



Meeting Date: October 15<sup>th</sup>, 2018 5:30 pm / adjourned 7:37 pm  
Location: Gregory & Appel, 1403 North Capitol, Indianapolis, IN 462020

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

**STAFF & COORDINATORS**

- TONY YOUNG**  
Executive Director
- ARLENE MCDONALD**  
Event Director
- PAUL STOCKETT**  
Diversity & Inclusion Coordinator
- MICHELE DELUNA**  
Membership Coordinator
- EMILY KOWALSKI**  
Office Manager

1. Welcome and Introduction of board members and guests (Chad Dillion)
2. Approve August Minutes (**Motion to Approve as Submitted, Second, Motion Carried**)
3. Consent Agenda
  - Board Reports
4. Interim Executive Director’s Report – Arlene McDonald
5. Executive Director Presentation

Arlene thanked everyone for their assistance with HoD. Also there will be a major change in how USAS convention is conducted in the future. The direction is to establish larger Zone meetings. The Central Zone will be meeting in Chicago in May, and include attendance of up to 9 of the ISI board members. ISI will need to decide how many to send for participation.

Tony presented his 180 day draft plan showing monthly short term goals and deliverables. He indicated he needs operational resources and historical knowledge to move forward. Tony also presented information of comments and perceptions gathered from various voices around the LSC.

Tony questioned what the Board’s interpretation of being the #1 LSC looked like. Responses varied from providing programming to inclusion, diversity and distribution of resources and programming to all levels of athletes from roots through Olympic athletes.

He continued with presenting his takeaways from USAS, and revisiting the ALL IN 2015 goals and charts and sequence to development of programming and athletes.

For the next few weeks Tony will spend 2 days in office, 2 days on the road meeting with clubs, and 1 day a week finishing work with Illinois’ LSC.

**GOVERNANCE MOMENT**

Roles - Executive Director & Board Chair/BoD

The governance handout was briefly discussed as a guideline for roles and responsibilities. Changes to the current governing structure would include budget development, compensation and evaluation of staff, fundraising, and board meetings.

- Budget development will be moved to the Executive Director. The Finance vice-chair would then be in charge of oversight and the Board budget approval.
- Staff evaluation and compensation will fall in the Executive Director’s purview based on the set budget. The Executive committee will be in charge of evaluating the Executive Director.
- Fundraising work will be shared by the Board and Executive Director
- Board Meeting Agendas and responsibilities will be shared by the General Chair and Executive Director.



## OLD BUSINESS

### 1. HoD Debrief & Recommendations for 2019

Membership participation was up.

Based on feedback from the Region Reps, they need a brief training session and more talking points for legislative items, not just a suggested agenda. Coaches and membership that did not attend Friday night meetings were very concerned about fee increases. Specific concerns that arose:

- Budget for clubs is set prior to HoD
- Not understanding what fee increases were to be used for
- Wanting fees to be used for entire population not just elite athletes
- Golden Goggles still listed as a budgetary item and having a fee increase. A sponsorship might be more appropriate for Golden Goggles.

Future considerations for the BoD and HoD Region included: representative training, looking at when region meetings are scheduled, presenting multiple budgets with and without fee increases, reviewing when budget increases are timed with respect to the membership, and increased training of membership on Robert's Rules.

### 2. 2019 Speedo Sectionals

The organizing committee is being finalized for the Speedo Sectional meet within the next 10 days. Arlene requested any names of people who would be good committee leaders be submitted to her. The organizers will need assistance from all attending clubs to fill volunteer positions. IPS is also on spring break that week and contacts are working on finding volunteers.

### 3. Fundraising Initiatives

- a. Swaponz
- b. Indiana Swimming Specialty License Plates

Arlene needs contact information from Region Reps to promote the two initiatives. The Swaponz will be promoted heavily closer to the Holidays. Signatures for the specialty plates are due back to the office by December 31.

***Motion: Moved to approve a fundraising initiative for an Indiana Swimming specialty license plate with funds distributed for athlete programming, travel support, Indiana Swimming Championships and Team Indiana Events. Swim Clubs will receive \$10 for each license plate registration which is associated with their club. Seconded – Motion Carried***

## NEW BUSINESS

### 1. Golden Goggles Report

The delegation for this year's Golden Goggles includes the 5 Coach of The Year winners. There was a tie for one of the awards, as normally there are 4 winners. All were given the option of inviting their spouse at the attendee's expense.

As the Open Water Junior Champion, Jackson Carlile was invited as an athlete. The remaining three athlete delegates were 2 and 3 year Scholastic All Americans. Arlene McDonald is attending as a chaperone.

A second table was donated to ISI by a company that works closely with USA and Indiana Swimming on large meets. This allowed a larger delegation to attend.



**NEW BUSINESS (cont.)**

A policy for Golden Goggles is in the works. Tom has suggested it be reviewed by the Executive Director and Performance committee prior to BoD review.

2. Policy & Procedures Updates

a. USAS Convention attendance

Policy currently exists, but needed clarity especially for non-board member attendance and support. Based on first read additions need to be made to the first section to include the Executive Director, an attendance policy, additional athletes and expectations of these At-large Athletes.

There are some questions surrounding sending the At-large Athletes as their term is completed shortly after USAS. It was suggested that other LSC's be contacted regarding their athlete policies, as many send more than two athletes. Adding a leadership service requirement was also discussed.

Edits will be made to be included in the minutes, and a second read in November.

b. COPPA Policy

The COPPA policy is a requirement for LEAP 2. The policy was developed using multiple LSC's existing COPPA policy. The policy was reviewed by USA Swimming and is considered comprehensive. It is also how the LSC currently operates.

The policy will have a second read in November.

3. Budget Variance – Formstack

The office staff is planning on migrating additional forms to this platform for uniformity and ease of use. Currently, we are maxed out on number of forms.

After discussion the decision was that the funding already exists, is allocated appropriately, and no budget variance is required. Staff will upgrade as needed.

4. Athlete's Committee

A plan was laid out for development of an Athlete's Committee; however, the ISI Bylaws already have defined the committee, representation, and age of participation. The current athletes with assistance from Alec Haley, the BoD liaison, and Paul Stockett will work together to present an updated plan. The athletes were encouraged to look at how to rebuild the committee and look at all aspects of representation and diversity. The updates will be presented in November. Bylaw changes may be required.

5. Athlete Representatives Brochure

The athletes presented a draft of a brochure showing structure of the BoD and responsibilities of the athletes. Tony indicated there were numerous documents already developed for this purpose, and many included in the BoD Orientation. The office staff was going to work on locating items to assist the athletes.

6. New Board Member Orientation

New board members take office in January. However, all new board members are invited to the November meeting. New Board Member orientation will be at 4:30 pm prior to the November meeting. Time will also be allocated at the November meeting for the outgoing and incoming members to interact.



**Next Board Meeting:**

November 15, 2018

**Reminders & Announcements:**

January 21, 2019 Board Meeting

April 15, 2019 Board Meeting

**Upcoming Events**

MidState Championships, IU Natatorium – January 5 & 6



**INDIANA SWIMMING STAFF**

Arlene McDonald  
[arlene@inswimming.org](mailto:arlene@inswimming.org)  
Michele DeLuna  
[michele@inswimming.org](mailto:michele@inswimming.org)

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

**INDIANA SWIMMING STAFF REPORTS: OCTOBER 15, 2018 BOARD MEETING**

**Interim Executive Director/Event Director Development Report – October 15**

LSC Activities Since August Report:

Since our August meeting, my focus has been on planning for House of Delegates programming and logistics; USAS Convention planning; working with the Performance Committee on the coach mentoring program and 2019 MidStates staffing process; assisting clubs with governance processes; finalizing the meet announcement and activities surrounding the 2019 MidStates All-Star Championships; finalizing all our 2019 hotel blocks and contracts through Visit Indy; assisting with the travel plans and activities for our 2018 Golden Goggles honored guests; and working with board and staff members on projects including the Indy Aquatic Alliance, the Swaponz initiative, the license plate initiative, and the planning associated with the revamp of our financial processes. We were also successful in being awarded the 2019 USA Swimming U.S. Open and Juniors combined meet from August 4 – 8, 2020. Many thanks to Ed Merklings, Natatorium Director, and the NCSA in helping us work through date challenges to make that happen.

