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- PAUL STAUDER**
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- 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: November 16th, 2020 5:30 pm / 8:03 pm adjourned
Location: Zoom Meeting – Please reference email for details

1. Welcome and Introduction of board members and guests
Guests – Traci Brauer, Matt Stowe, Ben Sutton, Alicia Antonettie-Tricker
2. Approve October Minutes (**Motion, seconded, motion carried**)
3. Consent Agenda
 - Board Reports
4. Executive Director’s Report – Tony Young

Tony briefly reviewed his submitted report. He emphasized the importance of connecting to our clubs & coaches as they deal with the pandemic and how it is financially challenging the sport. It was noted that the NCAA Basketball tournament will be conducted during the same time as Age Group State Championships. Please reference his report for complete details.

Michele added comparative membership numbers to her report so the Board can see the financial impact of COVID. She also included comparative meet surcharges and revenue totals allowing for a full and complete review. Questions to the flex membership were asked and discussion followed.

Emily spoke to coach certifications and the extended deadlines. She reported coaches are still deficient in keeping up with their certifications. Emily noted that Deck Pass was removed from the Apple Store and coaches must adapt by using USA Swimming’s website. The new ISI website is close to launch as Emily finalizes the various webpages with the different ISI Committee Chairs.

OLD BUSINESS

1. Review and Approve the ISI Strategic Plan
Alicia was generous to amend item #5 strategic initiatives/objective. The edited item was presented and reviewed. The remaining items were opened for discussion. Hearing no objections and no further discussion, a motion was adopt the ISI Strategic Plan.

Motion – moved to approved the amended ISI Strategic Plan, seconded, motion carried.

2. COVID -19 Club Support Grant Support Program Guidelines
Joe reviewed the program guidelines and details. It was reported that a number of clubs are having difficulties due to local prohibition or no access to facilities. Program funding was discussed in extensive deal and concerns were raised over maintaining fiduciary responsibility to the LSC. Please refer to the submitted guidelines for full and complete program details.

After significant discussion, the item was tabled until the next board meeting.

NEW BUSINESS

1. New Board Member Orientation
This will be conducted during the January board meeting.



NEW BUSINESS (cont.)

2. Event Updates

Arlene briefly reviewed her report and thank a number of people. Two meets were conducted in the month of November and the appreciation from coaches and athletes were plentiful and very gratifying. The US Open saw 1136 athletes participate at 9 sites. The meet was a great snapshot of what meets might look like during the COVID era. The COVID mitigation protocols were tested at the meet which was a huge plus for the meet. Grants were used to support the extra costs. The waiver system worked well by using the Pactsafe platform.

Please see Arlene’s submitted report for full details.

Tom Johnson shared the conduct of their meet at Elkhart venue. The format of the meet permitted the venue to maximize the number of athletes which added to the level of competition. Tom reported the safety/COVID procedures were very strict. Tom is more than willing to share the meet format so other clubs can copy their success. Joe Keller also spoke to their meets. He shared how they have progressively increased the size of the meets while adhering to all health guidelines issued by the different authorities.

3. Financial Updates and Review

Chris reviewed his submitted reports. He reported that the second review by Blue & Co. has started. Chris commented that the first review was cumbersome but expected the second review to be more straightforward. The second review should be wrapped up by January’s board meeting with the intent to have someone from Blue & Co. present their findings and recommendations. The cash position was studied in detail and how it would be applied to operating costs.

4. DE&I Social Media Campaign from the Athletes’ Committee

The Athletes’ Committee is taking a proactive approach to supporting the DE&I initiative within swimming. The Committee will present at the January board meeting their DE&I social media campaign.

Next Board Meeting:

January 18, 2021 Board Meeting

Reminders & Announcements

2021 MidStates All-Star Championships – Dates TBD, IU Natatorium

2021 Spring Senior Championships: March 12 - 14, IU Natatorium

2021 Spring Speedo Sectionals: March 25 - 28, IU Natatorium

2021 Tyr Pro Swim Series: May 12 - 15, IU Natatorium

Upcoming Board Meetings:

April 19, 2021 Board Meeting

May 17, 2021 Board Meeting

June 16, 2021 Board Meeting

August 16, 2021 Board Meeting

October 18, 2021 Board Meeting

November 15, 2021 Board Meeting



INDIANA SWIMMING STAFF	
Tony Young tony@inswimming.org	Emily Kowalski emily@inswimming.org
Arlene McDonald arlene@inswimming.org	Michele DeLuna michele@inswimming.org

INDIANA SWIMMING STAFF REPORTS: NOVEMBER 16, 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 November 2020 Board Report

Since the October Indiana Swimming Board of Directors meeting, my focus has been on executing the plans for the two fall meets hosted by Indiana Swimming in the last three weeks at the Nat, the *2020 Return to the Nat Invitational* and the *2020 USA Swimming Toyota U.S. Open Championships*. Please join me in thanking Ed Merkling and his staff at the Indiana University Natatorium for their partnership and dedication in going above and beyond to provide these two opportunities for our athletes. We have been working in tandem since June, and to see the extensive planning become a reality was extremely gratifying. Also, a very special thank you to Dodd Technologies, VeroShield Antiviral Logistics, and Team Indiana for providing the critical support necessary to host safe events at the Nat. Having the backing of these longtime community partners and having access to tap into their areas of expertise allowed our event leadership teams to proceed with confidence in welcoming athletes back to the Nat. The experience of working with all of these passionate and dedicated partners during this challenging time has been truly inspirational.

