



- TOM JOHNSON**
General Chair*
- GREGG MUDD**
Admin Vice-Chair*
- BRAD DUMBAULD**
Budget & Finance Vice-Chair*
- JOE KELLER**
Senior Vice-Chair*
- MIKE CHAMPMAN**
Age Group Vice-Chair*
- ALEC HALEY**
Coaches Rep*
- MARIANNE WALLING**
Technical Chair*
- JOHN HIESTER**
Officials Chair*
- MADISON WICKHOLM**
Senior Athlete Rep*
- NOAH BERRYMAN**
Junior Athlete Rep*
- ADAM JASIAK**
Athlete Rep – At Large*
- SARAH JACOBS**
Athlete Rep – At Large*
- PAUL STAUDER**
Safe Sport Coordinator*
- Vacant
Past General Chair
- MICKEY SMYTHE**
Secretary

REGIONAL REPS

- | | |
|--|---|
| REGION 1 | REGION 2 |
| <input checked="" type="checkbox"/> C. Craig | <input checked="" type="checkbox"/> Chad Bonhke* |
| <input type="checkbox"/> Jim Voss* | <input checked="" type="checkbox"/> Ben Sutton |
| REGION 3 | REGION 4 |
| <input checked="" type="checkbox"/> J Boardman | <input checked="" type="checkbox"/> Fran Werner* |
| <input checked="" type="checkbox"/> C. Grace* | <input type="checkbox"/> vacant |

CHAIRS & COORDINATORS

- PAUL STOCKETT**
Diversity & Inclusion Coordinator
- ARLENE MCDONALD**
Interim Executive Director
Event Director
- ROCH KING**
Sports Development Director
- MICHELE DELUNA**
Membership Coordinator
- LUCY DUNCAN**
Staff Accountant

Meeting Date: May 21st, 2018 5:36 pm / adjourned 7:45 pm
Location: Gregory & Appel, 1403 North Capitol, Indianapolis, IN 462020

1. Welcome and Introduction of board members and guests
2. Approve April Minutes as amended (**motion, seconded, motion carried**)
3. Consent Agenda
 - Board Reports
4. Executive Director’s Report – Arlene McDonald

Jessica Boardman reviewed in detail the Indy Aquatic Alliance. Many organizations have developmental swim programs but little to no options for those swimmers to continue their efforts. Efforts are needed to grow a program with the intention of securing a grant for \$30,000 for a city wide swim team. Also, “Make a Splash” grant will be planned for a fall program with the next event targeting August.

Arlene re-capped the TYR meet. Thanked Westfield and Greenfield as host clubs and continued to thank other clubs that provided financial support. The social media presence was much better for this meet. Team Indiana day was great for the kids.

Arlene highlighted several elements of her submitted report. Please see submitted report for complete details.

Financial Transitions. In process of merger financial books targeting ISI’s fiscal year, September 1, for single set of financial books.

An ad hoc committee will be formed, Social Media Committee. Greenfield Swim Club has shown great interest/eagerness to participate as they want to continue to volunteer for ISI events.

GOVERNANCE MOMENT

April’s board survey was reviewed. Arlene shared several elements that were of most concern noting finance transparency is always a concern. Arlene finished by advising she will send a PowerPoint to assist the board as we move forward hiring a new Executive Director.



OLD BUSINESS

1. 2018 Open Water Update and Task Force Findings

Roch thanked Fran for her efforts as Ohio LSC reached out to ISI with an offer to conduct Indiana Swimming's Open Water Championship. Roch reviewed the meet, attending LSCs and how ISI will participate in Ohio's Open Water Championship. The Performance Committee was consulted before making a final decision to participate.

Differences between how Ohio LSC conducts an Open Water Championship meet and how Indiana conducts an Open Water Championship meet were discussed. As it is an Ohio sanctioned meet, the nuances between our LSCs will defer to Ohio's policies and procedures.