Future projects include meeting with the Indy Parks Department about hosting our 2019 LSC Championships at Eagle Creek Park; helping facilitate the upcoming Championship Coordination meeting for our 2019 spring championship meet hosts; ordering awards for those championships; finalizing the meet announcement for the 2019 Speedo Sectionals; recruiting the leadership team for the 2019 Speedo Sectionals; continuing to pursue future opportunities to host USA Swimming Championship meets; continuing to explore enhancements at the Natatorium including improved sound and an interactive LED display for the Wall of Fame; wrapping up HOD loose ends; and working with staff as we transition into a new staff structure.

Other Meetings/Activities since August Include:

- Conducted monthly staff meetings
- Attended a site visit at Eagle Creek Park with Fran Werner and park staff to discuss our 2019 LSC Championships. We have confirmed use of the facility for Tuesday, June 25. The next step is meeting with Indy Parks & Rec in November.
- Participated in activities of the Personnel Committee throughout the process of interviewing and hiring an Executive Director
- Conducted a walk-through at North Central High School in advance of HOD
- Facilitated a workshop at HOD on USA Swimming's Club Recognition Program (CRP)
- Worked with Fitter & Faster to recruit participants for our clinics offered on HOD weekend. The high performance clinics on Sunday filled the week before HOD.
- Met with Marianne to discuss our use of Formstack including the possibility of increasing our use of this platform
- Attended USAS Convention and participated in a planning meeting for next summers age group Duel in the Pool
- Completed contracts for 2019 hotel blocks

USA Swimming Activities since August 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 USAS Convention and facilitated a workshop for new General Chairs
- Participated in bi-weekly conference calls regarding planning for the 2020 Olympic Trials
- Traveled to Omaha for a Trials build meeting; met with representatives from Midwestern Swimming to start identifying potential committee chairs
- Serving on the planning committee for the November *Mighty 2500* LSC workshop in Colorado Springs



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

- Facilitated a planning session for Snake River Swimming

Respectfully submitted,  
Arlene McDonald  
Respectfully submitted,

*Arlene McDonald*

**Office Manager’s Report – October 2018**

So far we have registered/renewed the following non-athletes for 2019:

148 Coaches  
96 Officials  
11 Coach/Official  
2 Junior Coaches  
24 Other  
Totaling            281 Non-Athletes

Financially

281 x \$72	\$20,232.00
Less USA-S (\$60)	\$16,860.00
To IN Swimming	\$ 3,372.00

HOD – I believe was a big success from the registration perspective.

- o Educated approximately 55 Registrars, Treasurers, Coaches, board members representing over 45 Clubs.
- o Team Unify Matt Emerson did a very fine job presenting the Team Unify portion of the registration process and offered up his email for anyone needing assistance.
- o Established a “Registration” packet that we can now expand on - this packet included not only the how to register athletes via Team Unify but also a cheat sheet for Hy-Tek/Active. I hope to get more information on that process, so we can offer that to those clubs using Active.
- o I believe this workshop (which should be about 3 hours formatted differently) gave Michele and I credibility, backing up the work processes that we need to do to be able to provide good service practices to our club volunteers.
- o From this workshop I have seen an increase in phone calls to the office with questions about Team Unify, how to set it up, and how to use it.
- o Unfortunately, the number of clubs represented was less than half the teams registered in Indiana. We have work to do to get information to and make sure our volunteers doing the registrations have the tools they need.

I have talked with four clubs over the last three weeks who didn’t know they had an “account” with Indiana Swimming (they or a representative from their club did not attend the Registration Workshop at HoD). I was able to talk them through the hard parts. In one case the registrar/treasurer/secretary had been told to fill out the athlete registrations on paper, scan them, and send them with a batch number. We still need to reach about 38 clubs (1/3 of our clubs) who have yet to correctly set up their Team Unify account. I will be contacting them over the next month to see if we can get updated information from them and send out Information Michele and I have put together. I am constantly finding out what our Officials, Coaches and Clubs do not know and trying to educate them on a case by case basis. This is time consuming but will be beneficial in the future.



**INDIANA SWIMMING STAFF**

Arlene McDonald  
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Michele DeLuna  
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Emily Kowalski  
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Attended the USAS Convention in Jacksonville, FL

- Attended the 2 Registration workshops available
- Very good information from other LSC registrars, good round-table discussions
- The state of the new registration system/procedures - still not defined
- Had the opportunity to talk with the Team Unify Founder Tim; it is good to know I can go straight to the top with my opinions
  - TU sees Indiana Swimming in the forefront with their technology which is just one reason why we get good customer service
- Had the opportunity to interact with other Women in Swimming and was in the Women in Swimming video ☺
- Michele and I bonded over our 13-hour journey from Indy to KC to Orlando to Jacksonville

Made deposits, paid the bills, continually organizing and reorganizing information as it comes in. Constantly looking for better ways to do my job more efficiently.

Respectfully submitted,  
Emily Kowalski

**Member Services Coordinator's Report: Michele DeLuna – October 2018**

Registration report:

People heeded my request to submit registrations prior to the changes USA Swimming is bringing. I have processed 2740 registrations and still have a pile to get through.

2391 Yearly athletes  
283 Flex athletes  
66 Outreach athletes

I have sanctioned 109 meets at this point.

Teams have been slow to get on the schedule of providing pre-meet files on the Monday prior to the meet. We will continue to work to get people used to this new process. Of the pre-meets that I have been able to process, the few athletes who required registering (most were on files already submitted to me) were submitted in a very timely fashion. We will all work to make this new process a success!!



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

**Member Services Coordinator’s Report: Michele DeLuna – October 2018**

Athletes:	2015	2016	2017	2018	2019:	Yearly	Flex	Outr	Total
September	86	6	3	123		590	9	17	616
October	4122	5616	6238	6107		1801	274	49	1775
November	4167	2422	2944	2520					
December	826	990	1082	857					
January	547	613	421	720					
February	283	327	306	398					
March	197	168	244	167					
April	845	91	91	19					
May		713	722	646					
June	554	845	512	807					
July	205	205	264	176					
August	12	39	124	48					
<b>Total</b>	<b>11844</b>	<b>12035</b>	<b>12952</b>	<b>12588</b>					

Non-Athlete:					2019:	Coach	Official	Other	Total
September	177	113	247	169		126	68	17	211
October	305	298	302	265		47	55	16	118
November	228	181	403	216					
December	469	444	258	462					
January	131	236	151	244					
February	31	66	52	51					
March	19	33	23	39					
April	54	36	33	41					
May		61	37	45					
June	24	49	35	31					
July	14	14	12	19					
August	1	4	6	6					
<b>Total</b>	<b>1453</b>	<b>1535</b>	<b>1559</b>	<b>1588</b>					



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

1. I participated in the Personnel Committee meetings at the end of August that concluded the hiring process for a new Executive Director.
2. I attended the Indiana Swimming House of Delegates meeting in September. I participated in the Open Coaches Forum in addition to the Business Meeting.
3. I attended the Friday evening committee meetings on the Friday prior to HOD.
4. I led the Indiana delegation to the United States Aquatic Sports convention in Jacksonville in September. I attended a number of meetings, including Senior Development Committee, General Chairs Luncheon, Candidates Town Hall, Central Zone meetings, the stroke technique presentation by Russell Mark, the live release of OT qualifying standards, and of course the House of Delegates meetings. I was a speaker on the panel that addressed Coach/Official relationships. Convention also offered many opportunities to interact with our own Board members in attendance, representatives from other LSCs, and USA Swimming staff.
5. I have worked with the Interim Executive Director in a number of areas, including planning for potential USA Swimming and Indiana Swimming events in the upcoming years, as well as planning for Golden Goggles.
6. I met with our Executive Director to discuss upcoming plans and transition issues as he begins his tenure with Indiana Swimming.

**ADMINISTRATIVE VICE CHAIR** **Gregg Mudd**  
[greggmudd@gmail.com](mailto:greggmudd@gmail.com)

No Report

**BUDGET & FINANCE VICE CHAIR** **Brad Dumbauld**  
[BDumbauld@gregoryappel.com](mailto:BDumbauld@gregoryappel.com)

Thank you to all of our board members who were present at the HOD in September. I know the issue of fee increases came up in your meetings and am truly grateful for the support in getting these passed. Had you not been prepared and supportive of the increases we would have had a struggle getting it done.