The most up-to-date operational details around those two competitions are described later in this report. I will present a final report for each of these events at the January Indiana Swimming Board of Directors meeting.

Other Activities/Initiatives since October Include:

- Facilitated the October 27 *Return to Competition Part II* virtual workshop for Indiana Swimming meet hosts, club leaders, and meet directors
- Assisted Jessica Boardman in planning for the quarterly meeting of the Indy Aquatic Alliance to be held this Wednesday, November 18
- Participated in the weekly USA Swimming calls with the nine hosts of the 2020 Toyota U.S. Open Championships
- Participated in a virtual meeting of the Indiana University Water Safety Day planning committee
- Facilitated ongoing virtual discussions with the Central Zone Section 3 Speedo Sectionals task force
- Planned and facilitated virtual coach meetings for both the *2020 Return to the Nat Invitational* and the *2020 Toyota U.S. Open Championships*
- Participated in USA Swimming’s ongoing governance and LSC leadership virtual webinars and meetings
- Participated in a virtual meeting with Indiana Sports Corp and the HIM by HER Foundation related to potential funding for their pool renovation initiative
- Coordinated a subsequent virtual meeting with Spear Corporation related to the HIMbyHER pool renovation initiative
- Participated in a virtual meeting with community leaders and representatives of the Indiana Sports Corp related to the funding of a new sound system at the Nat
- Participated in the monthly calls of the Board of Directors of Team Indiana (previously Sports Indiana)
- Assisted in the planning for a Golden Goggles viewing party for the 2024 U.S. Olympic Team Trials – Swimming organizational groups
- Participated in weekly calls with USA Swimming event staff and the Omaha Sports Commission related to planning for the 2020-21 U.S. Olympic Team Trials – Swimming



INDIANA SWIMMING STAFF

Tony Young

tony@inswimming.org

Arlene McDonald

arlene@inswimming.org

Emily Kowalski

emily@inswimming.org

Michele DeLuna

michele@inswimming.org

2020 Indiana Swimming Hosted/Partner Events Updates:

- *Return to the Nat Invitational-* October 31 & November 1: Special kudos to Lucy Duncan (Meet Referee); Marianne Walling (Entry Chair); Cyndi Miller (Starter); Chris Blaisuis (IU Health); Chris Owens, John Maxey, Carrie Utterbach, and Angie Brenneman for serving as volunteer leaders for this event. Also, a very special thank you to all the Indiana Swimming officials who supported the meet. We were excited to welcome 147 Indiana Swimming athletes and their coaches from these 20 teams to the Nat: Boonville Dolphins, Brownsburg Swim Club, Cardinal Community Swim Team, Carmel Swim Club, Club Olympia Swim Team, Concord Swim Club, Donner Swim Club, Fort Wayne Swim Team, Franklin Regional Swim Team, Goshen Swimming, Greenfield Community Aquatic Team, Greenwood Gators, Indian Creek Aquatic Club, Indiana Swim Club, Mount Vernon Swim Team, Southeastern Swim Club, Summit City Aquatics, Terre Haute Torpedoes, Washington Township Swim Club, and Zionsville Swim Club.
- *USA Swimming 2020 Toyota U.S. Open Championships-* November 12-14: It was certainly an honor to be chosen by USA Swimming as one of nine sites across the country for these championships. Ed Merklung served as co-meet director with me; it was a privilege to work with Ed and his staff throughout the planning and execution of the event. The meet just concluded yesterday, and from all the feedback we've received this far, our visiting coaches and athletes were extremely pleased with the experience and both excited and grateful to be back racing at the Nat. Personally, it was an affirmation for me about why we do what we do.

We welcomed 178 athletes (competing in separate sessions by gender) representing 53 teams to the Nat for these National Championships including the following Indiana Swimming clubs: BOON, CARD, DON, FAST, FORT, FRST, GCAT, IA, ISC, NSC, SCA, UIND, and ZSC. The list of incredible folks contributing to the success of this meet is so very extensive as it took a true team effort to make this happen. First of all, the event team at USA Swimming provided exceptional leadership in their coordination of the nine sites during the extensive planning phase. Particularly satisfying to me was the collaboration among the sites and connecting with meet directors in those locations to share ideas. Next, a huge thank you to our officials' leadership team of Lucy Duncan (Meet Referee); Mickey Smythe (Admin Referee); Kathleen Scandary (Deck Referee); Robert Scandary (Starter); and Marianne Walling & Edgar Carballo (Chief Judges). Last, but certainly not least, kudos to our small but mighty volunteer organizing committee made up of John Maxey, Chris Owens, Heather Blaisuis, Chris Blaisuis, Emily Kowalski, Mike Miles, Emily Logan, Megan Coffin, Andrew Bartolini, Jenna Nethercutt, Sharon Ramey, Jon Ramey, and Drew Sellers. What an energetic and passionate team!