It was made clear this would be a one year arrangement and there is a sincere desire to continue the ISI Open Water Championship meet. Roch is running point and will be the ISI representative at the meet. Fran expressed several safety concerns. Questions were raised as to why ISI Open Water participation had dropped over the years. A request was made to all Task Force members to attend the Open Water meet in Ohio to gain knowledge/experience for future ISI open water meets.

2. 2018 Elections

At this time, few candidates have come forward. It was noted that thought and consideration is needed for the Admin Vice Chair position as a new Executive Director would likely be hired during their tenure. ISI cannot and should not be in a position looking for candidates just a few weeks out from HOD.

3. 2018 House of Delegates Programming

Programming will emphasize the wet side for coaches, athletes and officials. The theme will be "Growing the Base." The intent is to make the day valuable for attending coaches.

4. USA Swimming Athlete Leadership Summit

The athletes shared their thoughts and experiences from the summit. Please see the submitted report for additional details. Alec also shared his thoughts and experiences with other coaches and Tim Hinchey. He specifically spoke to the direction of elite meets and thoughts from elite USA Swimming coaches. Tom Johnson asked Alec to continue as the board mentor to the board athletes. Tom also spoke to the importance of athlete representation on the board.

5. Convention

Tom received a record number of requests to attend this year's USAS convention. The number of requests has well exceeded the budget. Those that will be attending convention need to advise Arlene of your intended arrival and departure dates.

NEW BUSINESS

1. 2020 Olympic Trials Box Suite

Indiana Swimming has purchased a box suite for the last 3 Olympic Trial meets (includes food and drinks commonly found for "Club Level" sporting event seats). The suite was always purchased with another LSC. Last two events have partnered with Illinois swimming. The suite has 18 seats at the end zone of the pool. The Board determined use of seats such as for VIPs, parents of attending swimmer, sponsorships, etc. Timing is tight as deadline is June 1, 2018 to express interest. Pricing has increased to \$27,500.

Motion – Moved to invest in an Olympic trial box suite with a second LSC for the 2020 event. Seconded. Motion Carried.



NEW BUSINESS (cont.)

2. 2019 Speedo Sectionals

The meet will be held the last weekend in March 2019. In the past, ISI has hosted the meet without a local host club partner. Challenging time of year for a club co-host. In the past, this meet has been the fastest Speedo meet in the country. Topic was opened for discussion. After noting several challenges, Board consensus is to continue as an ISI hosted meet without a local host club partner.

3. 2019 Budgeting Process

ISI's fiscal year is Sept 1 to Aug 31. A budget shall be presented at HOD. Operationally, it has been a single individual who created the initial budget. Tom Johnson looks to the Budget and Finance Committee (Brad Dumbauld, Gregg Mudd, Tom Johnson, Alec Haley and an athlete) to create the budget for 2019 and the remainder of the Quad. The budget must be published 20 days before the House of Delegates. A form will be provided to each committee chair for budgetary requests. LEAP 2 requires a Quad budget. The Quad budget must be submitted by August 1st for LEAP 2 awards at this year's USAS Convention.

4. 2021 Central MegaZone Championships

The Central Zone directors have asked ISI to consider hosting the 2021 MegaZone meet. Benefits were discussed and challenges were reviewed. Meet format was also discussed. The meet will be up for bid in 2019. Arlene will look into venue and hotel availability. Further discussions are needed to determine if it would be an ISI hosted bid or an ISI bid with club host partners. The Performance Committee will be pulled in to review format / creativity for the event.

5. Travel Support – Para World Cup

There have been three requests for travel support. This meet is not covered by the ISI Travel Support P&P/guideline. The meet is in its 2nd year. No requests were received from last year's meet. It was noted that precedent had been set for funding travel support for meets outside of the meets listed in the P&P/guidelines.

Motion – Moved to offer travel support/funding for para-swimmers at equivalent levels as able body swimmers. Seconded. Motion Carried.