As you will see from the attachments, we are now in a position to provide current financials for every board meeting. The three reports that we have prepared for your review are the Profit & Loss, Profit & Loss YTD, and the Profit & Loss Budget vs. Actual.

Keep in mind that any financial statement is only a snapshot in time and does not fully represent the health of the organization. If you look at the three page "Profit & Loss" report. For the month of September, you can see that we actually "lost money". That just means we spent more than we brought in during the month of September. Not a surprise to any of us because registrations were not in full swing. If you move to the last page where it shows the period of September 30 through October 11, you can see there is a positive balance. Those numbers are just representing where we were at that point in time.

The report titled "Profit & Loss YTD Comparison" is really there as a placeholder. When we have this year finished in August of 2019, we will have a full set of annual numbers to begin to compare with years going forward. I only included this to show what we will be able to do in the future with the new budget and chart of accounts.

The last report, "Profit & Loss Budget vs. Actual" is a great report to see where we are at any time of the year in what we have received and spent versus what we have budgeted. If you have a line item in our budget, we can tell you how much you have spent and when you are cut off for the year!

Again, thank you for your support and patience as we worked through the last year of challenges. I'm hopeful that the reports illustrate what you would like to see as board members. Our goal is transparency and redundancy. You should be able to see the numbers at any time, and a number of people should be able to help you get that report because they have been trained to do so.



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

No Report

**AGE GROUP VICE CHAIR** **Mike Chapman**  
[mike@swimnsc.com](mailto:mike@swimnsc.com)

In the past month, I attended the USAS convention, met with the performance committee and the age group committee.

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

No Report

**TECHNICAL CHAIR** **Marianne Walling**  
[nocando87-swim@yahoo.com](mailto:nocando87-swim@yahoo.com)

Since the September HoD there has been ongoing work to:

- Update Policy and Procedures to include HoD changes
- Finalize time standards for 2018-2019. These now include 2 sets of Senior standards, as the summer non-conforming courses are not the same.
- Notify spring meet hosts of important meeting dates
- Start to update all spring meet announcements and files.
- Working with staff on updating additional policies for board review.

Thank you for the privilege of attending USAS convention as it is always an educational and often broadening horizons experience.

I serve on the USAS Times and Recognition Committee and SAA sub-committee and thus attended those meetings and workshops. These were mainly statistical reports and included how the past year concluded with records, addition of the NCAA meets as approved meets, development of mixed relay records, and etc. The Scholastic All-American sub-committee implemented the 2018 Winter Junior time standards for the 2019 program. Some of the higher level para meets will be included in the SWIMS db this year. Randy Julian will work with the para committee to identify qualifying SAA para meets in advance of the application to assist in the process. Open Water Zone athletes depending on their place at Zones may qualify for the National Open Water meet. Since the Junior National Open Water meet is not a qualifying SAA meet, the zone to national link should provide another opportunity for open water athletes to qualify for SAA. During the T&R workshop, Team Unify also gave a membership registration demonstration.

There was also discussion on how to properly process mixed relays by teams in Meet Manager prior to submitting for upload to SWIMS. Many of the incorrect mixed relays were removed from SWIMS, and a baseline for relay records now exists.

During the OKI meeting there was discussion on swimsuit coverage for all water sports. The subtopics included being appropriate role models to younger athletes, unintended consequences that cross into safe sport, and how to approach the issue. There is now a video put out by the Water Polo community to educate, [https://www.youtube.com/watch?v=HF0AY\\_MPjE](https://www.youtube.com/watch?v=HF0AY_MPjE), and the key phrase “**FIX YOUR SUIT**”. Discussion also centered on how to approach an athlete. Officials were encouraged to address coaches and coaches talk to athletes. If a coach is uncomfortable addressing the opposite gender, find a coach you trust of the same gender to approach the athletes. Some coaches address at the start of club, HS or college season and set the



**TECHNICAL CHAIR (cont.)** **Marianne Walling**  
[nocando87-swim@yahoo.com](mailto:nocando87-swim@yahoo.com)

expectation. Violation of the expectation may mean removal from team. Others coaches expressed concern that higher level athlete if approached may just switch clubs. However, there is a greater concern that the materials are attracting the wrong type of attention to water sports.

The coach and official presentation on working together, with Q& A for the panelists, reinforced many of the best practices encouraging all to listen to each other and READ rule book and meet announcements prior to meets. One of the official presentations focused on use of media to reach generations. Instagram is the best way to reach parents of a younger generation. Facebook is an “older” generation, and twitter does not have the same impact or ability to post.

Concussion training was another area of concern. Many states require officials and coaches to certify in concussion training annually. Depending on the states mechanism for return to play athletes being observed for concussions may or may not return to the meet, but never the day of the incident. Concern was raised that Meet Referees are not doctors and should not be in charge of return to play. Any potential concussion should be observed out of the water by coaches and guardians, even if athlete claims they are ok. The athlete should not be left on their own.

Timing equipment concerns were also covered, making sure that the start system and timing system start in the same open/closed switch position. In particular, if the Daktronics start system is not plugged in correctly to match the timing system set-up there is a significant differential in actual time. It was suggested that Meet Referees work with the person setting up the system to make sure switch position matches.

Due to scheduling conflicts, there were many meetings I could attend in part, i.e. Rules and Regulations. However through the course of the convention there were many opportunities to discuss topics of concern, i.e. technical suits for 12 & U and meet safety director proposals prior to HoD. Other sessions attended include the Central Zone, where bidding, elections, and legislation for the zone were all covered. During the Women’s Leadership breakfast, I was able to meet and interact with a few of the USA Board Candidates prior to the full panel and election of candidates.

**OFFICIALS CHAIR** **John Hiester**  
[johnhiester.swimming@gmail.com](mailto:johnhiester.swimming@gmail.com)

No Report

**ATHLETE REPRESENTATIVES** **Madison Wickholm** **Noah Berryman**  
**Adam Jasiak** **Sarah Jacobs**  
[office@inswimming.org](mailto:office@inswimming.org)

Athlete Report for October Meeting:

Noah and Sarah attended USAS convention, they both put time into structuring an athlete committee and creating a pamphlet for incoming athlete reps.

Sarah: Reflecting on my experience at convention, three things stood out to me. The first being that I started swimming in 2006 and I never heard about the USADA rules at a swim practice. I think teams should inform their swimmers of the USADA rules because an athlete could unknowingly be breaking a doping rule. The second part of convention that I found valuable was a presentation on servant leadership where I learned how important empathy is to leadership, and that empathy is more important than sympathy. Finally, I really enjoyed getting to participate in the USA swimming HOD, it was very engaging and I liked hearing about current athlete-relate issues being debated and resolved.



<b>ATHLETE REPRESENTATIVES (cont.)</b>	<b>Madison Wickholm</b> Adam Jasiak <a href="mailto:office@inswimming.org">office@inswimming.org</a>	<b>Noah Berryman</b> Sarah Jacobs
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After HOD we would like to propose three things:

1. I would like a Athlete committee started for out LSC and I would like to approve a timeline for having this committee started by HOD.
2. A issue related 100% to athletes should be discussed at each meeting. In example: things such as the tech suit ban for 12 and under should be discussed at board meetings.
3. We would like a pamphlet approved that will go out to the athletes that are voted in at HOD. The pamphlet will explain what their role on the board is and some common terms that come up in meetings.

Noah: During convention I learned that as a LSC athlete representative I can get involved in a multitude of ways, in terms of committees. The leadership activities Sarah and I attended were structured like the Summit in Houston but were still great learning lessons for both of us. During convention Sarah and I started to draft a structure for our LSC's athlete committee. We learned many things regarding athlete committees from other LSCs. Annie Norris from Gulf LSC helped guide us on how we want to structure this. Her and I also discussed the Athlete Rep pamphlet which would help incoming athletes who are unsure of what the position entails.

