 31 of the following year.***

**What does this mean: The 2021 registration year will start June 1, 2020. This applies ONLY for Premium, Flex, Outreach and Non-athlete (Coach, Official, Other) memberships. SWIMS will be updated with the necessary programming. Registration applications will be updated and sent to LSC registrars. Additionally, details regarding the general end of the year instructions for LSC registrars will be provided within the next few days.**

#### Office

-  Once again, much time spent educating mostly coaches, officials and others, answering questions. Keeping certifications for coaches up to date seems to be the major issue. Again, educating everyone to update their DECK PASS to DECK PASS PLUS has been a chore because without the update it appears that all certifications are up to date.
-  Cleaning out TU credit cards that have expired, any clubs who use a credit card for on demand payments and write checks are being encouraged to switch to ACH for all their payment needs. Getting ready to call clubs with balances next week.
-  Collected Lucy and Dick Duncan scholarship monies received via regular mail, deposited, updated spreadsheet to Lucy
-  Worked with BDMS because the printer was not communicating with computer to print or scan and email. They determined it was a Toshiba problem. Toshiba tech support could find no reason that we were unable to print from our computers or scan and email put me in touch with a Tech to make arrangement to physically come in and look at the printer. BDMS physical came in looked at our internet determined it was a password issue to the

secure network. Once my computer recognized the secure network instead of the guest network, I was able to print, scan and email.

 Various zoom meetings with USA Swimming including LSC Leadership weekly meeting and various SwimBiz. Back On Deck Task Force and coaches meeting..

 I have gone to the office once or twice a week depending on what needed to be done to pay any bills, do deposits or work with BDMS or Toshiba.

Respectfully submitted,

Emily Kowalski

**Membership Coordinator BOD Report**  
**5/18/2020**

**Member Services**  
**Board Report May 2020**

Weekly Zoom calls with the On-line registration task force. Screen shots look really good and this is set to go forth April 2021. This will be for both athletes and non-athletes. Emily and I will be working with teams on familiarizing themselves with the club portals as this will be vital in the new process.

Zoom call with LSC Registrars last week. Biggest issue- 2021 Registration year will now begin June 1. 2021 yearly registrations for athletes and non-athletes will be good June 1, 2020-December 31, 2021. USA Swimming fees:

Registration Category	USA Charge	ISI Charge	Total Charge
Premium (yearly- A and NA)	\$64 (+ \$2 from 2020)	<b>\$17 (+\$2 from 2020)</b>	<b>\$81</b>
Flex	\$10	\$10	\$20
Outreach	\$5	\$0	\$5
Seasonal	\$30	\$5.50	\$35.50

Seasonal can still be accessed for Summer, flex is an option if they only plan to swim two meets and no state meets. They can then upgrade to premium if they wish.

Awaiting word from USA Swimming on June sanctions and will proceed with that info when I get it.

I have been working on compiling data for the Top 100 project. The goal is to have this presented this summer.

Respectfully,

**Michele Deluna**  
**Membership Coordinator**



## Indiana Swimming Covid-19 Office Safety Plan

Incompliance with Section 4(a) of Executive Order 20-26, Indiana Swimming Office Safety Plan is as follows:

- **Health Screening:** Employees and visitors will be self-monitoring their temperature & physical well-being. If they personally deem they have adverse health symptoms similar to Covid-19 or any other infections illness, they are expected to refrain from entering the office.
- **Cleaning:** Indiana Swimming has established enhanced cleaning and disinfecting protocols for the workplace, including regularly cleaning high-touch surfaces. Disinfecting wipes are available in the reception area as well as at each work station.
- **Personal Hygiene:** Employees and visitors are expected to wash their their hands on a regular basis. Indiana Swimming will provide hand sanitizer in its office. Additionally, the SePro Building Town has hand sanitizer stations at each entrance. Finally, restrooms readily available for employees, customers, and clients to wash hands or take other personal hygiene measures.
- **Social Distancing:** In compliance with social distancing requirements established by the CDC, all workstations are more than six-foot apart. Additionally, staff will be rotating work days. The general public will be provided with safe social distancing with all employees while in the office. Employees are expected to wear face coverings as an additional safety measure when visitors are in the office.