Congratulations to these six Indiana Swimming athletes who achieved new Olympic Trials qualifying times: Kyle Ponsler (FAST – 2 events); Cade Oliver (FRST – 3 events); Mackenzie Looze (ISC – 1 new event); Noelle Peplowski (ISC – 1 new event); Tristan Dewitt (ISC – 1 new event); and Jack Hoagland (UN-IA – 1 new event). Two National Team Paralympic athletes competed in the meet including Indiana Swimming's own Mikaela Jenkins as well as Team USA Olympic Medalists Cody Miller and Kathleen Baker.

2021 Indiana Swimming Hosted Events:

- 2021 MidStates All-Star Championships – Dates TBD (Original Dates – January 9 & 10) We are awaiting the recommendation of the task force on December 7 about whether to push this meet back to May of 2021 or wait until the regularly scheduled dates in January of 2022.
- 2021 Spring Senior Championships: March 12 – 14 This meet is being planning by the Indiana Swimming Performance Committee.
- 2021 Spring Speedo Sectionals: March 25 – 28 The task force representatives (Cindy Dial – Section Chair; Jeff Cooper - MI; Tim Hable - LE; John Gibson – IN; and Kyle Goodrich – OH) have begun their exploration of alternative meet formats and multiple sites. I will share more information as the results of that research evolves.



INDIANA SWIMMING STAFF	
Tony Young tony@inswimming.org	Emily Kowalski emily@inswimming.org
Arlene McDonald arlene@inswimming.org	Michele DeLuna michele@inswimming.org

- 2021 Tyr Pro Swim Series: May 12 – 15 We have our initial LOC leadership call later this month with Westfield Aquatics and Center Grove Aquatic Club leaders Andrea Todd, Jeff Kaufman, & Danica Eyerl (WA); and Heather Trammel & Scott Rice (CGAC). It is obviously too early to predict exactly what this meet might look like but we want to be ready for all scenarios as soon as we learn more from USA Swimming.

Respectfully submitted,
Arlene McDonald
Indiana Swimming Event Director

GENERAL CHAIR	Tom Johnson coachtomjohnson@earthlink.net
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No Report

ADMINISTRATIVE VICE CHAIR	Brad Dumbauld BDumbauld@gregoryappel.com
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No Report

BUDGET & FINANCE VICE CHAIR	Chris Conley christophermconley@gmail.com
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I have been working on Year-End Financials for the Review, which starts Monday Nov 16. I have attached a revised set of Financials for FY20. These will not be finalized until the review is complete but what I have presented should be pretty close.

Respectfully Submitted,

Chris Conley
Budget & Finance Vice-Chair

SENIOR VICE CHAIR	Joe Keller coachkeller@fasttigers.com
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- Working with multiple teams/coaches in their efforts to keep their programs and facilities operational
- Participated in several Performance Committee Meetings
- Attended US Open
- Planning toward hosting 18&U Winter Championships with LCM Time Trial
- Finalized COVID Relief Athlete Surcharge and Incorporation with Sanctioning Procedures



- 6. Finalized Time Standards
- 7. Working on Championship Meet Formats and Options

AGE GROUP VICE CHAIR	Amy Todd Spencer amyspencer32@yahoo.com
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No Report

COACHES REPRESENTATIVE	Alec Haley coachalec@fasttigers.com
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No Report

TECHNICAL CHAIR	Mike Artim mpaswim@gmail.com
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No Report

OFFICIALS CHAIR	Cyndi Miller clmiller@indy.rr.com
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No Report

ATHLETE REPRESENTATIVES	Chase Smith Noah Berryman office@inswimming.org	Diane Koo Alaina Simmons
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Items for BOD/General Chair:

- 1. Approval of Social Media posts for DEI Campaign

Completed Projects:

- 1. None at this Time Ongoing Projects;
- 1. DEI Campaign with USA Swimming

SAFE SPORT CHAIR	Paul Stauder paul.stauder@att.net
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Capital Aquatics in Corydon joined the ranks of Indiana’s Safe Sport Recognized clubs, bringing our LSC total to 19.

Our first SSRP club, Lawrence County, is now due for renewal after they achieved recognition in January 2018 and their two-year term ends.

USA Swimming is now proactively working with clubs that are close in SSRP to finish their applications. Technology hurdles within the club portal and APT application process have prevented some progress that USA Swimming says it is working to resolve.

One piece of actual IT progress is the turn-key Safe Sport content package offered by Team Unify that allows clubs to comply with SSRP and MAAPP requirements without having to build those elements individually. Thanks, Emily, for putting that information front and center on our home page.



SAFE SPORT CHAIR

Paul Stauder
paul.stauder@att.net

I am also working with Emily to update the Indiana Swimming website Safe Sport pages and links before the updated website launches. She has taught me how to make changes and updates in Team Unify myself.