Agenda Items:

1. Athlete Committee
2. Athlete Rep Pamphlet

<b>REGION 1 REPRESENTATIVES</b>	<b>Jim Voss</b> <a href="mailto:Jimswimdune@yahoo.com">Jimswimdune@yahoo.com</a>	<b>Christopher Craig</b> <a href="mailto:ChristopherJcraig2004@hotmail.com">ChristopherJcraig2004@hotmail.com</a>
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No Report

<b>REGION 2 REPRESENTATIVES</b>	<b>Chad Bohnke</b> <a href="mailto:Chudley792000@yahoo.com">Chudley792000@yahoo.com</a>	<b>Ben Sutton</b> <a href="mailto:bsutton8781@gmail.com">bsutton8781@gmail.com</a>
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No Report

<b>REGION 3 REPRESENTATIVES</b>	<b>Jessica Boardman</b> <a href="mailto:jessicaboardman@gmail.com">jessicaboardman@gmail.com</a>	<b>Charles Grace</b> <a href="mailto:cgrace@msddecatur.k12.in.us">cgrace@msddecatur.k12.in.us</a>
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No Report

<b>REGION 4 REPRESENTATIVES</b>	<b>Fran Werner</b> <a href="mailto:1919fran@gmail.com">1919fran@gmail.com</a>	<b>Tony Santino</b>
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No Report



**SAFE SPORT COORDINATOR**

Paul Stauder  
[paul.stauder@att.net](mailto:paul.stauder@att.net)

No Report

**DIVERSITY & INCLUSION COORDINATOR**

Paul Stockett  
[sscopenwater@gmail.com](mailto:sscopenwater@gmail.com)

No Report

**ADDENDUM**

Profit & Loss Budget vs. Actual – 14 Pages  
Profit & Loss YTD Comparison – 2 Pages  
Athlete Representative Committee – 2 Pages  
Athlete Representatives Manual – 2 Pages

**Respectively Submitted:**

*Mickey Smythe*

Mickey Smythe, Secretary  
November 18<sup>th</sup>, 2018

**Indiana Swimming**  
**Profit & Loss Budget vs. Actual**  
 September 1 through October 11, 2018

	Sep 1 - Oct 11, 18	Budget
Ordinary Income/Expense		
Income		
Income Uncatagorized	0.00	0.00
Meets		
Sanctions and Observations	2,125.00	13,550.00
Athlete Surcharge	0.00	200,000.00
State Meet Surcharge		
SC Age Group State	0.00	5,500.00
LC Age Group State	0.00	5,500.00
SC Senior State	0.00	3,250.00
LC Senior State	0.00	3,250.00
SC Divisionals	0.00	17,000.00
LC Divisionals	0.00	7,500.00
State Meet Surcharge - Other	0.00	0.00
<b>Total State Meet Surcharge</b>	<b>0.00</b>	<b>42,000.00</b>
Entry Fees	0.00	170,000.00
Meets - Other	0.00	0.00
<b>Total Meets</b>	<b>2,125.00</b>	<b>425,550.00</b>
Membership		
Athlete		
Flex	180.00	0.00
Outreach	85.00	0.00
Year Round	37,152.00	144,000.00
Seasonal	0.00	2,200.00
Athlete - Other	0.00	0.00
<b>Total Athlete</b>	<b>37,417.00</b>	<b>146,200.00</b>
Coaches	8,856.00	8,400.00
Officials	6,336.00	8,400.00
Non Athlete		
Club	100.00	3,300.00
Other (Meet Directors)	0.00	750.00
Non Athlete - Other	360.00	0.00
<b>Total Non Athlete</b>	<b>460.00</b>	<b>4,050.00</b>
Membership - Other	0.00	0.00
<b>Total Membership</b>	<b>53,069.00</b>	<b>167,050.00</b>
Direct Public Support		
Corporate Contributions	0.00	0.00
Gifts in Kind - Goods	0.00	0.00
Individ, Business Contributions	0.00	0.00
Direct Public Support - Other	0.00	0.00
<b>Total Direct Public Support</b>	<b>0.00</b>	<b>0.00</b>

**Indiana Swimming**  
**Profit & Loss Budget vs. Actual**  
 September 1 through October 11, 2018

	Sep 1 - Oct 11, 18	Budget
<b>Events</b>		
Mid States All Star	0.00	24,000.00
Speedo Sectionals	0.00	25,000.00
National Meets	0.00	0.00
Pro Series	0.00	0.00
Events - Other	0.00	0.00
<b>Total Events</b>	0.00	49,000.00
<b>Sponsorship</b>		
<b>Corporate Sponsors</b>		
Speedo	0.00	3,000.00
Fitter & Faster	0.00	1,000.00
Corporate Sponsors - Other	0.00	0.00
<b>Total Corporate Sponsors</b>	0.00	4,000.00
Advertising	0.00	200.00
Donations	0.00	0.00
Sponsorship - Other	0.00	0.00
<b>Total Sponsorship</b>	0.00	4,200.00
<b>Programming Income</b>		
<b>Camps</b>		
Age Group Memorial Day Camp	0.00	6,000.00
OTC Camp	0.00	45,000.00
Camps - Other	0.00	0.00
<b>Total Camps</b>	0.00	51,000.00
<b>Team Indiana Meets</b>		
Mid States	0.00	4,250.00
Central Zone 14U Champs	0.00	13,000.00
Age Group Duel in the Pool	0.00	10,260.00
Central Zone Open Water Champ.	0.00	1,750.00
Central Zone Multicultural	0.00	0.00
Team Indiana Meets - Other	0.00	0.00
<b>Total Team Indiana Meets</b>	0.00	29,260.00
Programming Income - Other	0.00	0.00
<b>Total Programming Income</b>	0.00	80,260.00
<b>Indirect Public Support</b>		
United Way, CFC Contributions	0.00	0.00
Indirect Public Support - Other	0.00	0.00
<b>Total Indirect Public Support</b>	0.00	0.00
Investment Income	0.00	10,000.00

## Indiana Swimming Profit & Loss Budget vs. Actual September 1 through October 11, 2018

	Sep 1 - Oct 11, 18	Budget
<b>Investments</b>		
Interest-Savings, Short-term CD	0.00	0.00
Investments - Other	0.00	0.00
<b>Total Investments</b>	0.00	0.00
<b>Miscellaneous Income</b>	654.98	0.00
<b>Other Types of Income</b>		
Miscellaneous Revenue	0.00	0.00
Other Types of Income - Other	0.00	0.00
<b>Total Other Types of Income</b>	0.00	0.00
<b>Program Income</b>		
Membership Dues	0.00	0.00
Program Service Fees	0.00	0.00
Program Income - Other	0.00	0.00
<b>Total Program Income</b>	0.00	0.00
<b>Total Income</b>	55,848.98	736,060.00
<b>Expense</b>		
<b>Wages and Benefits</b>		
Wages	24,893.86	220,000.00
Payroll Taxes		
FICA	0.00	17,050.00
SUTA	0.00	700.00
Local	0.00	0.00
Payroll Taxes - Other	8,758.14	0.00
<b>Total Payroll Taxes</b>	8,758.14	17,750.00
Employee Benefits		
Phone Reimbursement	0.00	1,800.00
Employee Benefits - Other	0.00	0.00
<b>Total Employee Benefits</b>	0.00	1,800.00
Contract Labor	0.00	0.00
Staff Development		
Clinics & Workshops	0.00	2,000.00
Travel & Lodging	0.00	2,000.00
Per Diem	0.00	1,000.00
Staff Development - Other	37.80	0.00
<b>Total Staff Development</b>	37.80	5,000.00

**Indiana Swimming**  
**Profit & Loss Budget vs. Actual**  
September 1 through October 11, 2018

	Sep 1 - Oct 11, 18	Budget
<b>Staff Travel</b>		
Airfare	0.00	2,000.00
Mileage	0.00	750.00
Meals	0.00	500.00
Entertainment	0.00	1,500.00
Local Transportation	0.00	200.00
Lodging	0.00	1,750.00
Staff Travel - Other	0.00	0.00
<b>Total Staff Travel</b>	<b>0.00</b>	<b>6,700.00</b>
<b>Wages and Benefits - Other</b>	<b>123.90</b>	<b>0.00</b>
<b>Total Wages and Benefits</b>	<b>33,813.70</b>	<b>251,250.00</b>
<b>Programming Expense</b>		
<b>Camps</b>		
Age Group Memorial Day		
Coach Stipends	0.00	950.00
Team Activities	0.00	1,010.00
Room	0.00	6,600.00
Mileage	0.00	480.00
Guest Speaker	0.00	350.00
Meals	0.00	2,500.00
Outfitting	0.00	2,080.00
Age Group Memorial Day - Other	0.00	0.00
<b>Total Age Group Memorial Day</b>	<b>0.00</b>	<b>13,970.00</b>
OTC Camp		
Coach Stipends	0.00	3,100.00
Activities	0.00	4,000.00
Room	0.00	71,280.00
Transportation	0.00	27,300.00
Meals	0.00	160.00
Outfitting	0.00	3,350.00
OTC Camp - Other	0.00	0.00
<b>Total OTC Camp</b>	<b>0.00</b>	<b>109,190.00</b>
Green Flag		
Coach Stipend	0.00	450.00
Room	0.00	0.00
Mileage	0.00	540.00
Meals	0.00	120.00
Outfitting	0.00	0.00
Green Flag - Other	0.00	0.00
<b>Total Green Flag</b>	<b>0.00</b>	<b>1,110.00</b>
<b>Camps - Other</b>	<b>0.00</b>	<b>0.00</b>
<b>Total Camps</b>	<b>0.00</b>	<b>124,270.00</b>

