



- ✘ **MICKEY SMYTHE**  
General Chair\*
- ✘ **ALICIA ANTONETTI-TRICKER**  
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\*
- DIANE KOO**  
Senior Athlete Rep\*
- ✘ **GRACE DELUNA**  
Junior Athlete Rep\*
- ELYSE HEISER**  
Athlete Rep – At Large\*
- ✘ **ALANIA SIMMONS**  
Athlete Rep – At Large\*
- ✘ **PAUL STAUDER**  
Safe Sport Chair\*
- ✘ **TOM JOHNSON**  
Past General Chair
- ✘ **NOAH BERRYMAN**  
Secretary\*

**STAFF & COORDINATORS**

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

Meeting Date: April 19<sup>th</sup>, 2021 5:30 pm  
Location: Zoom Meeting – Please reference email for details

1. Welcome and Introduction of board members and guests
2. Approve January Minutes
  - a. Motion to Approve
  - b. Seconded
  - c. **Approved**
3. Consent Agenda
  - Board Reports
  - Senior Vice Chair Report Pulled
    - This report was pulled to help explain why we are seeing increases in the travel support. The amount Indiana Swimming initially had budgeted was too small because now Trials is in two waves. Joe Keller also shared with us specifics on how the money is given to coaches and to athletes.
  - Safe Sport Report Pulled
    - The safe sport report was pulled and there was discussion over a 1,500-dollar stipend from USA Swimming if 25% of our clubs were Safe Sport certified by May 1<sup>st</sup>. Paul Stauder shares with us that we are only a few clubs away from reaching this percentage with a handful of Clubs having enough points and just needing to apply. Paul also was reaching out to the region representations to assist him ensuring we can get the clubs to apply.
4. Executive Director’s Report – Tony Young + Staff Reports
  - a. Tony shares with us how clubs are beginning to get back into the water for the summer and the different types of programs clubs are offering for athletes during the summer. Tony also shares with us the upcoming challenges we as an LSC and clubs are going to be facing for the upcoming summer season due to either COVID restrictions or economical problems.
  - b. Arlene’s report details us the successes from the previous month’s meets and sends special thanks to all of those who helped run those meets. She also goes into detail about the upcoming TYR Pro Swim series meet in May along with details on how COVID testing will go for meets. Athletes and workers will have to receive a PCR test 72 hours before arriving to the venue of competition. More can be found within Arlene’s submitted report below.
  - c. Emily shares with us a lot of the previous information as the prior meeting. The biggest one being that we still have non-athlete’s that need to register or renew their certification. Emily has been reaching out to the coaches and has had great success in doing so. She is beginning a campaign to ensure that all non-athletes are fully certified.
  - d. Michelle’s report details us how the membership is beginning to move away from flex since a lot of clubs registered all of their athletes as flex members and now more opportunities are arising for competition. Which leads to them having to upgrade their membership. Also, USA swimming has allowed some leeway with the 180-day transfer rule due to covid and some clubs having to disband. Another important note is that the top 100 times in each age group events have been updated.



**OLD BUSINESS**

1. Summer Championships Task Force Update
  - a. The task force is going to review the previous state meets that happened in March to determine if efficient and effective meets were ran. Even though COVID didn't allow for the normal type of competition for athletes, we still saw great competition. The hosts of the state championship meets stepped up and helped facilitate great competition that support our programs. One major thing the board wants to do is a better job with providing athletes adequate rest in between events.
  - b. In terms of the Summer state championship meets, we are investigating if having a one site meet is a possibility. More information is expected to be gathered by the end of April. We are also looking to see if we can have spectators with the idea of a transition space being thought of. Meaning that parents could see their kids swim and then leave, which would allow for numbers to not increase too much. Also looking at the possibility of a 3–4-day format. Finally, we are looking at the possibility of a inside or outside option for a venue.
  - c. Looking at divisional meets, the meet hosts were approved at a previous meeting last year. Meet hosts did a mock report and believe that they can manage the numbers with a 2.5 day meet format. Costs are now a concern because of an increase in the meet time. Awards for these meets might be virtual.
  - d. Some type of open water championship meet will be offered at some point this year. Not sure what it will look like yet but some type of competition will be offered.
2. Policies & Procedures Update
  - a. Mickey was informing us that he is going to be meeting with all of the committee chairs to align our P&P's + Operating procedures with our bylaws. These are going to be drafted down and given to the board in a future meeting for review and adoption.
3. Club Grant Support Program
  - a. This was purely an information piece to the board. We have collected enough fees over the championship meet season and it now needs to be distributed back out to clubs. Will be going over the guidelines on how clubs can receive this money and the board will be tightening up the guidelines to make it very clear and concise to ease the process for clubs to receive it.
4. Central Zone & USA Swimming Workshops
  - a. A variety of USA swimming sponsored virtual workshops are occurring within the next few months to help us prepare for the upcoming HOD in June and September.