Tony Young  
Executive Director  
Indiana Swimming

**Indiana Swimming**  
**Balance Sheet**  
As of April 30, 2019

Apr 30, 19

<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Checking/Savings</b>	
HNB Operating Account	147,529.79
HNB Event Checking	225,197.57
<b>Total Checking/Savings</b>	372,727.36
<b>Accounts Receivable</b>	
Accounts Receivable	-164.10
<b>Total Accounts Receivable</b>	-164.10
<b>Other Current Assets</b>	
TeamUnify Payments	-63,392.86
Merrill Lynch Investment	608,061.29
<b>Total Other Current Assets</b>	544,668.43
<b>Total Current Assets</b>	917,231.69
<b>TOTAL ASSETS</b>	<b>917,231.69</b>
<b>LIABILITIES &amp; EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
<b>Credit Cards</b>	
Bank of America	-34,073.85
<b>Total Credit Cards</b>	-34,073.85
<b>Total Current Liabilities</b>	-34,073.85
<b>Total Liabilities</b>	-34,073.85
<b>Equity</b>	
Opening Balance Equity	743,457.14
Unrestricted Net Assets	-101.50
Net Income	207,949.90
<b>Total Equity</b>	951,305.54
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>917,231.69</b>

**Indiana Swimming**  
**Statement of Cash Flows**  
September 2018 through April 2019

---

Sep '18 - Apr 19

<b>OPERATING ACTIVITIES</b>	
Net Income	207,949.90
Adjustments to reconcile Net Income to net cash provided by operations:	
Accounts Receivable	2,782.66
TeamUnify Payments	63,392.86
Merrill Lynch Investment	-18,391.29
Bank of America	-34,073.85
Net cash provided by Operating Activities	221,660.28
Net cash increase for period	221,660.28
Cash at beginning of period	151,067.08
Cash at end of period	<u>372,727.36</u>

**Indiana Swimming**  
**Profit & Loss Budget vs. Actual**  
September 2018 through April 2019

	Sep '18 - Apr 19	Budget	\$ Over Budget	% of Budget
<b>Ordinary Income/Expense</b>				
<b>Income</b>				
<b>Contributions</b>				
Sponsorship	2,500.00	4,000.00	-1,500.00	62.5%
Website Advertising	0.00	200.00	-200.00	0.0%
Donations	1,346.14			
<b>Total Contributions</b>	3,846.14	4,200.00	-353.86	91.6%
<b>Program Revenue</b>				
<b>Meet Sanctions and Surcharges</b>				
Sanctions and Observations	8,634.00	13,550.00	-4,916.00	63.7%
Athlete Surcharge	108,551.00	200,000.00	-91,449.00	54.3%
Entry Fees	111,355.80			
<b>State Meet Surcharge</b>				
SC Age Group State	25,134.00	5,500.00	19,634.00	457.0%
LC Age Group State	0.00	5,500.00	-5,500.00	0.0%
SC Senior State	0.00	3,250.00	-3,250.00	0.0%
LC Senior State	0.00	3,250.00	-3,250.00	0.0%
SC Divisionals	0.00	17,000.00	-17,000.00	0.0%
LC Divisionals	0.00	7,500.00	-7,500.00	0.0%
State Meet Surcharge - Other	0.00	170,000.00	-170,000.00	0.0%
<b>Total State Meet Surcharge</b>	25,134.00	212,000.00	-186,866.00	11.9%
Late Fees	1,650.00			
<b>Total Meet Sanctions and Surcharges</b>	255,324.80	425,550.00	-170,225.20	60.0%
<b>Membership Fees</b>				
<b>Athlete</b>				
Flex	21,265.00			
Outreach	2,180.00			
Year Round	640,410.00			
Seasonal	3,579.00			
Athlete - Other	5,235.50			
<b>Total Athlete</b>	672,669.50			
Coaches	43,701.58			
Officials	39,741.58			
<b>Non Athlete</b>				
Club	9,426.50			
Other (Meet Directors)	3,024.00			
Non Athlete - Other	1,008.00			
<b>Total Non Athlete</b>	13,458.50			
<b>Membership Fees - Other</b>	5,772.00	167,050.00	-161,278.00	3.5%
<b>Total Membership Fees</b>	775,343.16	167,050.00	608,293.16	464.1%
<b>Hosted Meets</b>				
Entry Fees	0.00	40,000.00	-40,000.00	0.0%
Admission & Programs	-1,000.00	9,000.00	-10,000.00	-11.1%
Merchandise Sales	0.00	4,500.00	-4,500.00	0.0%
Hosted Meets - Other	9,020.00			
<b>Total Hosted Meets</b>	8,020.00	53,500.00	-45,480.00	15.0%
<b>Camp Fees</b>	29,250.00	51,000.00	-21,750.00	57.4%
<b>Team Indiana Fees</b>	12,339.80	24,760.00	-12,420.20	49.8%
<b>Total Program Revenue</b>	1,080,277.76	721,860.00	358,417.76	149.7%
<b>Investment Income</b>	9,563.56	10,000.00	-436.44	95.6%
<b>Investment Gain or Loss</b>	14,484.78			
<b>Miscellaneous Income</b>				
Payment Processing Fees	8,893.25			
Other	3.21			
Miscellaneous Income - Other	266.98			
<b>Total Miscellaneous Income</b>	9,163.44			
<b>Total Income</b>	1,117,335.68	736,060.00	381,275.68	151.8%