**Indiana Swimming**  
**Profit & Loss Budget vs. Actual**  
September 1 through October 11, 2018

	Sep 1 - Oct 11, 18	Budget
<b>Team Indiana Meets</b>		
Mid States All Star	0.00	20,810.00
Central Zone 14U Champs	15.19	25,080.00
Age Group Duel in the Pool	0.00	39,980.00
Central Zone Open Water Champ.	0.00	3,995.00
Central Zone Multicultural	0.00	17,520.00
Team Indiana Meets - Other	0.00	0.00
<b>Total Team Indiana Meets</b>	15.19	107,385.00
<b>Golden Goggles</b>	1,087.46	19,000.00
<b>Coach Education</b>	944.85	10,000.00
<b>Partnership Costs</b>	0.00	4,500.00
<b>Travel Fund Payments</b>	6,375.00	61,050.00
<b>LSC Workshops</b>	0.00	3,150.00
<b>Councilman Grant</b>	0.00	3,000.00
<b>Awards</b>	1,243.54	2,500.00
<b>House of Delegates</b>	4,631.66	10,720.00
<b>State Meet Stipends</b>	0.00	31,350.00
<b>Club Recog &amp; Excellence Incent.</b>	0.00	5,000.00
<b>Diversity &amp; Inclusion</b>	0.00	8,850.00
<b>Safe Sport</b>	169.10	2,500.00
<b>Officials</b>	350.00	6,200.00
<b>IN Swimming Champ Meets</b>		
Webcasting	0.00	5,100.00
IN Swimming Champ Meets - Other	0.00	0.00
<b>Total IN Swimming Champ Meets</b>	0.00	5,100.00
<b>Programming Expense - Other</b>	0.00	0.00
<b>Total Programming Expense</b>	14,816.80	404,575.00
<b>Business Expenses</b>		
Business Registration Fees	0.00	0.00
Business Expenses - Other	0.00	0.00
<b>Total Business Expenses</b>	0.00	0.00
<b>Contract Services</b>		
Accounting Fees	0.00	0.00
Legal Fees	0.00	0.00
Outside Contract Services	0.00	0.00
Contract Services - Other	0.00	0.00
<b>Total Contract Services</b>	0.00	0.00

**Indiana Swimming**  
**Profit & Loss Budget vs. Actual**  
 September 1 through October 11, 2018

	Sep 1 - Oct 11, 18	Budget
<b>Facilities and Equipment</b>		
Depr and Amort - Allowable	0.00	0.00
Donated Facilities	0.00	0.00
Equip Rental and Maintenance	0.00	0.00
Property Insurance	0.00	0.00
Rent, Parking, Utilities	0.00	0.00
Facilities and Equipment - Other	0.00	0.00
<b>Total Facilities and Equipment</b>	0.00	0.00
<b>General and Admin Expenses</b>		
<b>Intern Program</b>		
Stipend	0.00	2,000.00
Parking	0.00	500.00
Mileage	0.00	500.00
Intern Program - Other	0.00	0.00
<b>Total Intern Program</b>	0.00	3,000.00
<b>Office Expenses</b>		
Rent	2,490.58	15,750.00
Parking	472.50	3,500.00
Office Supplies	185.93	720.00
Communication Technology	1,443.38	8,200.00
Postage, Mailing Service	0.00	600.00
Insurance	145.33	1,750.00
Property Tax	0.00	1,650.00
Office Expenses - Other	355.73	0.00
<b>Total Office Expenses</b>	5,093.45	32,170.00
<b>BOD &amp; Volunteer Expenses</b>		
USA Swimming Convention	8,782.75	19,000.00
Board Retreat	0.00	5,250.00
Board Meetings	33.75	2,000.00
Board Travel	0.00	500.00
Board Education	0.00	500.00
Travel Reimbursement	0.00	1,920.00
BOD & Volunteer Expenses - Other	250.00	0.00
<b>Total BOD &amp; Volunteer Expenses</b>	9,066.50	29,170.00
<b>Books, Subscriptions, Reference</b>	0.00	0.00
<b>Miscellaneous</b>		
Dues & Memberships	0.00	0.00
Bank Fees	651.86	0.00
Professional Services	1,857.56	8,000.00
Lifetime Memberships	0.00	2,000.00
Miscellaneous - Other	0.00	0.00
<b>Total Miscellaneous</b>	2,509.42	10,000.00

**Indiana Swimming**  
**Profit & Loss Budget vs. Actual**  
 September 1 through October 11, 2018

	Sep 1 - Oct 11, 18	Budget
Depreciation Expense	0.00	0.00
Printing and Copying	0.00	0.00
General and Admin Expenses - Other	388.00	0.00
<b>Total General and Admin Expenses</b>	<b>17,057.37</b>	<b>74,340.00</b>
<b>Other Types of Expenses</b>		
Insurance - Liability, D and O	0.00	0.00
Other Costs	0.00	0.00
Other Types of Expenses - Other	0.00	0.00
<b>Total Other Types of Expenses</b>	<b>0.00</b>	<b>0.00</b>
<b>Travel and Meetings</b>		
Conference, Convention, Meeting	0.00	0.00
Travel	0.00	0.00
Travel and Meetings - Other	0.00	0.00
<b>Total Travel and Meetings</b>	<b>0.00</b>	<b>0.00</b>
<b>Total Expense</b>	<b>65,687.87</b>	<b>730,165.00</b>
<b>Net Ordinary Income</b>	<b>-9,838.89</b>	<b>5,895.00</b>
<b>Other Income/Expense</b>		
Other Expense		
Uncategorized	6,738.80	0.00
<b>Total Other Expense</b>	<b>6,738.80</b>	<b>0.00</b>
<b>Net Other Income</b>	<b>-6,738.80</b>	<b>0.00</b>
<b>Net Income</b>	<b>-16,577.69</b>	<b>5,895.00</b>

**Indiana Swimming**  
**Profit & Loss Budget vs. Actual**  
September 1 through October 11, 2018

	\$ Over Budget	% of Budget
Ordinary Income/Expense		
Income		
Income Uncatagorized	0.00	0.0%
Meets		
Sanctions and Observations	-11,425.00	15.7%
Athlete Surcharge	-200,000.00	0.0%
State Meet Surcharge		
SC Age Group State	-5,500.00	0.0%
LC Age Group State	-5,500.00	0.0%
SC Senior State	-3,250.00	0.0%
LC Senior State	-3,250.00	0.0%
SC Divisionals	-17,000.00	0.0%
LC Divisionals	-7,500.00	0.0%
State Meet Surcharge - Other	0.00	0.0%
Total State Meet Surcharge	-42,000.00	0.0%
Entry Fees	-170,000.00	0.0%
Meets - Other	0.00	0.0%
Total Meets	-423,425.00	0.5%
Membership		
Athlete		
Flex	180.00	100.0%
Outreach	85.00	100.0%
Year Round	-106,848.00	25.8%
Seasonal	-2,200.00	0.0%
Athlete - Other	0.00	0.0%
Total Athlete	-108,783.00	25.6%
Coaches	456.00	105.4%
Officials	-2,064.00	75.4%
Non Athlete		
Club	-3,200.00	3.0%
Other (Meet Directors)	-750.00	0.0%
Non Athlete - Other	360.00	100.0%
Total Non Athlete	-3,590.00	11.4%
Membership - Other	0.00	0.0%
Total Membership	-113,981.00	31.8%
Direct Public Support		
Corporate Contributions	0.00	0.0%
Gifts in Kind - Goods	0.00	0.0%
Individ, Business Contributions	0.00	0.0%
Direct Public Support - Other	0.00	0.0%
Total Direct Public Support	0.00	0.0%