**NEW BUSINESS**

1. Update from USA Swimming Governance Committee
  - a. The USA Swimming Governance Committee has released new proposed legislation that is going to be voted on by the USA Swimming House of Delegates on June 30<sup>th</sup> this year. This legislation is stemming from the USOPC and the Ted Stevens Sports Act. Within the legislation, it would change the structure of the USA Swimming HOD. Most notably it will decrease the size of the LSC delegation at HOD. The board is going to have a meeting to discuss this legislation more in depth prior to June 30<sup>th</sup> HOD vote.
2. USAS Virtual Convention
  - a. This agenda item went with the previous item in regard to the idea that if the legislation passes during the June 30<sup>th</sup> HOD meeting, it will change the house structure drastically. In addition, the annual USA Swimming Convention will also be virtual this year.
3. 6 Month Financial Review – Replanning
  - a. This agenda item is in reference to the Budget and Finance submitted documents. Chris shares with us how every month has been a small step in the forward direction. Chris also shares with us that we need to reassess our current budget since we are already over budget on travel support for meets. He also shares that he intends to do a review with our financial advisor in the spring. An issue brought the board is that we have many clubs that are overdue with fees, the plan is to put in place a policy to deal with those who are past due and make sure that they know the policy as well.
4. March 2022 & 2023 AGS Host Proposal
  - a. There was a proposal to grant Southeastern the privilege to host the next two AGS Spring Championships. This stems from the fact that they are traditionally a host every other year and were the host in 2020 but the event was canceled due to COVID. There was a discussion and the board felt as if we were comfortable enough with granting Southeastern the privilege to host the 2022 AGS meet but not the 2023 AGS meet.
    - i. Motion to Approve the 2022 Host to be Southeastern for the spring AGS Championships at the IU Natatorium.
    - ii. Seconded
    - iii. **Approved**
5. Review & Recommendation: Athlete Covid Surcharge
  - a. This was solely on the agenda as an informative piece for the board. The COVID surcharge is permitted until the end of August and Mickey was wondering if the Board wanted to consider extending this if we felt like it was needed. The board is going to see how effective and how well this surcharge benefits clubs.
6. Trials Suite
  - a. The Indiana swimming LSC put a down payment on seats for trials back in 2018. Since then, COVID has drastically changed things which has led to Olympic Trials being broken up into two waves. Most of the Indiana Swimming Athletes are expected to be in the first wave, which is not allowing spectators. Along with that, Indiana Swimming and Illinois swimming typically share the suite of seats and Illinois has requested a full refund. There was a motion to ask for a full refund and have the 5500 dollars returned to Indiana Swimming, motion was seconded, **failed**.
  - b. Then we had a motion to allow for Tony Young to negotiate for a net zero loss
    - i. Seconded
    - ii. **Passed**



7. May Meeting

- a. Mickey asked the board if they would be willing to begin having in person board meetings once again, the board feels comfortable enough with being in person once again. Will have a hybrid type meeting, to allow those who are still not comfortable with coming to be able to still attend via zoom.