Club consults since last report:

- BA
- CSC
- FA
- ISC

Respectfully submitted,

Paul Stauder
Safe Sport Chair

ADDENDUM

DRAFT Indiana Swimming Strategic Plan 2021-2024 – 6 pages
Executive Director Report – 3 Pages
Office Manager Report – 2 PageS
Membership Coordinator Report – 1 Page
Indiana Swimming Financials – 4 Pages
COVID-19 Club Support Grant Relief Program Guidelines – 2 pages

Respectively Submitted:

Mickey Smythe
Mickey Smythe, Secretary
January 15th, 2021

INDIANA SWIMMING Strategic Plan 2021-2024

INDIANA SWIMMING MISSION STATEMENT

Indiana Swimming inspires excellence through progressive and innovative programs and partnerships

VISION

Growing Champions and Inspiring Dreams

INSPIRATIONAL GOAL

Indiana Swimming is the number one LSC in the country * Need to Review with Board

(Indiana Swimming is the number one LSC in its development of creative and inventive programs to enhance performance of athletes, coaches, and clubs)

VALUES & CULTURE * Need to Review with Board

- Dreams
- Motivation
- Success
- Team
- Process
- Journey
- Focused
- Friendships
- Life-Long
- Safe
- Diverse
- Collaborative
- Trust

Strategic Priorities (In Priority Order)

- *Improve Athlete & Coach Performance and Development*
- *Increase Resources through Sponsorship, Philanthropy & Partnerships*
- *Grow & Retain Membership*
- *Connect to Clubs and Provide Resources to Enhance the Member Experience*
- *Transition to a Governance Board allowing Staff to Manage Operations*

2021-2024

1. Improve Athlete & Coach Performance and Development

- ~~By 2024, ISI will provide **championship meet structures** that will allow for at least 50% of registered swimmers to participate in a championship level meet (Staff & Performance Committee) (Evaluate if this is a need)~~
- By the conclusion of the 2024 swim season, the number of coaches who participate in coaches' programming will double (Staff & Performance Committee) (Increase from 122 to 244 from 2021-2024)*
- Engage Elite Coaches by creating a High Performance Committee by December 31, 2020 and develop a quadrennium High Performance plan by April, 30 2021 (Executive Director and Performance Committee)
- By the end of 2024, the Number of ISI swimmers qualifying for USA Swimming's Championship Meet progression will increase by _____ (i.e. Zones, Sectionals & Futures) as supported by athlete programming, ISI camp programs and travel support (Staff & Performance Committee) (Seek Performance Committee Input) (Get benchmark & metric)
- Increase the number of clubs achieving USA Swimming's Club Excellence Status by 25% throughout Quadrennium (Increase from 9 to 12 teams)** (Staff and Coaches)

2. Increase Resources through Sponsorship, Philanthropy & Partnerships

- Create a Business Development Task Force who develops a Business Plan and Measurable Benchmarks to increase Sponsorship, Philanthropy, and Strategic Partnerships by January 2021 Board Meeting (Task Force appointed by General Chair)
- Begin Implementation and provide Accountability for raising Resources by April 30, 2021 (Task Force appointed by General Chair)
- Conduct a Return on Investment (ROI) on major expenditures by September 1, 2021 (Finance Chair & Executive Director)
- Update and Finalize Policy Manuals and Financial Procedures Manual by April 15 2021 (VP Admin, Finance Chair, Select Individuals & Staff)

3. Grow & Retain Membership

- By August 31, 2024, Total ISI Membership has increased by 15% (Staff & Board) (BOD: Clarify if total ISI membership or athlete membership - Get benchmark)
- By August 31, 2024, Membership Retention is above USA Swimming Membership averages throughout Quad (Staff & Board)
- Finalize Marketing, Membership Growth & Retention plan by May 2021 (Staff with Committee Chairs)
- Create Quarterly Social Media Campaigns throughout Quadrennium supported by ISI Athletes starting April 2021 (Staff & Athletes)

- Create DEI Goals for athlete & coach membership growth, and ISI and club board leadership, and begin Implementation by June 30, 2021 (**DEI Chair, Board and Staff**)

4. Connect to Clubs and Provide Resources to Enhance the Member Experience

- By the end of 2024, ALL Indiana Swimming clubs are *Safe Sport Recognized Club and Club Recognition Level 1* or above (**Board, Region Reps, Staff**)
 - Create assessment check list – January 2021 (Board)
 - Phone Calls to All Clubs – Spring 2021 (Region Reps)
 - Educate and Connect Clubs to Resources (Staff)
- Evaluate Indiana Swimming club’s challenges and sustainability throughout 2021, and provide financial assistance and financial planning resources to assist, as possible. (**Staff & Board**)
- Post-pandemic, create small committee to create new goals for this Strategy (**General Chair**)

5. Transition to a Governance Board allowing Staff to Manage Operations

- Executive Director will set annual goals for organization, to be approved by Board starting January 2021 (**Executive Director & Board**)
- Develop goals around this strategy by January 2021 (**General Chair, in conjunction with Executive Director**)

**(Number calculated from 2016-2020 by # of coaches attending the following: ASCA World Clinic, Mid-States Clinic, ASCA Regional & Indiana Regional Clinics)*