**Indiana Swimming**  
**Profit & Loss Budget vs. Actual**  
September 1 through October 11, 2018

	\$ Over Budget	% of Budget	
<b>Events</b>			
Mid States All Star	-24,000.00	0.0%	
Speedo Sectionals	-25,000.00	0.0%	
National Meets	0.00	0.0%	
Pro Series	0.00	0.0%	
Events - Other	0.00	0.0%	
<b>Total Events</b>	<b>-49,000.00</b>		<b>0.0%</b>
<b>Sponsorship</b>			
Corporate Sponsors			
Speedo	-3,000.00	0.0%	
Fitter & Faster	-1,000.00	0.0%	
Corporate Sponsors - Other	0.00	0.0%	
<b>Total Corporate Sponsors</b>	<b>-4,000.00</b>		<b>0.0%</b>
Advertising	-200.00	0.0%	
Donations	0.00	0.0%	
Sponsorship - Other	0.00	0.0%	
<b>Total Sponsorship</b>	<b>-4,200.00</b>		<b>0.0%</b>
<b>Programming Income</b>			
Camps			
Age Group Memorial Day Camp	-6,000.00	0.0%	
OTC Camp	-45,000.00	0.0%	
Camps - Other	0.00	0.0%	
<b>Total Camps</b>	<b>-51,000.00</b>		<b>0.0%</b>
Team Indiana Meets			
Mid States	-4,250.00	0.0%	
Central Zone 14U Champs	-13,000.00	0.0%	
Age Group Duel in the Pool	-10,260.00	0.0%	
Central Zone Open Water Champ.	-1,750.00	0.0%	
Central Zone Multicultural	0.00	0.0%	
Team Indiana Meets - Other	0.00	0.0%	
<b>Total Team Indiana Meets</b>	<b>-29,260.00</b>		<b>0.0%</b>
Programming Income - Other	0.00	0.0%	
<b>Total Programming Income</b>	<b>-80,260.00</b>		<b>0.0%</b>
<b>Indirect Public Support</b>			
United Way, CFC Contributions	0.00	0.0%	
Indirect Public Support - Other	0.00	0.0%	
<b>Total Indirect Public Support</b>	<b>0.00</b>		<b>0.0%</b>
<b>Investment Income</b>	<b>-10,000.00</b>		<b>0.0%</b>

**Indiana Swimming**  
**Profit & Loss Budget vs. Actual**  
September 1 through October 11, 2018

	\$ Over Budget	% of Budget
<b>Investments</b>		
Interest-Savings, Short-term CD	0.00	0.0%
Investments - Other	0.00	0.0%
<b>Total Investments</b>	0.00	0.0%
<b>Miscellaneous Income</b>	654.98	100.0%
<b>Other Types of Income</b>		
Miscellaneous Revenue	0.00	0.0%
Other Types of Income - Other	0.00	0.0%
<b>Total Other Types of Income</b>	0.00	0.0%
<b>Program Income</b>		
Membership Dues	0.00	0.0%
Program Service Fees	0.00	0.0%
Program Income - Other	0.00	0.0%
<b>Total Program Income</b>	0.00	0.0%
<b>Total Income</b>	-680,211.02	7.6%
<b>Expense</b>		
<b>Wages and Benefits</b>		
Wages	-195,106.14	11.3%
<b>Payroll Taxes</b>		
FICA	-17,050.00	0.0%
SUTA	-700.00	0.0%
Local	0.00	0.0%
Payroll Taxes - Other	8,758.14	100.0%
<b>Total Payroll Taxes</b>	-8,991.86	49.3%
<b>Employee Benefits</b>		
Phone Reimbursement	-1,800.00	0.0%
Employee Benefits - Other	0.00	0.0%
<b>Total Employee Benefits</b>	-1,800.00	0.0%
<b>Contract Labor</b>	0.00	0.0%
<b>Staff Development</b>		
Clinics & Workshops	-2,000.00	0.0%
Travel & Lodging	-2,000.00	0.0%
Per Diem	-1,000.00	0.0%
Staff Development - Other	37.80	100.0%
<b>Total Staff Development</b>	-4,962.20	0.8%

**Indiana Swimming**  
**Profit & Loss Budget vs. Actual**  
 September 1 through October 11, 2018

	\$ Over Budget	% of Budget
<b>Staff Travel</b>		
Airfare	-2,000.00	0.0%
Mileage	-750.00	0.0%
Meals	-500.00	0.0%
Entertainment	-1,500.00	0.0%
Local Transportation	-200.00	0.0%
Lodging	-1,750.00	0.0%
Staff Travel - Other	0.00	0.0%
<b>Total Staff Travel</b>	<b>-6,700.00</b>	<b>0.0%</b>
<b>Wages and Benefits - Other</b>	<b>123.90</b>	<b>100.0%</b>
<b>Total Wages and Benefits</b>	<b>-217,436.30</b>	<b>13.5%</b>
<b>Programming Expense</b>		
<b>Camps</b>		
<b>Age Group Memorial Day</b>		
Coach Stipends	-950.00	0.0%
Team Activities	-1,010.00	0.0%
Room	-6,600.00	0.0%
Mileage	-480.00	0.0%
Guest Speaker	-350.00	0.0%
Meals	-2,500.00	0.0%
Outfitting	-2,080.00	0.0%
Age Group Memorial Day - Other	0.00	0.0%
<b>Total Age Group Memorial Day</b>	<b>-13,970.00</b>	<b>0.0%</b>
<b>OTC Camp</b>		
Coach Stipends	-3,100.00	0.0%
Activities	-4,000.00	0.0%
Room	-71,280.00	0.0%
Transportation	-27,300.00	0.0%
Meals	-160.00	0.0%
Outfitting	-3,350.00	0.0%
OTC Camp - Other	0.00	0.0%
<b>Total OTC Camp</b>	<b>-109,190.00</b>	<b>0.0%</b>
<b>Green Flag</b>		
Coach Stipend	-450.00	0.0%
Room	0.00	0.0%
Mileage	-540.00	0.0%
Meals	-120.00	0.0%
Outfitting	0.00	0.0%
Green Flag - Other	0.00	0.0%
<b>Total Green Flag</b>	<b>-1,110.00</b>	<b>0.0%</b>
<b>Camps - Other</b>	<b>0.00</b>	<b>0.0%</b>
<b>Total Camps</b>	<b>-124,270.00</b>	<b>0.0%</b>

**Indiana Swimming**  
**Profit & Loss Budget vs. Actual**  
September 1 through October 11, 2018

	\$ Over Budget	% of Budget
<b>Team Indiana Meets</b>		
Mid States All Star	-20,810.00	0.0%
Central Zone 14U Champs	-25,064.81	0.1%
Age Group Duel in the Pool	-39,980.00	0.0%
Central Zone Open Water Champ.	-3,995.00	0.0%
Central Zone Multicultural	-17,520.00	0.0%
Team Indiana Meets - Other	0.00	0.0%
<b>Total Team Indiana Meets</b>	-107,369.81	0.0%
<b>Golden Goggles</b>	-17,912.54	5.7%
<b>Coach Education</b>	-9,055.15	9.4%
<b>Partnership Costs</b>	-4,500.00	0.0%
<b>Travel Fund Payments</b>	-54,675.00	10.4%
<b>LSC Workshops</b>	-3,150.00	0.0%
<b>Councilman Grant</b>	-3,000.00	0.0%
<b>Awards</b>	-1,256.46	49.7%
<b>House of Delegates</b>	-6,088.34	43.2%
<b>State Meet Stipends</b>	-31,350.00	0.0%
<b>Club Recog &amp; Excellence Incent.</b>	-5,000.00	0.0%
<b>Diversity &amp; Inclusion</b>	-8,850.00	0.0%
<b>Safe Sport</b>	-2,330.90	6.8%
<b>Officials</b>	-5,850.00	5.6%
<b>IN Swimming Champ Meets</b>		
Webcasting	-5,100.00	0.0%
IN Swimming Champ Meets - Other	0.00	0.0%
<b>Total IN Swimming Champ Meets</b>	-5,100.00	0.0%
<b>Programming Expense - Other</b>	0.00	0.0%
<b>Total Programming Expense</b>	-389,758.20	3.7%
<b>Business Expenses</b>		
Business Registration Fees	0.00	0.0%
Business Expenses - Other	0.00	0.0%
<b>Total Business Expenses</b>	0.00	0.0%
<b>Contract Services</b>		
Accounting Fees	0.00	0.0%
Legal Fees	0.00	0.0%
Outside Contract Services	0.00	0.0%
Contract Services - Other	0.00	0.0%
<b>Total Contract Services</b>	0.00	0.0%