**Indiana Swimming**  
**Profit & Loss Budget vs. Actual**  
September 2018 through April 2019

	Sep '18 - Apr 19	Budget	\$ Over Budget	% of Budget
<b>Expense</b>				
<b>Program Expenses</b>				
USA Swimming Membership				
Club Renewal/Registration	4,340.00			
Non-Athlete	66,820.00			
Athlete-Seasonal	3,510.00			
Athlete-Outreach	2,100.00			
Athlete	514,555.00			
Athlete Flex	7,950.00			
USA Swimming Membership - Other	61,200.00			
<b>Total USA Swimming Membership</b>	<b>660,475.00</b>			
<b>Camp Expenses</b>				
Staff Stipends	0.00	4,050.00	-4,050.00	0.0%
Outfitting	0.00	5,430.00	-5,430.00	0.0%
Activities	0.00	4,660.00	-4,660.00	0.0%
Travel	27,449.93	109,680.00	-82,230.07	25.0%
Camp Expenses - Other	0.00	450.00	-450.00	0.0%
<b>Total Camp Expenses</b>	<b>27,449.93</b>	<b>124,270.00</b>	<b>-96,820.07</b>	<b>22.1%</b>
<b>Team Indiana Expenses</b>				
Staff Stipends	700.00	6,300.00	-5,600.00	11.1%
Outfitting	5,581.79	25,855.00	-20,273.21	21.6%
Activities	0.00	2,800.00	-2,800.00	0.0%
Travel	990.74	34,010.00	-33,019.26	2.9%
Meet Entry Fees	4,289.00	8,700.00	-4,411.00	49.3%
<b>Total Team Indiana Expenses</b>	<b>11,561.53</b>	<b>77,665.00</b>	<b>-66,103.47</b>	<b>14.9%</b>
<b>National Meet Travel Support</b>				
State Meet Stipends	24,925.00	61,050.00	-36,125.00	40.8%
Long Course Senior State	0.00	15,000.00	-15,000.00	0.0%
Short Course Senior State	7,500.00	12,000.00	-4,500.00	62.5%
Open Water	0.00	3,500.00	-3,500.00	0.0%
State Meet Stipends - Other	0.00	0.00	0.00	0.0%
<b>Total State Meet Stipends</b>	<b>7,500.00</b>	<b>30,500.00</b>	<b>-23,000.00</b>	<b>24.6%</b>
<b>Hosted Meet Expenses</b>				
Pool Rental	9,718.99	18,500.00	-8,781.01	52.5%
Parking	0.00	800.00	-800.00	0.0%
Awards	2,691.48	1,100.00	1,591.48	244.7%
Meet Hospitality	1,480.04	4,300.00	-2,819.96	34.4%
Coach & Athlete Socials	235.11	800.00	-564.89	29.4%
Meet Staff	1,400.00	1,910.00	-510.00	73.3%
Guest Coach Travel	845.22	2,310.00	-1,464.78	36.6%
Meet Supplies	518.52			
<b>Total Hosted Meet Expenses</b>	<b>16,889.36</b>	<b>29,720.00</b>	<b>-12,830.64</b>	<b>56.8%</b>
<b>Championship Meet Fee Reimburse</b>				
Club Incentives	0.00	6,000.00	-6,000.00	0.0%
Councilman Grant	1,000.00	3,000.00	-2,000.00	33.3%
Awards to Individuals	757.49	2,500.00	-1,742.51	30.3%
Lifetime Memberships	0.00	2,000.00	-2,000.00	0.0%
Grants and other assistance	0.00	1,000.00	-1,000.00	0.0%
Program Expenses - Other	0.00	12,500.00	-12,500.00	0.0%
<b>Total Program Expenses</b>	<b>750,558.31</b>	<b>355,205.00</b>	<b>395,353.31</b>	<b>211.3%</b>
<b>Management &amp; General Expenses</b>				
<b>Payroll Expenses</b>				
Salaries & Wages	140,136.61	220,000.00	-79,863.39	63.7%
<b>Payroll Taxes</b>				
Social Security Taxes	8,688.35	17,050.00	-8,361.65	51.0%
Medicare Taxes	2,031.92			
SUI Taxes	1,735.81	700.00	1,035.81	248.0%
<b>Total Payroll Taxes</b>	<b>12,456.08</b>	<b>17,750.00</b>	<b>-5,293.92</b>	<b>70.2%</b>
<b>Total Payroll Expenses</b>	<b>152,592.69</b>	<b>237,750.00</b>	<b>-85,157.31</b>	<b>64.2%</b>
<b>Fees for Services</b>				
Accounting Fees	1,885.00			
Investment Management Fee	5,657.05			
Webcast Crew	2,375.00			
Payroll Processing	1,161.95			
Fees for Services - Other	0.00	8,000.00	-8,000.00	0.0%
<b>Total Fees for Services</b>	<b>11,079.00</b>	<b>8,000.00</b>	<b>3,079.00</b>	<b>138.5%</b>
<b>Advertising and Promotion</b>	<b>1,049.25</b>	<b>1,000.00</b>	<b>49.25</b>	<b>104.9%</b>

