2016
Illinois Swimming
Spring House of Delegates Meeting

April 17, 2016
Bloomington-Normal
Marriott Hotel
Normal, IL

ILLINOIS SWIMMING, INC.
REGULAR (Spring) HOUSE OF DELEGATES MEETING
Sunday, April 17, 2016 @ 1:00pm
Location: Bloomington-Normal Marriott Hotel
201 Broadway Avenue, Normal, IL 61761

Agenda

1. Roll Call

2. Approval of Agenda

3. Adoption of 2015 Annual HOD Meeting Minutes

4. Reports

- General Chair
- Executive Director
- Administrative Vice Chair
- Senior Vice Chair
- Age Group Vice Chair
- Program Operations Vice Chair
- Treasurer
- Membership/Registration Coordinator
- Coaches Representative
- Athlete Representative
- Officials Committee Chair
- Safety Coordinator
- Safe Sport Committee Chair
- Diversity and Inclusion Chair
- Open Water Chair
- Ex-Officio Members

8. Unfinished (old) Business

7. Elections - Nominating Committee

9. New Business
    a. Athletes Executive Committee Project
    b. Athlete Performance Task Force
    c. LSC Branding Project

10. 2016 Annual (Fall) HOD Meeting Schedule and Location

11. Adjournment

Illinois Swimming House of Delegates
Fall 2015
Sunday, October 11, 2015
1:00 PM
Schaumburg – Courtyard Marriott

~ UNAPPROVED MINUTES ~

1. **Roll Call - Called to order at 1:04 PM by Steve Mitchell**
2. **Approval of Agenda as amended. PASSED**
   MOTION: To approve the agenda as presented. PASSED
3. **Reading, Correction and Adoption of the minutes of previous meeting**
   MOTION: To approve the 2015 Spring HOD minutes as presented. PASSED

4. **Reports**

Staff Reports

- **Director – Pete Kozura Executive -** Report included in the packet
  - Thank you to meet hosts – in particular, BAR & STSC for webcast of age group championships
  - USA swimming focus on Olympic Trials and Rio Games
  - Continued support of the Safe Sport program – Safe sport chair will be a voting member of the BOD
  - Senior –a continued support of the Futures Meet .. one additional meet has been added
  - Make-A-Splash/Foundation announced that Missy Franklin will be their spokesperson through the year 2020
  - SwimJitsu – Thank you to Elgin for hosting the event
  - Swimposium recap – disappointed that we had to cancel the presentation of Frank Bush due to a lack of participation. We are interested in learning how we might be able to make that program work in the future
  - Sponsorship revenue this past year was about 10% higher than last year. All but one sponsor has renewed their sponsorship intentions for another year. Looking for a webcast sponsor at this time
  - Staff will be busy implementing the new program initiatives
  - Thank you to BOD and membership for continued support and direction

- **Membership / Registration Coordinator – Pam Lowenthal** Report included in the Packet

Reports of Officers

- **General Chair – Steve Mitchell** Report included in the packet
  Presentation Highlights:
  - Video – SwimToday.org Swimming is the Funnest Sport
  - Athlete Success –
    - Championship meet results
    - ISI LSC Record recap
    - Qualifiers – Olympic, LC Nationals, Jr Nationals, Open Water, FINA World Jr
  - Volunteers- Thank you for your efforts
    - Board of Directors
    - Ex-Officio Members
    - Committee Members –Senior, Age Group, Athlete Protection, Diversity & Inclusion, Coaches, Officials
      Open Water, Rules & Reg, Administrative Review Board, Central Zone BOR, Central Zone Sanction, And USA Swimming Committee Members
  - Business Plan – Build the Base; Promote, Support & Achieve; Govern
  - Accomplishments – LEAP 3 Recognition; New ISI Website; Updated Policy & Procedures Manual; Committee Activities & Programming; Fiscal Responsibility; Championship Meets; Athlete Recognition Banquet; Athlete Representatives; Zone BOR representatives; USA Swimming Foundation support; SwimJitsu support; Swimposium; USAS Convention attendance and participation.
  - Membership Trends- This past year membership decreased in the LSC by about 1000 athletes. Analysis indicated that participation at the 10&U age group has been on the decline for the past 2 years. This trend matches the decline at the national level for the 10&U swimmers. Retention is generally flat for all age groups.
    Olympic Year programs: Swim Today promotion, SwimJitsu, SwimBiz,
  - USAS Convention Recap – Details on the LSC/Zone Task Force and study;
    - Central Zone elections; CZ General Chair meeting focusing on Governance/Performance/Communication;
    - LSC Development – instructional video on the roles and responsibilities of board members;
    - LSC Branding
    - Athlete Performance video; (Indiana)
    - LSC/Athlete Promotion video (South Dakota Swimming, Indiana Swimming, Minnesota Swimming
  - Going Forward: Initiatives: Communication/ Athlete Performance/ Governance