Motion to Adjourn

Seconded

**Adjournment – 8:31 PM**

**Next Board Meeting:**

May 17, 2021 Board Meeting

**Reminders & Announcements**

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

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

**Upcoming Board Meetings:**

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](mailto:tony@inswimming.org)

**Arlene McDonald**

[arlene@inswimming.org](mailto:arlene@inswimming.org)

**Emily Kowalski**

[emily@inswimming.org](mailto:emily@inswimming.org)

**Michele DeLuna**

[michele@inswimming.org](mailto:michele@inswimming.org)

**INDIANA SWIMMING STAFF REPORTS: April 19, 2021 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)**

**April 19, 2021 - Indiana Swimming Board of Directors Meeting**

**Event Director April 2021 Board Report**

Since the January Indiana Swimming Board of Directors meeting, my focus has been on partnering with the IHSA in the area of meet operations at their two IHSA State Championship meets in February; writing Event Safety Plans for multiple meets for various agencies; the LSC hosting of the March Spring Senior State and the Speedo Sectionals at Indianapolis at the IU Natatorium; and planning for the May Tyr Pro Swim Series. Additionally, I served as a resource for Zionsville Swim Club during their planning and execution of the March Age Group State Championship at the Nat. I am currently relocated to Omaha, NE until the end of June serving as the Meet Director for the U.S. Olympic Team Trials – Swimming. I will be back in Indy for a week in May for the Tyr Pro Swim Series being hosted by Indiana Swimming in partnership with Center Grove Aquatic Club. I have also continued communications with Jessica Boardman and a key group of community partners on planning the quarterly meetings of the Indy Aquatic Alliance and future planning.

**Other Activities/Initiatives since January Include:**

- Composed and submitted COVID-19 Risk Mitigation Event Plans to the Marion County Public Health Department for Senior State, Age Group State, Speedo Sectionals, and the Tyr Pro Swim Series
- Composed and submitted the Event Safety Plans to Indiana University for the four meets mentioned above
- Applied for a Team Indiana grant for the May Tyr Pro Swim Series
- Hosted weekly planning meetings with the Indiana Swimming interns and staff
- Conducted volunteer training sessions and coach technical meetings for March Senior State and Speedo Sectionals
- Attended multiple virtual meetings with March AG and Senior State host clubs
- Hosted bi-weekly meetings of the Central Zone Section 3 Speedo Sectionals Task Force
- Participated in a virtual meeting of the Indianapolis Civic Advisory Council
- Participated in IU Water Safety Day planning meetings
- Participated in the monthly virtual meetings of Team Indiana (previously Sports Indiana) and two meetings of its Advisory Council
- Facilitated multiple meetings of the leadership team for the May Tyr Pro Swim Series with club co-hosts partners Westfield Aquatics and Center Grove Aquatic Club; Westfield has since decided to withdraw from the partnership.
- 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

2021. **Indiana Swimming Hosted Events:**

- 2021 Spring Senior Championships: March 12 – 14 Many thanks to the Senior State leadership team composed of IU Natatorium Director Ed Merklings; interns Ethan Leach and Jack Love; staff members Emily Kowalski, Michele DeLuna, and Tony Young; volunteer leaders Heather & Chris Blaisuis, Chris Owens, Carrie Utterback, and John Maxey; Meet Referee Lucy Duncan; and Admin Referee Marianne Walling. We are also thankful for Mike Miles, our announcer, and for our many parent volunteers who helped make this



meet possible. 412 athletes competed at the Nat in two sessions per day (women’s and men’s) over three days. I am still working through the final financial report as we are awaiting several invoices and payments and hope to have that for the May board meeting. The estimation is that our hosting the meet had a budget impact of close to \$15,000.