6. Board Appointments

Tom Johnson presented the following board and committee appointments for board consent:

Tony Santino (CARD) – Region 4 Coach Representative
Technical Committee – Maddie Wickholm, Adam Jasiak and Fran Werner
Performance Committee – Noah Berryman
Budget/Finance Committee – Sarah Jacobs
Officials Committee – Adam Jasiak
Safe Sport Committee – Sarah Jacobs
Personnel – Maddie Wickholm

Motion. Seconded. Motion Carried.

7. Distance events entry fee

Should the LSC allow an individual entry fee increase for 2018 long course season in an attempt to create an incentive for clubs to conduct distance event meets (distance time trial or closed meet – 5 team limit).

Motion – Moved to allow an entry fee increase from \$5.00 to \$10.00 for distance events 400yd/400m or longer for closed meets, times trials and dual/tri meets. This fee increase is effective exclusively from May 21, 2018 to July 19, 2018. No second. Motion Failed.



NEW BUSINESS

8. P&P Review

Tom Johnson reviewed for the board the ISI governing docs, bylaws and P&P, and how they differ. It was noted that forward looking governing bodies periodically review sections of their P&P's. Today review is the allocation of Investment Returns that were approved in minutes but are not part of ISI's current P&P manual. Discussion is needed as current understanding differs from approved minutes. Intent is to support programming which requires an update to the P&P manual.

Next Board Meeting:

June 18, 2018

Reminders & Announcements:

August 20, 2018

November 19, 2018

Upcoming Events

ISI Senior State Championships – July 19-22, Bloomington

ISI Age Group Championships – July 27-29, Indianapolis

ISI Summer Divisionals – Aug. 4-5, 3 Locations



INDIANA SWIMMING STAFF

Arlene McDonald
arlene@inswimming.org
Michele DeLuna
michele@inswimming.org

Roch King
roch@inswimming.org
Emily Kowalski
Lucy Duncan

Interim Executive Director/Event Director Development Report – May 2018

LSC Activities since April Report: Much of the last month has involved final preparations for the TYR Pro Swim Series meet.

- Conducted monthly staff meeting
- Worked with Marianne in the planning and conducting of the Championship Coordination Meeting for our summer championship hosts
- Met with summer Senior State meet director Blaine Nichols in Bloomington to walk through venue set-up and logistics for this summer's championships.
- Facilitated a meeting with IHSAA representatives and John Hiester to devise a plan to partner on the recruitment of more dually certified officials and staffing for the 2019 IHSAA Sectional meets
- Participated in a conference call with Making Waves (the company that bought out Circle City Swimwear) and Roch to discuss future LSC needs and a possible partnership in the future
- Continued facilitation of conference calls and meetings of the Tyr Pro Swim Series leadership team and local organizing committee
- Met with representatives of the Indiana Sports Corporation to discuss future NCAA Championship meets to be held in Indy. 2019 will bring in the Division II Swimming & Diving Championships; there will be no NCAA meets here in 2021 and 2022.
- Attended the press conference announcing the 2020 Olympic Trials for Diving to be held in Indy at the Nat
- Met with Marianne Walling to discuss duties currently being performed by the Technical Chair since the loss of key staff members that should now be brought back to staff
- Attended and help facilitate the inaugural lunch meeting of the Indy Aquatic Alliance
- Met with Brad Dumbauld and Emily to discuss next steps in transitioning Emily to the Treasurer position; had subsequent conversations with Lucy to facilitate and mentor during this process
- Attended the Central/Western Zone workshop in Denver
- Participated in weekly conference calls with USA Swimming event marketing staff and Tyr in preparation for the Tyr Pro Swim Series meet
- Facilitated weekly calls with Tyr Pro Swim Series leadership team
- Conducted the final meeting of the Tyr Pro Swim Series local organizing committee
- Finalized planning for the VIP day at the Indianapolis Motor Speedway for guests at Tyr Pro Swim Series
- Attended a lunch meeting with representatives of Visit Indy to discuss needs and planning for 2019
- Finalized the location and room needs for the 2018 ISI House of Delegates at North Central High School; continued planning for HOD programming