- Improve Support – Athletes. Coaches, volunteers
- Stewardship
- Maximize value and efficiency of the ISI Office

- **Administrative Vice-Chair – Kimberly Mozdzierz-Frank** Report included in the packet
  - USAS Convention recap –
    - Rules & Regulations session. Encouraged all to read the USA Regulation packet.
    - Defining exactly what a "deck change" is. New legislation has been proposed as the term is defined.
    - Video Replay for stroke and turn decisions
    - Clarification of the 120 rule for athlete transfers
    - Bullying is a code of conduct issue and is to be addressed at the LSC level
    - Zone Voting now requires 5 members, one of which must be an athlete
    - 20% athlete membership on all committees
    - LSC Governance and new programming available for leadership
    - Athlete Retention
  - Policy & Procedure Manual
    - New manual will be published on the website this coming week
    - This has been a year-long process and has taken the original 14-page document and turned it into a 70+ page document after including all policies and procedures that we are currently working under.

- **Senior Vice Chair – Mike Laurich** Report included in packet
  - Club Support – Olympic Trials has been added, along with an additional preparatory meet.
  - LC Senior Championships – one bid - Midway Aquatics July 21-24
  - **MOTION: to accept the recommend bid of Midway Aquatics to host the Senior Championship meet July 21-24th. Second .. Discussion**
    AMMENDED Motion - – PASSED
    Original Motion with the date change of August 4-7.
    PASSED.
  - ML – What is the rationale in hosting a championship meet in the middle of July? MLAU – last year, the August date was in conflict with a number of other meets. This bid is for this weekend. ML – It makes no sense to have our seniors finish their season
  - **MOTION to AMMEND – to host the Senior Championship meet to August 4-7.**
  - Discussion ; KC – We submitted our bid without a date and left the date up to the Senior Committee. The August date is very close to the beginning of high school season. Concerned about the viability of the meet.
    KZ – What are the dates of the Futures Meet - [Same as last year – last week in
    DK- NCSA meet has been moved to August 12th ... a meet around the first of August would be a viable meet.
    BS- Supports the motion .. we are lacking at the Senior meet. The meet has become more of a developmental meet. We need to keep the senior swimmers in the water as
  - MC – Has the Senior Committee looked at supporting the Futures Meet? MLAU-
  - DK- Regarding the time standards required for preparatory meet participation. Has the senior committee looked at requiring a time that is just below the junior cut? MLAU – Not at this point. Not certain that the change would impact the club support participation.

- **Age Group Vice Chair – Jeff Arce** Report included in the packet
  - Thank you for championship meet hosts
  - 2016 Regional Championships – LWSA, PAWW,SCT, FOX, EGSC, GA, & HFSC
  - 2016 Age Group Championships – PAC - meet packet posted November15
  - 2016 Summer Regional Champions -- there are 7 bids - :WSA, ORCA, WDST, BDSC, DLTA, PAWW, & MDWY - July 15-17
  - **MOTION: to accept the recommended Regional sites (WSA, ORCA, WDST, BDSC, DLTA, & PAWW) PASSED**
  - Discussion: TC – Why are we increasing the number of regional sites if we had 5 sites last year and not all meets were equally filled. One of the downstate sites only had 200 swimmers and they were not from the area. ML – are these all 8-lane pools?
  - LC Age Group Championships – 2 bids – Academy Bullets and CATS/SCT. Recommendation - July 28-31 @ RecPlex. Age Group meet format – 4 days
  - **MOTION: to accept the bid from CATS/SCT to host the LC Age Group Championships at the RecPlex on July 28-31, 2016. PASSED**
  - Camps – 11-12 camp will be moved to Atlanta to stay with the Grand Prix meet. Will work with Dynamo or Swim Atlanta for practices.
  - 13-14 camp – attempt to secure April 30-May2 at OTC.
  - TC – Regional meet changes – any discussion about changing the limit of 2 relays per team? Mirko – No.
  - TC – will all 7 meets follow the same format? Traditionally, some of the southern teams ran the meets in a single session. PL – some of the southern sites preferred the full meet format, including the relays.
  - BS- Moving the camp from Charlotte to Atlanta – What is the budget impact. PL – We did look at that – the airfare is less, and hotel should come in about the same. The camp should stay
    2 meet standards for distance races will be included.
    HB – Athlete rep – would like to see the 1650 remain in the Age Group event format.
    MOTION: to add the 1650 event in the Age Group meet. FAILED
    Mirko – swimmers would be allowed to swim that event at the OPEN level at the Regional level.
    BS – The regional meet is not truly a championship meet and is not a good situation for a distance swimmer.
    DK- In favor of the recommendation of the AC -Training for the 1650 is a progression
    HF – By not including the event .. we are limiting the opportunities for distance swimmers to participate.