- 2021 Spring Speedo Sectionals: March 25 – 28 Indiana Swimming, in partnership with the IU Natatorium, welcomed 570 athletes from around the Midwest for four days of fast, long course swimming. It was a pleasure being able to welcome teams and coaches from outside the state to Indy and also to partner with our friends at Concord Swim Club who hosted the second site for this year’s meet in Elkhart. The Central Zone Section 3 task force chaired by Cindy Dial (LE) and composed of LSC representatives John Gibson (IN), Tim Hable (LE), Jeff Cooper (MI), Kyle Goodrich (OH) spent countless hours collaborating with our two sites to offer an outstanding competition during a really difficult time. We are grateful for their leadership and perseverance during these everchanging times that resulted in an outstanding competition. Please join me in thanking the following volunteer leaders who chaired committees for this year’s Speedo Sectional: Cyndi Miller (Meet Referee); Marianne Walling (Admin Referee); Tracey Heidecker (Entry Chair & Computer Operator); Chris & Heather Blaisuis (COVID Screenings); Chris Owens (Meet Ops & Waiver Management); John Maxey (Volunteer Scheduling & Waiver Management); Andrew Bartolini (Marshals); Jack Love (Timers); Mike Miles (Announcer); Jackie Stein, Traci Brauer, and Emily Kowalski (Participant Check-In); Stephanie Heiser & Jody Madeira (Deck Control); Carrie Utterback & Michele DeLuna (Pre-Race Staging); and Tony Young & Ethan Leach (Webcast). Also a huge thank you to Ed Merkling who served as my Co-Meet Director, and his staff for being such incredible partners. Many of the financials for this meet are still outstanding; the final report will be submitted when all transactions are complete. I am confident that with our hosting of the Toyota U.S. Open in November, the Speedo Sectionals in March (both in partnership with the IU Natatorium), and the Tyr Pro Swim Series in May (in partnership with Center Grove Aquatic Club) that we will meet or exceed the budget for USA Swimming hosted events for this year.
- 2021 Tyr Pro Swim Series: May 12 – 15 The original 2020 plan was to host this event in partnership with Center Grove Aquatic Club and Westfield Aquatics. Because of the uncertainty in a guaranteed amount for the co-host stipend based on reduced income for this event (no ticket sales or merchandise), the Westfield Aquatics Board of Directors decided to withdraw from the partnership. We continue to learn more each day about this event with the posting of the final meet announcement last Monday. This is going to be a very elite nationally televised competition with an athlete cap of 300 athletes all with Olympic Trials qualifying times. Entries opened last Tuesday for National Team and will open on Tuesday, April 20, for other qualified athletes. Early indications are that the meet will fill quickly. We are currently in need of quite a few volunteers, so I am hoping that as the official host of the meet, Indiana Swimming board members will help us recruit volunteers for this event. I will send the volunteer link out to board members on Monday morning. All volunteers are subject to USA Swimming’s COVID-19 testing protocol and will require PCR tests 72 hours before arrival at the Nat with follow-up on-site tests on Thursday. Fully vaccinated individuals are not required to participate in the Thursday on-site testing, but do need to have the pre-meet test. Lucy Duncan will be serving as our Meet Referee; we are hopeful to have a large contingent of Indiana Swimming officials chosen for the meet. It’s exciting to finally be welcoming the country’s most elite athletes back to Indianapolis and the IU Natatorium after an absence of several years.

Respectfully submitted,  
Arlene McDonald  
Indiana Swimming Event Director

<b>GENERAL CHAIR</b>	<b>Mickey Smythe</b> <a href="mailto:mickmysmythe@comcast.net">mickmysmythe@comcast.net</a>
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It has been a very busy three months since our last board meeting. I have summarized my activities and look forward to any questions from the Board.

- Thank you Alicia and Tony for their hard work to achieve our LEAP certification. I attended the meetings but the heavy lifting was done by them.