USA Swimming Activities since April Report:

- Participated in the monthly meeting (via conference call) of the USA Swimming Sport Development Division staff
- Participated in the monthly conference calls of the LSC Development Committee
- Attended the Eastern/Southern Zone workshop in Alexandria, VA and help present programming for General Chairs

Upcoming Activities and Initiatives:

- Continued work on LEAP 2
- Conduct mid-year reviews with staff
- Work with HOD task force to finalize programming for this fall
- Revisit divisional and regional alignment with staff for recommendations to the Board in June
- Continue to work with staff to better define roles and duties to improve office operations and structure
- Finalize 2019 hotel blocks with Visit Indy
- Initiate planning for 2019 MidStates and Speedo Sectionals



INDIANA SWIMMING STAFF	
Arlene McDonald arlene@inswimming.org	Roch King roch@inswimming.org
Michele DeLuna michele@inswimming.org	Emily Kowalski Lucy Duncan

- Refocus on strategic planning initiatives

Respectfully submitted,
Arlene McDonald

Sport Development Director’s Report – May 2018

- Club Contacts:
 - Club Site Visits with Board: FA
 - Meets: TYR Pro Swim Series
 - Phone/Video Club Consultations: NSC, DUNE
- Webcast
 - To date Indiana Swimming YouTube Channel has risen 3 subscribers since last report to a total of 552. There have been nearly 85,000 total views.
 - Meeting Scheduled with IHSAA for June 6th to discuss possibility of collaborating on Live Stream of Friday evening Prelims of State Championships
- Torch and Stars Swimming Network Podcasts
 - 13 Podcast episodes have been published
 - Website analytics currently we have over 150 RSS Feed subscribers.
- Twitter, Instagram, and Facebook Social Media Platforms all active for TYR Pro Swim Series

Athlete Development

- 2018 Spring Green Flag Series held Newburgh, IN on April 7 and IUPUI Natatorium April 14. Nick Thoman was the Clinician in Newburgh. Tyler McGill was clinician in Indianapolis. Approximately 150 athletes participated in one or more of the Green Flag Series Clinics this spring.
- 2018 Senior Development Camp set for June 15-19 in Charlotte, NC, with Pre-Camp set for IU Bloomington on June 14. Camp Roster has been finalized with 26 Female athletes and 16 Male Athletes attending. Charlotte, NC itinerary set. Working with Senior Chair to finalize pre-camp schedule. Coaching Staff: Head Coach - Alec Haley (FAST), Asst. - Matt Lee (MSC), Emily Logan (GCAT) and Logan Shafer (DON) serving as coaches. Lindsey Phelps (BSC) will serve as Chief of Mission.
- 2018 Age Group Development Camp will take place as two single-gender camps in Crawfordsville, IN. Girls camp will begin Friday May 25 at 4:00 PM and conclude Saturday May 26 at 6:00 PM. Staff for the Girls Camp: Lead – Therese Love (RIV), Asst. - Lindsay Phelps (BSC), Jessica Anselman (MTV). Boys Camp will begin Saturday May 26 at 11:30 AM and conclude Sunday May 26 at 1:30 PM. Staff for Boys Camp: Lead Ben Sutton (FORT), Paul Stockett (FISH), Nick Castillo (HHSC). Chad Dillon (BA) will serve as Head Coach and Sarah Dowd will serve as Camp Director. Registration has closed. The camp has 43 girls and 37 boys scheduled to attend.
- 2018 Central Zone Diversity Select Camp is set for Cleveland State University June 21-24. IN Swimming delegation will consist of four athletes {Christian Khamkeuang (ELK), Jourie Wilson (HHSC), Noah Geppert (RIV), and Sophie Kloppenberg (MTV)}, LSC Diversity & Inclusion Chair, Paul Stockett (FISH), and Coach, Jeremy Mendoza (PPSC).
- Team Indiana at TYR Pro Swim Series will take place on Saturday May 19th. Forty athletes are registered to participate.
- Central Zone Open Water Championship registration is now open. Current Registration stands at 18 athletes. Registration will Close June 7th.