*** (From 2016-2020, 9 teams achieved Club Excellence recognition: 1 Gold, 4 Silver and 4 Bronze)*

Indiana Swimming Supplemental Information

STRENGTHS

- * Host Meets – National Level
- * TEAM Indiana Pride
- * Strong LSC
- * LSC Programming
- * Facilities
- * Partnerships-IHSAA, Indiana Sports Corporation

WEAKNESSES

- * Limited Revenue Stream – Sponsorship/Fundraising
- * Marketing our products -Clubs, ISI Communication Plan
- * Other Youth Sports
- * Costs
- * Lack of Control of Facilities

OPPORTUNITIES

- * Financial Partnerships
- * USA Swimming Partnership
- * Cross LSC Cooperation
- * Facilities
- * Economic Value of Membership
- * Redefine Meets- Be Creative

THREATS

- * Other Youth Sports
- * Costs
- * Losing NCAA Programs
- * Covid 19/Economy
- * Volunteers/Officials
- * Revenue

GROUP DISCUSSION BRAINSTORM: What “Big Ideas”/Strategic Areas of Focus” make sense for Indiana Swimming and why? (Note: Please review to ensure these are these covered in plan, if appropriate)

Organizational Development of clubs

Revenue Sources

Membership- retention

Providing programming- athletes

 Camps & programs, effectiveness, engagement

LSC- job to support clubs, provide tool kits

Communicating w/clubs about needs, available programs

Athletic performance

Development of Coaches/opportunities for athletes, drive performance

Swimming offers opportunities for EVERYONE to participate (DEI)

Partnerships

Legal responsibilities of us as an organization

Impact on Families

Coach education, participation, opportunities for athletes

ISI should offer an expanded experience beyond USA-S

2025 Headlines

Swimming is the most popular sport in Indiana now!
Indiana Swimming hosts a successful Olympic Trials and set to host 2028 Trials
Indy parks and Rec win their first Age Group State Championships
Membership retention up after Olympic bump
Participation and performance of Indiana athletes higher than ever
Indiana University, Purdue University and Notre Dame (and Ball State!) all finish in Top 10 at NCAA's with homegrown/Indian athletes
More swimming programs opening up throughout the state
Indiana swimming signs a 5 year contract with xxxx for \$1 million
Indiana has their own ISL team
Indiana transforms the way typical meets run
Indiana Swimming adjusted to the changing priorities of USA Swimming and the needs of its clubs
Indiana Swimming brings home most golds since Councilman era
Indiana Swimming paves the way with new multisport partnership and innovative increased growth

Executive Director BOD Report

11/16/2020

Executive Director Summary

From October 19th to date my goals for our organization growth has been focused on compliance with the Federal & State government. In researching our records with the State of Indiana a concerted effort was made to file required forms, update information and access future requirements as we strive to demonstrate compliance and commitment to our fiduciary responsibilities.

Connecting with our coaches & clubs to assess needs has shown the mental strain placed on coaches' through concerns relating to job stability and athlete mental health.

Clubs share how they are taking a more pro-active approach in facing the financial challenges due to lack of home pool access, The resurgence of Covid cases and the struggles club's face with new and increased costs, ongoing uncertainties of pool availability for practice and competitions have clubs facing difficult decisions.

Programs & Communication

In an effort to develop new athlete & coach program opportunities we have found that through USA Swimming's help and the generosity of our partner presenters we can offer quality educational & motivational experiences at no cost to our members & Indiana Swimming.

USA Swimming's Wendy Bartlett has helped Indiana Swimming offer an Athlete Meet & Greet through the APA Program. USA Swimming National Team Members, Annie Lazor & Zach Apple will appear via a virtual zoom presentation on Monday, December 7th from 8-9pm ET.

Potential Q&A Topics include:

- Sharing their experience getting into the sport and being an age group swimmer?
- Talk about the collegiate experience and the transition to being a professional swimmer
- How has your COVID experience been and what have you been doing to get through it?
- What is a typical training day/week, and can you provide a favorite set?
- What's your experience competing for Team USA (5-10 minutes)
 - What it is like to represent Team USA at international competitions?
 - What it is like to stand behind the block at one of these meets and put the black flag cap on?
 - Talk about the team culture
 - Plans/goals for 2021
- Q&A session

For coaches it is with great delight to reconnect with Dr. G (Genadius Sokolovas) to assist us with monthly coach educations presentation to assist us with our coach's growth and development of our athletes. During pandemic Dr. G has been very busy doing many presentations for swim teams and coaches' clinics (ASCA, FINA, other federations). His practical workshops focus on long term development in training, swimming technique, strength development, racing and physiology.

Operational Activities

Staff continues to provide clubs ongoing resources with the Return to Competition Part II. Arlene & Michele partnered with local clubs to share their experiences with early season meets focusing on their challenges & best practices

Emily & I are working diligently on the new ISI Website. Transferring files, creating pages, updating data, and developing layout for design that formats correctly to multiple media devices. The target dates for the upcoming test week is TBD and a December "Live" transition.

Staff's priority continued to be assisting Chris Conley with the information needed for the next Financial Review and Tax Returns.