**Indiana Swimming**  
**Profit & Loss Budget vs. Actual**  
**September 2018 through April 2019**

	Sep '18 - Apr 19	Budget	\$ Over Budget	% of Budget
<b>Office Expenses</b>				
Supplies	693.34	720.00	-26.66	96.3%
Cell Phone	370.00	1,800.00	-1,430.00	20.6%
Postage & Mailing	0.00	2,280.00	-2,280.00	0.0%
Bank Fees	513.09			
Printing & Copying	3,645.33	5,007.52	-1,362.19	72.8%
<b>Total Office Expenses</b>	<b>5,221.76</b>	<b>9,807.52</b>	<b>-4,585.76</b>	<b>53.2%</b>
<b>Information Technology</b>				
Software & Services	6,378.85	1,512.48	4,866.37	421.7%
Hardware & Software Purchases	390.10			
<b>Total Information Technology</b>	<b>6,768.95</b>	<b>1,512.48</b>	<b>5,256.47</b>	<b>447.5%</b>
<b>Occupancy</b>				
Rent	10,108.72	15,750.00	-5,641.28	64.2%
Monthly Parking	2,132.50	3,500.00	-1,367.50	60.9%
Real Estate Tax	956.73	1,650.00	-693.27	58.0%
<b>Total Occupancy</b>	<b>13,197.95</b>	<b>20,900.00</b>	<b>-7,702.05</b>	<b>63.1%</b>
<b>Travel</b>	<b>20,618.00</b>	<b>38,420.00</b>	<b>-17,802.00</b>	<b>53.7%</b>
<b>Conferences, Conventions, Mtgs</b>	<b>29,271.58</b>	<b>49,820.00</b>	<b>-20,548.42</b>	<b>58.8%</b>
<b>Insurance</b>	<b>1,184.32</b>	<b>1,750.00</b>	<b>-565.68</b>	<b>67.7%</b>
<b>Other Expenses</b>				
Payment Processing Fees	9,366.86			
Intern Stipend	0.00	2,000.00	-2,000.00	0.0%
Dues & Memberships	1,575.00	1,500.00	75.00	105.0%
Outfitting	390.04			
Business Personal Property Tax	25.00			
Miscellaneous	372.54			
<b>Total Other Expenses</b>	<b>11,729.44</b>	<b>3,500.00</b>	<b>8,229.44</b>	<b>335.1%</b>
<b>Management &amp; General Expenses - Other</b>	<b>0.00</b>	<b>2,500.00</b>	<b>-2,500.00</b>	<b>0.0%</b>
<b>Total Management &amp; General Expenses</b>	<b>252,712.94</b>	<b>374,960.00</b>	<b>-122,247.06</b>	<b>67.4%</b>
<b>Total Expense</b>	<b>1,003,271.25</b>	<b>730,165.00</b>	<b>273,106.25</b>	<b>137.4%</b>
<b>Net Ordinary Income</b>	<b>114,064.43</b>	<b>5,895.00</b>	<b>108,169.43</b>	<b>1,934.9%</b>
<b>Other Income/Expense</b>				
<b>Other Income</b>				
Event Account Deposits	155,780.02			
<b>Total Other Income</b>	<b>155,780.02</b>			
<b>Other Expense</b>				
Event Account Withdrawals	60,957.16			
Championship Meet Awards	2,526.90			
Uncategorized	-1,589.51			
<b>Total Other Expense</b>	<b>61,894.55</b>			
<b>Net Other Income</b>	<b>93,885.47</b>			
<b>Net Income</b>	<b>207,949.90</b>	<b>5,895.00</b>	<b>202,054.90</b>	<b>3,527.6%</b>