- Called multiple Board members to review operations and discussion future initiatives. I apologize to the Board members that I did not reach during this time.
- I met with Tony and Alicia on a weekly basis to review ISI activities, ISI staffing and overall operations of Indiana Swimming.
- Participated in Performance Committee meetings.
- Participated in number Zoom Meetings for the March Championship proposals.
- Participated in the monthly Central Zone General Chair meetings
- Appointed to USA Swimming's House of Delegate Task Force to review compliance with the new USOPC Bylaws
- Named the Meet Referee for USA Swimming 18&U Spring Cup in Des Moines, IA
- Officiated a number of USA Swimming and NCAA meets

<b>ADMINISTRATIVE VICE CHAIR</b>	<b>Alicia Antonetti-Tricker</b> <a href="mailto:alicia.antonetti@crowe.com">alicia.antonetti@crowe.com</a>
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I have focused on the following items since our last meeting:

- Met weekly with General Chair and Executive Director
- Assisted Executive Director with LEAP renewal application, focused on responses to Governance questions. Participated in a call with USA Swimming related to LEAP.
- Create a 2-page document of the approved 2020 Strategic Plan, which may be found on the website
- Began draft revisions to ISI Policies & Procedures and Operational Rules, to align with current Bylaws
- Reviewed to ISI Job Descriptions for Board members, to align with Bylaws; will continue to review and then revise descriptions in parallel with updates to Policies & Procedures and Operational Rules
- Participated in a Finance Committee meeting in advance of March championships
- Served a Meet Referee for Central East Divisional Championship in March 2021
- Officiated at the Age Group State Championship at the Elkhart site in March 2021
- Participated in the following meetings:
  - LSC Leaders call with USA Swimming in January
  - Indy Aquatic Alliance Quarterly meeting
  - Poolside Chat with USA Swimming in February
  - Taskforce meeting for Summer 2021 championship planning in April

<b>BUDGET &amp; FINANCE VICE CHAIR</b>	<b>Chris Conley</b> <a href="mailto:christophermconley@gmail.com">christophermconley@gmail.com</a>
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Please see the submitted ISI Submitted Financials Document Below

<b>SENIOR VICE CHAIR</b>	<b>Joe Keller</b> <a href="mailto:coachkeller@fasttigers.com">coachkeller@fasttigers.com</a>
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Items Since January Meeting:

1. Participated in Region Zoom Meetings in reference to Championship Meet Plans in March.
2. Participated in numerous Performance Committee Meetings.
3. Participated in Championship Coordination Meetings for March Meets.
4. Hosted CE Divisional Meet at Fishers HS.
5. Attended Senior State at the IUPUI NAT/South Site.
6. Participated in RISE Development Mindset Planning.



- 7. Working on Summer Championship Meet Formats and Options.
- 8. Participated in Championship Meet Format Task Force Meeting.
- 9. Reviewed Travel Support for upcoming National Level Events.
- 10. Working with Executive Director to finalize Long Range Planning Calendar.

<b>AGE GROUP VICE CHAIR</b>	<b>Amy Todd Spencer</b> <a href="mailto:amyspencer32@yahoo.com">amyspencer32@yahoo.com</a>
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No Report

<b>COACHES REPRESENTATIVE</b>	<b>Alec Haley</b> <a href="mailto:coachalec@fasttigers.com">coachalec@fasttigers.com</a>
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No Report

<b>TECHNICAL CHAIR</b>	<b>Mike Artim</b> <a href="mailto:mpaswim@gmail.com">mpaswim@gmail.com</a>
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- Thank you to all that were involved in helping making this Championship Season a success. From the planning stage at the committee levels to all of our hosts, everyone involved made it work and it was great to see our Indiana Athletes back in the water competing.
- The change in format was a challenge especially for the Divisional meet, the facility capacity limitations forced changes at 5 of the seven Divisional sites. We were forced to add a session, changing the 13&Over sessions to be broken down by gender. Despite this all sites saw minimal increases in their overall timelines. Going forward we will have to look closer at the potential athlete numbers if similar formats are to be used.
- A huge thank you to Marianne Walling who was instrumental in getting online scratch and relay card system set up and operational. I think this was well received by the coaches and we hope to keep this system in place going forward.
- A tremendous thank you to Michele who took care of proofs for all the meets, this is still a huge undertaking, especially for Divisionals.
- Participated in the Championship Meet Format Task Force meeting in helping to evaluate the March Championship Meets as well as discussing all the options for the upcoming LC Championships.
- Working on P&P's for the Technical Committee