INDIANA SWIMMING STAFF

Arlene McDonald
arlene@inswimming.org
Michele DeLuna
michele@inswimming.org

Roch King
roch@inswimming.org
Emily Kowalski
Lucy Duncan

Coach Development

- 2018 Indiana Spring ASCA Clinic was held April 20-22 at Fishers HS, Fishers, IN. thank you to FAST for once again being a great host for this Clinic.

Performance Committee

Indiana Swimming Open Water Championships rescheduled. Through a collaboration with Ohio Swimming and Cincinnati Aquatic Club, The ISI Open Water Championship will take place on June 27th at Hueston Woods State Park, College Corner, OH.

Thank you for the opportunity to serve.
Roch King
Sport Development Director

Office Manager's Report – May 2018

- Non-Athlete Registration: I have now taken over the responsibilities associated with non-athlete registrations and have initiated the process of contacting coaches whose certifications have expired or are expiring in the month of May (approximately 84 coaches). For new coaches, I have constructed a comprehensive email correspondence outlining the entire coach registration process. There seems to be confusion about the online Safety Training for Coaches test that needs to be done every two years. Confusion also seems to exist about when the Foundations 201 and the Rules & Regulations Test (for new coaches) need to be completed. I am also registering new officials and have sent emails outlining the registration requirements.
- Tyr Pro Swim Series at Indianapolis: I have learned the Vendini ticketing system and have assisted Lucy and Arlene with that process. I also chaired the Clerk of Course area for the meet and assisted with other meet duties as requested.
- Communication: I have continued with website updates including new job postings, photos for the Pro meet, and college commitments and am also managing the LSC Facebook page. I continue to field all the calls that come into the office; most calls this month have been regarding Coach Registration and Camps.
- Finance: I met with Brad and Arlene to outline next steps in becoming the LSC Treasurer. Lucy and I are partnering on that process.
- Other: I attending the kickoff meeting of the Indy Aquatic Alliance.

Respectfully submitted,
Emily Kowalski

Member Services Coordinator's Report – May 2018

Registration numbers remain unchanged from last report. No report.

Respectfully submitted,
Michele DeLuna



GENERAL CHAIR **Tom Johnson**
coachtomjohnson@earthlink.net

1. I attended the Central Zone General Chair's Workshop in Denver April 27-29. Topics covered included Governance and Leadership, Safe Sport, Flex Membership, Diversity and Inclusion, and Zone items for convention.
2. I presented awards at Division 3 NCAAs.
3. I consulted with staff regarding the Open Water State meet and the Pro Series meet.
4. I have worked with Arlene on a potential new meet concept.
5. I have begun to work on the USAS convention in Jacksonville in September. I have received requests from those who would like to be delegates. I have also discussed travel arrangements and budget with Arlene.

ADMINISTRATIVE VICE CHAIR **Gregg Mudd**
greggmudd@gmail.com

No Report

BUDGET & FINANCE VICE CHAIR **Brad Dumbauld**
BDumbauld@gregoryappel.com

No Report

SENIOR VICE CHAIR **Joe Keller**
coachkeller@fasttigers.com

- Working with Roch and Head Coach Alec Haley on Senior Elite Camp: Finalized Staff, Securing Athlete Commitments, and Planned Camp Itinerary
- Participated in Performance Committee Conference Call
- Hosted ASCA Clinic on April 20 and 21
- Mentoring ISI Member Coaches from Two Programs
- Finalizing Senior Committee Members
- Participated in Performance Committee Meetings for Strategic Planning

AGE GROUP VICE CHAIR **Mike Chapman**
mike@swimnsc.com

In the past month I have worked with the performance committee on finalizing camp staffs and details. I have also gathered feedback on championship meets from coaches around the state.