Key Accomplishments

Props to Arlene & Ed Merkling along with their leadership teams to offer the Return to the Nat & Toyota US Open meets this month

LSC Partnerships

Pactsafe continues to work with Indiana Swimming with the development of electronic waivers for the US Open.

We have reached agreement with the Fitter & Faster Tour increasing our sponsorship agreement. Negotiations continue in renewing our LSC Sponsorship Agreement with Speedo and TYR who has shown a strong interest in becoming a New LSC partner

Current Significant Issues

The swimming community is definitely aware of increased cases of COVID, and that is the focus of conversation.

From ISI Coach & Region Rep: Chad Dillon:

I have had several emails this week from parents. They say they are so thankful for our strict guidelines at the pool and how we are keeping their children involved with activity but also focused on being leaders in limiting contagion and spread of the virus.

The Performance Committee has taken initial steps to research potential championship meet formats, potential sites if needed, financial forecasting and challenging questions facing the March Championships meets. With uncertainty of how Covid will continue to affect our sport through the winter months, this information was created to be a foundation for future discussions with key LSC leaders, hosts & staff.

Respectively,

Tony Young
Indiana Swimming
Executive Director

MEETINGS

- Reflect with Debbie Hesse on Strategic Planning Sessions
- Multiple meetings with club coaches, meets hosts & administrators to define club status, community health environments and access to pools.
- Individual Meetings Staff Meetings
- Weekly meetings with Performance Committee
- Worked with BDMS to create a SharePoint files system for staff and BOD.
- Sit in on USA Swimming's LSC Leaders monthly meetings & Governance workshops
- Attended US Open Technical Meeting
- Attended the Return to Competition II Virtual Workshop
- Continue ongoing negotiations with Speedo & TYR
- Attended the Indiana Swimming High School HOF Board Meeting

GOALS

- Work with LSC Leadership to finalize 2024 Quad Plan

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 Report

10.19.2020

Zoom/Meetings

Improving Water & Air Quality

Indiana Swimming Return to the Nat-listened in

ISI Return to the Nat Coaches Meeting-listened in

DEI Panel

LSC Leadership November Meeting

Met with Tony twice

Non-Athlete Registration/Renewals/Certifications

Officials registrations are coming in steady but not as fast as usual. Because of the current situation we are also not seeing new officials. I believe we will see an increase in renewals of our officials in the next month.

Coaches registrations are coming in at a slow pace but that is typical for coaches, we will see an increase in renewals in the next month. It is good to see that we are still seeing new coaches registering.

Certifications have been a big obstacle – Due to the difficulty of coaches being able to renew CPR and In-Water Safety Training for Swim Coaches we received this communication:

Per the Operational Risk Committee:

Coach Certification Requirements – Extensions - With the continuation of many facilities being closed due to COVID-19, coaches may find it difficult to renew some certifications. USA Swimming's Risk Management Committee met and on advice of the Certification Subcommittee, the following steps are being taken to assist with this issue for coaches whose In-Water Safety Training and/or CPR/AED certifications expire between March 1, 2020 and March 31, 2021. This will replace the extension ending December 31, 2020.

For agencies that are granting certification extensions Submit the following to your LSC registrar:

- Any correspondence from the agency that provides specific information about the extension, including the new expiration date(s). Examples of correspondence include provisional/temporary certificates, email notifications from the agency, etc.
- A copy of your In-Water Safety Training or CPR/AED certifications showing an expiration date within the dates stated above.

For certifications from any agency that does not grant an extension - USA Swimming is granting an extension until March 31, 2021, for coaches whose In-Water Safety Training and/or CPR/AED certifications expire between March 1, 2020 and March 31, 2021.

-This being the case I am still experiencing some coaches who also think the online STSC cert date has been extended. Lots of education.

It was discovered that Apple also removed Deck Pass Plus from the Apple store so I had to switch gears pushing everyone to make sure they have Deck Pass Plus on their smart phone to including the below graphic with any communications I have with any coach new registrations and renewals.

Attention USA Swimming Iphone Users and New Members with Iphones

The Deck Pass Plus app has been removed from the Apple Store. While USA Swimming works to fix this, All is not lost. You are still able to pull up your credentials by going to the usaswimming.org site on either your desktop computer (if you want to print your card) or on your phone via safari.

- Go to usaswimming.org
- Log into your USA Swimming account (upper right on the screen)
- Once logged in, you should be in your Dashboard
- Running down the left side of the screen will be your certifications – this screen can be shown to get on deck
- If you prefer to print a card or show your card to get on deck, keep scrolling and you will see MEMBERSHIP CARD
- Click here and your membership card will pop up, it can be printed or shown to get on deck.

Working with Paul Stockett in getting information for DEI and Disability, still have more information to gather.

Contacted Erin Popovich at USOPC regarding a future schedule of National Para meets. Waiting for their schedule.

Working with Tony to assure we have a clean website when the switch takes place.

Financial

Began working with Chris, Tony, Michele for our end of fiscal year audit.