## Indiana Swimming

### Profit & Loss Budget vs. Actual

September 2018 through April 2019

	Sep '18 - Apr 19	Budget	\$ Over Budget	% of Budget
<b>Event Account</b>	94,822.86			
<b>Funding</b>				
Meets	255,324.80	425,550.00	-170,225.20	60.0%
Membership	114,868.16	167,050.00	-52,181.84	68.8%
Sponsorship				
Speedo	0.00	3,000.00	-3,000.00	0.0%
Fitter & Faster	0.00	1,000.00	-1,000.00	0.0%
Other	3,846.14	200.00	3,646.14	1,923.1%
<b>Total Sponsorship</b>	3,846.14	4,200.00	-353.86	91.6%
Investment Income	0.00	10,000.00	-10,000.00	0.0%
<b>Total Funding</b>	374,039.10	606,800.00	-232,760.90	61.6%
<b>Programs</b>				
<b>Camps</b>				
Age Group	-501.93	-7,970.00	7,468.07	6.3%
OTC	-2,216.50	-64,190.00	61,973.50	3.5%
Green Flag	0.00	-1,110.00	1,110.00	0.0%
Camps - Other	0.00	0.00	0.00	0.0%
<b>Total Camps</b>	-2,718.43	-73,270.00	70,551.57	3.7%
<b>Team IN</b>				
Mid States	-2,229.03	-1,750.00	-479.03	127.4%
CZ 14&U	0.00	-12,080.00	12,080.00	0.0%
AG Duel	3,000.00	-19,310.00	22,310.00	-15.5%
CZ OWC	0.00	-2,245.00	2,245.00	0.0%
CZ Multicultural	0.00	-17,520.00	17,520.00	0.0%
<b>Total Team IN</b>	770.97	-52,905.00	53,675.97	-1.5%
Travel Fund	-23,525.00	-61,050.00	37,525.00	38.5%
State Meet Stipends	-7,550.24	-31,350.00	23,799.76	24.1%
<b>Hosted Meets</b>				
Mid States	-17,044.14	9,190.00	-26,234.14	-185.5%
Speedo Sectionals	0.00	25,000.00	-25,000.00	0.0%
AG Duel	-845.22	-10,410.00	9,564.78	8.1%
Hosted Meets - Other	0.00	0.00	0.00	0.0%
<b>Total Hosted Meets</b>	-17,889.36	23,780.00	-41,669.36	-75.2%
Coach Education	-4,744.58	-10,000.00	5,255.42	47.4%
Diversity & Inclusion	-4,289.00	-8,850.00	4,561.00	48.5%
Officials	-1,514.00	-6,200.00	4,686.00	24.4%
Webcasting	-2,075.00	-5,100.00	3,025.00	40.7%
Club Recognition & Excellence	0.00	-5,000.00	5,000.00	0.0%
Partnership Costs	-1,619.77	-4,500.00	2,880.23	36.0%
LSC Workshops	0.00	-3,150.00	3,150.00	0.0%
Counsilman Grant	-1,000.00	-3,000.00	2,000.00	33.3%
Awards	-608.66	-2,500.00	1,891.34	24.3%
Interns	-165.00	-3,000.00	2,835.00	5.5%
<b>Total Programs</b>	-66,928.07	-246,095.00	179,166.93	27.2%
<b>Management &amp; Governance</b>				
Management	-159,685.07	-293,420.00	133,734.93	54.4%
Board of Directors	-1,136.80	-10,170.00	9,033.20	11.2%
USAS Convention	-14,060.11	-19,000.00	4,939.89	74.0%
House of Delegates	-10,331.04	-10,720.00	388.96	96.4%
Golden Goggles	-18,194.38	-19,000.00	805.62	95.8%
Safe Sport	-269.12	-2,500.00	2,230.88	10.8%
Management & Governance - Other	-1,378.61			
<b>Total Management &amp; Governance</b>	-205,055.13	-354,810.00	149,754.87	57.8%
Unclassified	11,071.14	0.00	11,071.14	100.0%
<b>TOTAL</b>	<b>207,949.90</b>	<b>5,895.00</b>	<b>202,054.90</b>	<b>3,527.6%</b>