COACHES REPRESENTATIVE **Alec Haley**
coachalec@fasttigers.com

- Attended USA Swimming leadership Summit in Houston
- -Met with Executive Director about what we learned in Houston and how we can help athlete reps input what they learned.
- -Worked with Senior chair and sport development director on Senior Development camp
- -Attended Open Water Nationals and helped communicate opportunity for Open Water State Meet in Ohio.
- -attended TYR Pro Series Meet in Indy.

TECHNICAL CHAIR **Marianne Walling**
nocando87-swim@yahoo.com

- Summer Championship hosts met in late April. We are working on final revisions and should publish meet announcements and files in mid-June.
- Information was sent to ISI for distribution and posting regarding changes to summer Senior State distance events and scheduling.
- Researched past policy and through minutes and discussion with Lucy and Arlene on use of investment funds for programming.

OFFICIALS CHAIR **John Hiester**
johnhiester.swimming@gmail.com

Met w IHSSAA representatives regarding officials and observed meets, continuing discussions
 IHSAA will make a presentation to the officials at AGS in July
 Officials' curriculum at BOD will focus on this topic
 April 27-29, 2018 - Attended Central-Western Zone Workshop in Denver
 Submitted paperwork for OQM approval for Enchanted Forest, July 13-15 2018 at Noblesville
 Multiple conference calls for Convention Ed Committee and workshop planning
 Nominated Brad Dumbauld and John Hiester for We ARRE Mentors Workshop in Minneapolis in June
 Initiating discussions w Ohio Swimming Officials regarding Open Water Championship
 Continuing work on Volunteer Development for LEAP 2 for Indiana Swimming
 Continuing to develop Facebook, Twitter, and Instagram for IN Swimming
 Authorized more clinics throughout the state for new officials, both ST and AO
 Updating IN Swim Officials Page on the web and revising documents PRN continues
 Officials Committee Meeting planned for end of June / first of July

ATHLETE REPRESENTATIVES **Madison Wickholm** **Noah Berryman**
Adam Jasiak **Sarah Jacobs**
office@inswimming.org

Items for BOD/General Chair:

1. Athlete committee- board liaison decision
2. HOD service project
3. Survey: <https://www.surveymonkey.com/r/BL25CZC>

Completed projects:

1. Leadership Summit
2. Finalizing athlete committee structure
3. Group decision to review report before board meeting



ATHLETE REPRESENTATIVES (cont.)	Madison Wickholm Adam Jasiak office@inswimming.org	Noah Berryman Sarah Jacobs
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Ongoing Projects:

1. Athlete committee members joining
2. When and how to implement athlete committee
3. Descriptions of athlete positions for easier transitions

Future Projects:

1. What an athlete committee meeting looks like and how often they will take place
2. Continued goals as athletes within the board
3. Athlete “retreat” following HOD inductions
4. Athlete involvement and hearing from other athletes within Indiana on how to better our representation
5. Convention

REGION 1 REPRESENTATIVES	Jim Voss Jimswimdune@yahoo.com	Christopher Craig ChristopherJcraig2004@hotmail.com
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No Report

REGION 2 REPRESENTATIVES	Chad Bohnke Chudley792000@yahoo.com	Ben Sutton bsutton8781@gmail.com
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No Report

REGION 3 REPRESENTATIVES	Jessica Boardman jessicaboardman@gmail.com	Charles Grace cgrace@msddecatur.k12.in.us
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Jessica Boardman

Organized and participated in the Indy Aquatic Alliance luncheon on May 9th. The luncheon was attended by 17 members of the aquatic community, including Indiana Swimming, and Michele and Paul from the membership strategic planning committee.