**Indiana Swimming**  
**Profit & Loss Budget vs. Actual**  
September 1 through October 11, 2018

	\$ Over Budget	% of Budget
<b>Facilities and Equipment</b>		
Depr and Amort - Allowable	0.00	0.0%
Donated Facilities	0.00	0.0%
Equip Rental and Maintenance	0.00	0.0%
Property Insurance	0.00	0.0%
Rent, Parking, Utilities	0.00	0.0%
Facilities and Equipment - Other	0.00	0.0%
<b>Total Facilities and Equipment</b>	0.00	0.0%
<b>General and Admin Expenses</b>		
<b>Intern Program</b>		
Stipend	-2,000.00	0.0%
Parking	-500.00	0.0%
Mileage	-500.00	0.0%
Intern Program - Other	0.00	0.0%
<b>Total Intern Program</b>	-3,000.00	0.0%
<b>Office Expenses</b>		
Rent	-13,259.42	15.8%
Parking	-3,027.50	13.5%
Office Supplies	-534.07	25.8%
Communication Technology	-6,756.62	17.6%
Postage, Mailing Service	-600.00	0.0%
Insurance	-1,604.67	8.3%
Property Tax	-1,650.00	0.0%
Office Expenses - Other	355.73	100.0%
<b>Total Office Expenses</b>	-27,076.55	15.8%
<b>BOD &amp; Volunteer Expenses</b>		
USA Swimming Convention	-10,217.25	46.2%
Board Retreat	-5,250.00	0.0%
Board Meetings	-1,966.25	1.7%
Board Travel	-500.00	0.0%
Board Education	-500.00	0.0%
Travel Reimbursement	-1,920.00	0.0%
BOD & Volunteer Expenses - Other	250.00	100.0%
<b>Total BOD &amp; Volunteer Expenses</b>	-20,103.50	31.1%
<b>Books, Subscriptions, Reference</b>	0.00	0.0%
<b>Miscellaneous</b>		
Dues & Memberships	0.00	0.0%
Bank Fees	651.86	100.0%
Professional Services	-6,142.44	23.2%
Lifetime Memberships	-2,000.00	0.0%
Miscellaneous - Other	0.00	0.0%
<b>Total Miscellaneous</b>	-7,490.58	25.1%

**Indiana Swimming**  
**Profit & Loss Budget vs. Actual**  
September 1 through October 11, 2018

	\$ Over Budget	% of Budget
Depreciation Expense	0.00	0.0%
Printing and Copying	0.00	0.0%
General and Admin Expenses - Other	388.00	100.0%
<b>Total General and Admin Expenses</b>	<b>-57,282.63</b>	<b>22.9%</b>
<b>Other Types of Expenses</b>		
Insurance - Liability, D and O	0.00	0.0%
Other Costs	0.00	0.0%
Other Types of Expenses - Other	0.00	0.0%
<b>Total Other Types of Expenses</b>	<b>0.00</b>	<b>0.0%</b>
<b>Travel and Meetings</b>		
Conference, Convention, Meeting	0.00	0.0%
Travel	0.00	0.0%
Travel and Meetings - Other	0.00	0.0%
<b>Total Travel and Meetings</b>	<b>0.00</b>	<b>0.0%</b>
<b>Total Expense</b>	<b>-664,477.13</b>	<b>9.0%</b>
<b>Net Ordinary Income</b>	<b>-15,733.89</b>	<b>-166.9%</b>
<b>Other Income/Expense</b>		
Other Expense		
Uncatagorized	6,738.80	100.0%
<b>Total Other Expense</b>	<b>6,738.80</b>	<b>100.0%</b>
<b>Net Other Income</b>	<b>-6,738.80</b>	<b>100.0%</b>
<b>Net Income</b>	<b>-22,472.69</b>	<b>-281.2%</b>

**Indiana Swimming**  
**Profit & Loss YTD Comparison**  
 September 1 through October 11, 2018

	Sep 1 - Oct 11, 18	Sep 1 - Oct 11, 18
<b>Ordinary Income/Expense</b>		
<b>Income</b>		
<b>Meets</b>		
Sanctions and Observations	2,125.00	2,125.00
<b>Total Meets</b>	2,125.00	2,125.00
<b>Membership</b>		
<b>Athlete</b>		
Flex	180.00	180.00
Outreach	85.00	85.00
Year Round	37,152.00	37,152.00
<b>Total Athlete</b>	37,417.00	37,417.00
Coaches	8,856.00	8,856.00
Officials	6,336.00	6,336.00
<b>Non Athlete</b>		
Club	100.00	100.00
Non Athlete - Other	360.00	360.00
<b>Total Non Athlete</b>	460.00	460.00
<b>Total Membership</b>	53,069.00	53,069.00
Miscellaneous Income	654.98	654.98
<b>Total Income</b>	55,848.98	55,848.98
<b>Expense</b>		
<b>Wages and Benefits</b>		
Wages	24,893.86	24,893.86
Payroll Taxes	8,758.14	8,758.14
Staff Development	37.80	37.80
Wages and Benefits - Other	123.90	123.90
<b>Total Wages and Benefits</b>	33,813.70	33,813.70
<b>Programming Expense</b>		
Team Indiana Meets		
Central Zone 14U Champs	15.19	15.19
<b>Total Team Indiana Meets</b>	15.19	15.19
Golden Goggles	1,087.46	1,087.46
Coach Education	944.85	944.85
Travel Fund Payments	6,375.00	6,375.00
Awards	1,243.54	1,243.54
House of Delegates	4,631.66	4,631.66
Safe Sport	169.10	169.10
Officials	350.00	350.00
<b>Total Programming Expense</b>	14,816.80	14,816.80
<b>General and Admin Expenses</b>		
<b>Office Expenses</b>		
Rent	2,490.58	2,490.58
Parking	472.50	472.50
Office Supplies	185.93	185.93
Communication Technology	1,443.38	1,443.38
Insurance	145.33	145.33
Office Expenses - Other	355.73	355.73
<b>Total Office Expenses</b>	5,093.45	5,093.45
<b>BOD &amp; Volunteer Expenses</b>		
USA Swimming Convention	8,782.75	8,782.75
Board Meetings	33.75	33.75
BOD & Volunteer Expenses - Other	250.00	250.00
<b>Total BOD &amp; Volunteer Expenses</b>	9,066.50	9,066.50

**Indiana Swimming**  
**Profit & Loss YTD Comparison**  
**September 1 through October 11, 2018**

	<u>Sep 1 - Oct 11, 18</u>	<u>Sep 1 - Oct 11, 18</u>
Miscellaneous		
Bank Fees	651.86	651.86
Professional Services	1,857.56	1,857.56
<b>Total Miscellaneous</b>	<b>2,509.42</b>	<b>2,509.42</b>
<b>General and Admin Expenses - Other</b>	<b>388.00</b>	<b>388.00</b>
<b>Total General and Admin Expenses</b>	<b>17,057.37</b>	<b>17,057.37</b>
<b>Total Expense</b>	<b>65,687.87</b>	<b>65,687.87</b>
<b>Net Ordinary Income</b>	<b>-9,838.89</b>	<b>-9,838.89</b>
Other Income/Expense		
Other Expense		
Uncategorized	6,738.80	6,738.80
<b>Total Other Expense</b>	<b>6,738.80</b>	<b>6,738.80</b>
<b>Net Other Income</b>	<b>-6,738.80</b>	<b>-6,738.80</b>
<b>Net Income</b>	<b>-16,577.69</b>	<b>-16,577.69</b>