<b>OFFICIALS CHAIR</b>	<b>Cyndi Miller</b> <a href="mailto:clmiller@indy.rr.com">clmiller@indy.rr.com</a>
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No Report

<b>ATHLETE REPRESENTATIVES</b>	<b>Diane Koo</b> <b>Elyse Heiser</b> <a href="mailto:office@inswimming.org">office@inswimming.org</a>	<b>Grace DeLuna</b> <b>Alaina Simmons</b>
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**Next Committee Meeting Date: April 27, 2021**

**Previous Meeting(s): N/A**

Items for BOD/General Chair:

- 1. None



Completed Projects:

1. DEI Campaign

Ongoing Projects

1. Central Zone Athletes Meeting on April 27, 2021

SAFE SPORT CHAIR	Paul Stauder <a href="mailto:paul.stauder@att.net">paul.stauder@att.net</a>
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## Safe Sport Report

April 2021

I was appointed to a two-year term as Central Zone Safe Sport Chair in March. In that role, I attend all Safe Sport National Committee meetings and interact regularly with the national office and three other Zone Chairs. I also serve as a resource for the LSC Safe Sport Chairs in the Central Zone. Thus far, I have been able to participate in several national-level discussions on MAAPP 2.0 and some changes that will be announced soon for implementation at the beginning of short course season 2021-2022.

### ACTION ITEM

USA Swimming recently introduced some incentives for clubs to work toward Safe Sport Recognition. First, all clubs that have achieved SSRP will receive a Safe Sport pop up tent that serves as a small dressing area for individual swimmers. Think Superman dressing in a phone booth (for anyone who remembers phone booths). These tents will, for one, hopefully curtail deck changes. On another front, USA Swimming has allocated reimbursement to LSCs that achieve a percentage of member clubs reaching SSRP. The first benchmark, 25% of clubs making SSRP, nets an LSC a stipend of \$1,500. The other benchmarks are \$2,000 for 50%, \$2,500 for 75%, and 100 percent gets a \$3,000 stipend. At last count, Indiana had 22 SSRP clubs, needing 27 clubs to reach the first benchmark. There is also a promotion "coupon" worth \$200 at the first benchmark that the LSC can use to purchase Safe Sport materials.

**If we want the money, we need to push to hit the 25% benchmark by May 1, when the first stipends will be paid out.**

"LSCs are strongly encouraged to use incentive money for programs directly benefitting athletes, such as the athlete travel fund or for athlete summits, camps and/or grant programs. LSCs are also strongly encouraged to utilize the Match-Up coupon code for Safe Sport-branded items for distribution at LSC events.

### RECENT LSC ACTIVITY

- Former Indiana coach and board member Joel Elber was placed on the permanently banned list for Code of Conduct violations
- Consult with Arlene McDonald on incident at IU Natatorium that was also reported to USA Swimming
- Consult with Tony Young, Boilermaker Aquatics and Irish Aquatics about athlete participation issue at Age Group State. Situation was reported to National Center by BA.
- Consult with AGON on SSRP renewal
- Contact with a handful of other clubs that are close to SSRP status to encourage them to complete their applications

Respectfully submitted,  
Paul Stauder



Safe Sport Chair

**PAST GENERAL CHAIR**

**Tom Johnson**  
[coachtomjohnson@earthlink.net](mailto:coachtomjohnson@earthlink.net)

Past General Chair Report - April 2021

1. I participated in numerous meetings of the Performance Committee and the Championship meet Task Force regarding the March championship meets, as well as last week's meeting regarding the summer championship meets.
2. I participated in a few meetings regarding the Speedo Sectional meet, representing my own club which hosted the Elkhart site.
4. I attended the RISE presentation to the Performance Committee.

**ADDENDUM**

Executive Directors Report – 4 Pages  
Office Managers Report – 2 Pages  
Member Services Coordinator Report – 2 Pages  
ISI Financials – 2 Pages

**Respectively Submitted:**

**Noah Berryman**  
Noah Berryman, Secretary  
April 18<sup>th</sup>, 2021