REGION 4 REPRESENTATIVES	Fran Werner 1919fran@gmail.com	Emily Kowalski elkowalski@bsu.edu
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No Report

SAFE SPORT COORDINATOR	Paul Stauder paul.stauder@att.net
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No Report

DIVERSITY & INCLUSION COORDINATOR	Paul Stockett sscopenwater@gmail.com
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No Report



ADDENDUM

Athlete Leadership Summit Report – 1 Page

Respectively Submitted:

Mickey Smythe

Mickey Smythe, Secretary
June 16th, 2018



ATHLETE LEADERSHIP SUMMIT REPORT

Overview: Our four athletes were split up for the majority of the weekend. Our first day started with a practice at an outdoor swim club. During the first practice it allowed us to get to know other athletes and helped expand our ideas. After practice, we headed into our first large meeting. The meeting started off by talking about blank. The next morning we woke up for an early morning swim, which also lead into our first athletes only meeting. Throughout this meeting, we learned about our individual leadership style and how we could develop those to be more effective. Most of our athletes enjoyed this meeting and found it to be helpful in understanding how to better communicate with others. Also, 3 of our 4 athletes were relationship builders! After the first meeting, we headed into another swim “practice”. This was an all relay “meet” and all of our athletes enjoyed this experience! After practice we headed back to the final meeting of the night. We spent the majority of that meeting talking within our LSC’s and other LSC’s on what we were bringing back to our board. We all found that this time was beneficial and helped us to gain some forward progress. We had all decided that since we found this time so helpful, that we would set apart an hour a month aside to meet as athletes only to discuss our goals and ideas. As the meeting came to a close, our group of athletes decided we wanted to take some extra time to regroup and continue our goals. Our athletes met for another hour to discuss what we learned and discussed what goals we want to complete as athletes over the next several months. The next morning we woke up for our service opportunity! This gave us another opportunity to meet with people and also serve others. The serving opportunity was making bags of food, similar to past HOD service projects. The entire group of athletes and coaches worked hard to make 40,000 bags of food!! At the conclusion of this event, we had a wrap up session and started our journey back to Indy. During our downtime in the airport, we had some good group discussions and we are extremely excited for the future of our Indiana athletes.

So what are we bringing back?

Overall, Everyone found the leadership summit to be very beneficial. This particular conference gave us a starting point in becoming more effective leaders and athlete representatives. It gave us the opportunity to think through upcoming projects and improve our past projects. Coming back to the board, we have a lot of hope that our athletes will work together to make the most of this experience. We hope to make many improvements and are challenging ourselves to make our athlete representation one of the best.

Noah’s ideas

- Everything has a strong base or foundation –Emphasized our need for an athlete committee.
- I learned about my leadership style and how I can use it to lead more effectively.
- I realized that I do not fully understand the kind of role I have in Indiana swimming and that I can do more to help improve the Indiana LSC.
- I felt like I got a better understanding of what our LSC can do to improve the sport of swimming and the athletes in it.

Sarah’s ideas

The biggest take away I had from the leadership summit is how important it is to have your values ranked in importance as well as the importance of aligning your values with your actions. Aligning my actions with my values over the past few weeks has made in impact in what choices I have made. Determining our top three values would be extremely beneficial for the athletes and would help set a direction for our athletes. Another take away I had was from when Van was talking about what he was able to accomplish as an athlete rep. Until then, I did not realize how much we could do as a group of athletes. Also, after talking with athletes from other LSC’s that have athlete committees, I would really like to get an athlete committee started up for our LSC soon. I would love to start working with you, Adam, and Noah on making an information sheet for the athlete committee.

Madison’s Ideas

- New ideas for athlete committee
- Meeting before a board meeting to discuss topics and ideas
- Learned about leadership style and how to more effectively communicate with those who have different styles.
- Ideas for HOD service project

Description of duties for all athlete position and a better transition when new athletes are elected.