Respectfully submitted:

Emily Kowalski

Membership Services Coordinator BOD Report 11/16/2020

Athletes	yearly	outreach	flex	total	Non athletes	coach	official	other	total
June	106	13	50	169		11	2	7	20
July	204	4	54	262		13	3	39	55
August	345	4	70	419		33	11	16	60
September	1383	1	208	1652		69	44	29	142
October	1902	101	582	2585		64	62	47	173

Taking the total # of athletes registered at this point for the 2021 registration year (5087) compared to the average of where we were at the end of October for 2015-2020, we are at 85% registration. Flex athletes has risen to 19% of that (8% in 2019 and 12% in 2020) with teams more likely to register as flex not knowing how many meets their kids will get to do. Outreach is actually down. (2% of total this year, down from 4% the previous two years).

In terms of non-athletes, we are sitting slightly ahead of 2019 numbers, and 82% of 2020. The big change, to be expected, is that other (board members) has increased from 9% of the total number of non-athletes for 2019 and 2020 to 31% for 2021. With the new requirement from USA Swimming, this was to be expected. Coaches and officials are behind last years numbers with 31% less coaches and 46% less officials from this point last year. I would expect that officials are later renewing with fewer meets at this point.

I have had 23 teams renew their club apps at this time (they are due December 1 at \$100- cost will go up to \$150 after December 1). 91 teams have "done business" during the 2021 registration year (they have registered SOMEBODY) of the 113 teams that were registered last year. We know/assume the following teams have folded: BEST, MAKO, MMSC, PRO (merging with IA), SARG (restructuring as Tri County Y-TCC). We have added LIFE (Lifetime Fitness in Indianapolis), and a new club is forming in Ferdinand Indiana. NCSC is now TAC (Trojan Aquatic Club).

In terms of meets:	Revenue: Through 1 st weekend of November
Currently sanctioned:	Surcharges: \$14,232 (53% of 2020- \$26,960)
September 14 (7 in 2020)	Club Support Grant: \$2,587
October 37 (39 in 2020)	8% entry fees: \$8,045.12 (\$30% of 2020 \$26,488)
November 29	Total: \$24,864.12 (47% of 2020 \$53,448)
December 9	

Respectfully,

Michele Deluna

Membership Coordinator

INDIANA SWIMMING, INC.

STATEMENT OF FINANCIAL POSITION

AUGUST 31, 2020

ASSETS	
Cash	\$ 199,990
Funds held for others	66,513
Accounts receivable	37,080
Investments	756,369
Property and equipment, net	<u>15,555</u>
	\$ <u>1,075,506</u>

LIABILITIES AND NET ASSETS	
Liabilities	
Accounts payable	\$ 53,925
Accrued expenses	100,477
Deferred revenue	0
Funds held for others	66,513
Other Short-Term liabilities	64,253
Total liabilities	<u>220,915</u>
Net assets	<u>790,339</u>
	\$ <u>1,075,506</u>

INDIANA SWIMMING, INC.

STATEMENT OF ACTIVITIES

SEPTEMBER 1, 2019 to AUGUST 31, 2020

	YTD Actual	Annual Budget	\$ Var to Budget
Support and revenues			
Revenue from meet sanctioning	237,449	374,677	(137,228)
Revenue from registrations	174,869	196,765	(21,896)
Revenue from hosted meets / events	10,258	29,050	(18,792)
Revenue from investments, net	143,521	14,600	128,921
Revenue from sponsorships	4,000	9,500	(5,500)
Revenue from other sources	29,935	0	29,935
Revenue transfer from events		50,000	(50,000)
Total support and revenues	600,032	674,591	(74,559)
Expenses			
Staff & Operating Expenses	341,347	321,111	20,236
Olympic Trials	0	68,000	(68,000)
Camps	2,670	64,533	(61,863)
Team Indiana, ISI contribution	6,996	53,344	(46,348)
National Meet Reimbursement	16,134	35,000	(18,866)
Championship Meet Stipends	0	24,500	(24,500)
Golden Goggles	18,787	19,000	(213)
USA Swimming Convention	13,162	17,368	0
House of Delegates (HOD)	7,071	13,100	(6,029)
Coaches Programs, net	(850)	12,350	(13,200)
Diversity & Inclusion	3,172	8,400	(5,228)
Webcasting	1,490	7,400	(5,910)
Officials	748	7,100	(6,352)
Interns	3,000	6,000	(3,000)
Club Incentive Program	2,000	5,000	(3,000)
Safe Sport	827	2,675	(1,848)
Councilman Grant	2,500	2,500	0
Indy Aquatic Alliance	0	2,000	(2,000)
Awards	4,368	1,000	3,368
IHSAA State Meet Hospitality	2,215	1,000	1,215
Total expenses	425,637	671,380	(241,537)
Change in net assets	174,395	3,211	166,978

NOTE:

\$174k includes \$144k Investment portfolio appreciation as well as \$10k in contributions to Duncan Scholarship fund.

INDIANA SWIMMING, INC.