## Athlete Representative Committee

### ● Defining Reps:

- Club representatives
  - 2 or less voted members from each club
  - Attend Athlete committee meetings
  - Have voice in athlete committee meetings
  - Can make proposals in athlete committee meetings
  - Need to be voted for and reported back to the Board Athlete Reps within a month after house of delegates
- Committee representatives
  - Consists of three voted in club reps- must be elected by majority of the Athlete Committee at the first Athlete Committee meeting
  - Consists of one athlete board rep
  - Only Athlete board rep has voting power in the committee
- Athlete board representatives-
  - All four board reps have equal power at the top of the committee and have equal use of the committee gavel.
  - Will be voted for at House of Delegates
  - Senior rep
  - Junior Rep
  - 2 At-Large reps
  - Responsibility of the 4 athletes on the board to report what happens in open sessions of board meetings to the athlete committee

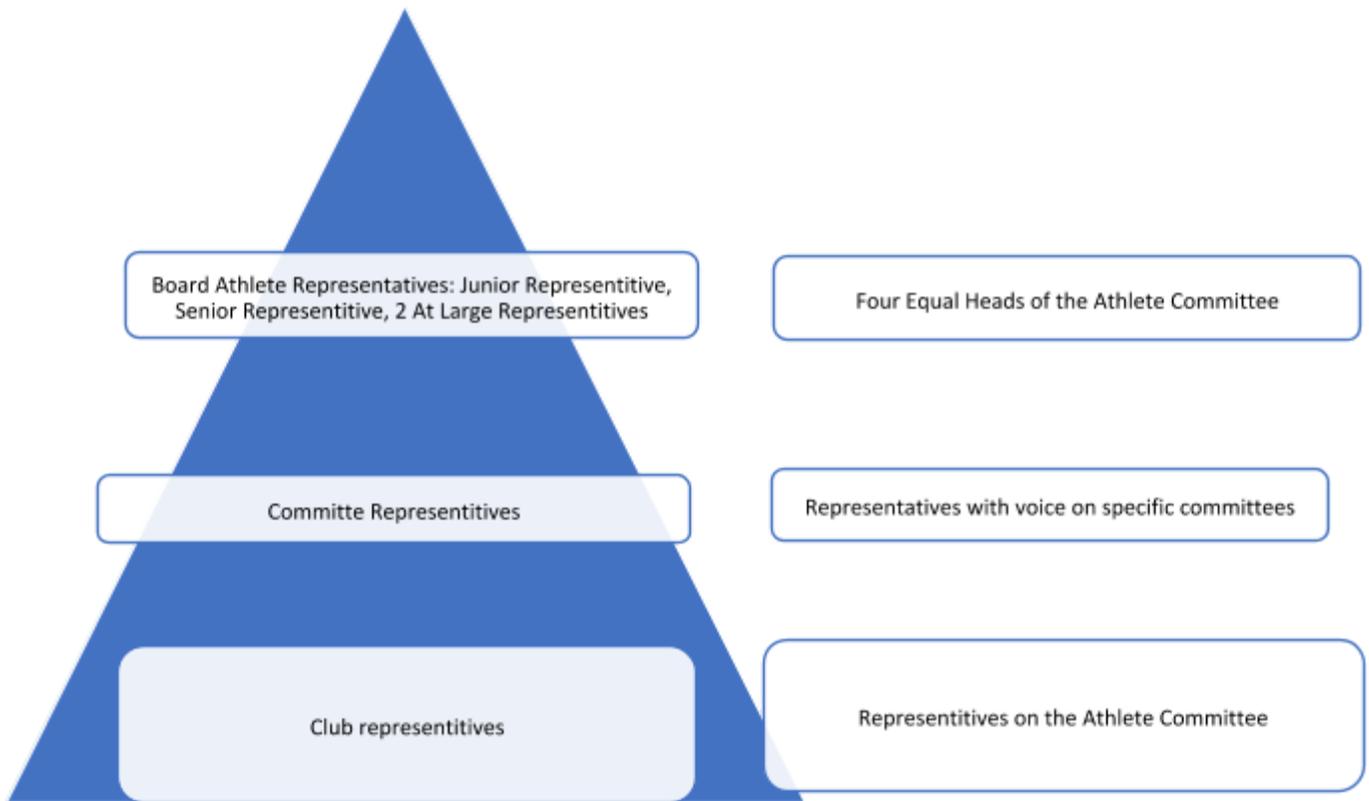
### ● Club Representative Voting Process, Procedure, and Rules:

- Needs to be a formal vote by athletes only
- Before the voting, 5 or less athletes need to be nominated to run for the club rep position, and club athletes may only vote for two of the candidates.
- Coaches are prohibited from appointing athletes in any manner or influencing the athlete vote.
- Coaches are prohibited from nominating an athlete or speaking on their behalf.
- Winners include the athletes with the top two most votes
- Voting needs to be completed and reported to the board reps within a month of House of Delegates

### ● Club Athlete Conduct:

- By discretion of the board club reps can be removed from the committee by the four board reps by a vote of 3/4.
  - Offenses can include:
    - Improper conduct
    - Any safe sport violation

- Any suspension or probation from their high school athletic team or club team
  - Not following their committee responsibilities
  - Portraying a negative vision on social media
  - Un-sportsman like conduct during swim meets
  - Or any other inappropriate offense deemed by the board athlete representatives.
- Need to high attendance and participation at club athlete meetings
  - If appointed to a committee, they need to attend the meetings
  - Need to back up and support final board and Athlete committee position





## Athlete Representatives Manual

### Things to Know:

Mission: Inspires excellence through progressive, innovative programs and partnerships.

Vision: Growing Champions. Inspiring Dreams.

LSC: Stands for Local Swim Committee, our LSC is Indiana. LSC's are typically at the state level however larger states may have more LSC's.

Zone: We are in the central zone. A zone is multiple LSC's grouped together geographically. There is a zone house of delegates that occurs at the USAS convention.

AEC: Stands for Athlete Executive Committee. A national level committee of athlete reps that represent swimmers to the USA board of directors.

Staff VS Board: We have both staff members and board members that attend our meetings. At times an issue will arise, and we will have a closed session where staff members are not allowed to attend.

Involvement: There are opportunities for you to be involved on the national board of directors as an athlete rep.

### Athlete Powers:

- You have voice and vote in every Board of Directors meeting; your voice matters so it is important you express your opinion.

- The Athletes make up 20% of the board and the committees.
- Every Decision you help make while on the board impacts 11,000+ swimmers.
- You have the power to make a motion about whatever you see fit for the board. Make sure you are prepared and informed whenever you make a motion.
- The athlete representatives have the honor and responsibility of planning the athlete portion of the following years House of Delegates.
- You have earned the right to represent Indiana swimming and therefore it is your responsibility and privilege to attend every board meeting in some capacity.

### Junior and Senior Representatives:

Junior Representative:

- two-year term and automatically continues on to Senior Rep position
- receives mentorship from the senior representative

- needs to serve on a board committee
- second in command to the senior Rep
- opportunity to attend national conventions

#### Senior Representative:

- automatically filled by the previous junior rep
- last year of a two-year term
- looked to as the spokesperson of the four athlete reps
- has the responsibility of completing the monthly athlete report
- has the responsibility of mentoring all of the athlete reps
- needs to serve on a board committee
- opportunity to attend national conventions

#### At Large Representatives:

- One-year term
- Two At-Large reps are elected at the annual HOD meetings
- Collaborate with the Junior and Senior reps on decisions
- Need to Serve on a board committee
- May have the opportunity to attend a national convention

#### Positions on the Board:

- Executive Director: Head of everything, non-athlete, gives a report at the beginning of each meeting
- General Chair: The non-athlete head of the board under the executive director, leads meetings

- Admin Vice-Chair: Focuses on administrative board tasks
- Senior Vice-Chair: Focuses on senior level swimming
- Age Group Vice-Chair: Focuses on age group level swimming
- Coaches Rep: On the board to represent the coaches of Indiana
- Technical Chair: Focuses on the rule book
- Officials Chair: Represents Indiana's officials
- Safe-Sport Coordinator: Works on the safe sport initiative
- Secretary: Types up what happens in meeting and sends out the board's minutes
- Regional Reps: Non-Swimmers that represent the different regions of Indiana.