STATEMENT OF FINANCIAL POSITION

OCTOBER 31, 2020

ASSETS	
Cash	\$ 172,136
Funds held for others	66,513
Accounts receivable	(14,943)
Investments	720,832
Property and equipment, net	16,698

\$ 961,236

LIABILITIES AND NET ASSETS

Liabilities	
Accounts payable	\$ 510
Accrued expenses	20,237
Deferred revenue	68,995
Funds held for others	66,513
Other Short-Term liabilities	65,241
Total liabilities	156,254

Net assets 739,741

\$ 961,236

INDIANA SWIMMING, INC.

STATEMENT OF ACTIVITIES

SEPTEMBER 1, 2020 to OCTOBER 31, 2020

	YTD Actual	Annual Budget	\$ Var to Budget
Support and revenues			
Revenue from meet sanctioning	3,931	205,000	(201,069)
Revenue from registrations	32,165	146,000	(113,835)
Revenue from investments, net	(35,536)	39,800	(75,336)
Revenue from Speedo Sectionals, net	0	25,000	(25,000)
Revenue from sponsorships	0	9,500	(9,500)
Revenue from other sources	100	0	100
Total support and revenues	660	425,300	(424,640)
Expenses			
Staff & Operating Expenses	42,517	261,990	(219,473)
Nat'I Meet/Olympic Trials Reimbursement	0	50,000	(50,000)
Championship Meet Stipends	0	30,500	(30,500)
Team Indiana, ISI contribution	(301)	26,415	(26,716)
Diversity & Inclusion	0	11,000	(11,000)
House of Delegates (HOD)	6,859	11,000	(4,141)
Officials	0	7,800	(7,800)
Webcasting	31	5,388	0
Club Incentive Program	500	5,000	(4,500)
Interns	0	3,500	(3,500)
Awards	0	3,400	(3,400)
Councilman Grant	0	3,000	(3,000)
Safe Sport	451	2,675	(2,224)
IHSAA State Meet Hospitality	0	1,000	(1,000)
Indy Aquatic Alliance	0	1,000	(1,000)
TYR Pro, ISI contribution	0	1,600	(1,600)
Camps	0	0	0
Coaches Programs, net	1,200	0	1,200
Golden Goggles	0	0	0
USA Swimming Convention	0	0	0
Mid-States Meet, net	0	0	0
Total expenses	51,257	425,268	(368,654)
Change in net assets	(50,597)	32	(55,986)



COVID-19 Club Support Grant Relief Program Guidelines

Purpose

Indiana Swimming will pledge \$75,000 in grants to support clubs and members impacted economically by the COVID-19 pandemic. This program will be funded by the Indiana Swimming Covid-19 Relief Athlete Surcharge & Indiana Swimming Reserves.

Grant Award Amount

Clubs are eligible to be considered for a relief grant of up to \$5000. Based on the number of clubs impacted and the desire to maximize organizational benefit, Indiana Swimming may be unable to honor every eligible request for assistance.

Recommended Uses for Grant Funds:

- Assisting member families with relief from club dues obligations
- Facility rental fees
- Loss of Membership
- Offset club operating expenses, including staff payroll expenses

Eligibility

To be eligible to apply for a Indiana Swimming COVID-19 Club Support Program Grant, a club must have:

- Suffered demonstrable financial losses as a result of the economic effects of COVID-19;
- Developed a plan to assist families in need with relief from club dues obligations.
- Incurred continued operating expenses, including payroll (Ex. Furloughed Employees)
- Established a comprehensive return to swimming plan through use of the grant and other resources.

Clubs Must Provide

- 2020-2021 Budget
- Share P&L Statement since March 2020
- Current Bank Statements showing reserves lower than 2.5x your monthly expense
- Confirmation that the club will have long term access of facility use (Once Facility or Schools have confirmed usage due to health regulations or school policies)

Grant Review Considerations

Each request will be considered individually, and strongest consideration will be given to those requests which, in the collective opinion of the reviewing task force, demonstrate the most significant need. In evaluating grant requests, the reviewing task force will consider the following:

- Whether the grant proposal clearly and effectively presents a strong case for immediate support.
- Whether the club has achieved Safe Sport Club Recognition status. Secondary consideration will be given to those clubs which have initiated achieving Safe Sport Club Recognition Status.
- Whether the grant proposal sets forth a plan to support families in need to return to participation in swimming with the club.
- Whether the club received grant funding from the USA Swimming / Indiana Swimming Relief Program for Teams– Round One.

Additional Information

Per IRS regulations, Indiana Swimming must also have a current W-9 form on file for any club receiving funds. A W-9 will be required at the time the application is submitted.

Timeline

- Applications must be received by October 31, 2020.
- Grant award application reviews will be completed by Indiana Swimming by November 13, 2020.
- Grant awards are expected to be announced and distributed the week of November 16, 2020.

Application Process

- Apply at: www.inswimming.org
- Clubs will be asked to complete the online registration form and attach all supporting documentation.
- The application requires the applicant to fill out a W-9 to ensure the fastest possible turnaround time.
- Please save the W-9 as: ClubName.doc (Ex_SwimClub.doc).

Further questions about the Indiana Swimming COVID-19 Club Grant Support Program can be sent to Tony Young at tony@inswimming.org