RE – Supports including the event as it is necessary for swimmers to develop as distance swimmers. Should be a decision of timeline
Red – Supports including the event.
ML – in favor or the AC committee. Limitations can be facility-related. Does not believe that we will be negatively impacting our national level performance.
SM – Is your motion to add the 1650/1500 in addition to the 1000/800? HB – no, withdraw the 800/1000 and replace it with the 1500/1650.
Mirko – The AC feels that the more appropriate events for the age groupers is the 800/1000.
??- Did the AC look at offering both the 1650 and the 1000? Mirko – both events would result in a meet management/timing issue. ML – ultimately, it would be best to offer both events.
CALL QUESTION – Passed
AMMENDMENT VOTE – FAILED
ORIGINAL MOTION – PASSED

- Time Standards –
- **MOTION to Accept the time standards as presented. PASSED.**
- MC – Senior Regional cuts are unchanged? That is currently the longest session. Will the additional session off-set the length of the afternoon session? (generally over 3 hours). ML – these time standards are for 8-lane pools.
- DK- the number of lanes does not seem to be a challenge. Did the AC
- MH- athletes are distributed based on the number of lanes the host pool has.
- TC- Meet-specific cuts, rather than calendar-year cuts. Possibly a better label for the standards would be SC standards, LC standards.

- **Program Operations Vice-Chair – Blake Mock -** Report included in the packet
  - Deck Changing – clarification **...** one suit (not a drag suit over a suit). A "partial deck change" would be when females pull down their straps. Basically, "we should not see things we should not be seeing." VD- The females would need to remove straps in a designation. Red – does that mean that if a female has a t-shirt on, can they remove their straps? BM- no, that would not be acceptable. VD- this is a definition and may not work in all situations. BM – recommends that
  - Reviewable for Officials Call ....Footage-approved cameras. Phones will never be approved. The approval process will be very extensive.
  - BS – is it location of the cameras, or the cameras themselves? BM- it is the camera that must be approved by Program Ops. VD- cameras in question might be the webcast cameras that you already have for the meet ... you could get those approved. ML- the likely-hood that you would get video-approved cameras for a local meet is almost zero.
  - Timing system/pad malfunction policy will be forwarded as it becomes available. Not effective until next May 2016.
  - Meet packets and meet management files have been created by Age Group and Senior Committees. These have been created for 6, 8 and 10-lane pools and include variances for out-of-state meets. These templates are to be used by all.

- **Treasurer – Nancy Brooks** Report included in the packet
  - 2015 Fiscal year highlights:
    - Budget – ($15,000) actual - +$18.000
    - Influencing factors – under-budget programs and fewer athlete registrations.
    - Athlete Endowment Fund monies – if to be used, monies are to be transferred into a short-term money market account for use. The AEF fund experienced a loss of (-14.000+). Long term result, however is that

- **Coaches Representative – Nancy Reese** Report included in the packet
  - Coaches resources are available from USA Swimming (copies are on site) or via USA Swimming website
  - Clinics are planned for next spring – welcome input or ideas and feedback

- **Athlete Representative – Chris Kearny -** No Report
  - Request to have all athletes meet together at the conclusion of the meeting to secure committee volunteers.

<u>Reports of Non-Officers, Committee Chairs and Coordinators</u>

- **Officials Committee Chair – Brett Cumberland -** Report included in the packet
  - 6-month update
  - Goal - Clinic attendance has grown significantly over the past 4 season. About 145 officials have participated to date at 5 different clinics
  - Goal - Strengthen the relationship with smaller teams
    - Largest 4 clubs not have nearly 20% of all officials
    - 60% of clubs have fewer than 5 officials
    - Area Reps have been tasked with addressing this trend and are working with clubs with low or no representation
  - Goal – Explore new training methods
    - Training cards indicated that better on-deck feedback is necessary
    - Opportunities for advancement and mentoring have been increased by 2
    - Mentors will be used to assist new referees in their new roles
  - Goal – continue momentum toward building a better core of officials
    - Pipeline focus
    - Recertification alignment dates for APT and USAS membership renewals
    - Continue the goal of trying to increase the number of officials in your club.

- **Safety Coordinator – Melissa Healy-** Report is included
  - Be sure that all credentials are up-to-date and assistants are also up-to-date. Deck pass indicates when your credentials are about to expire.
  - Concussions – 7% happen in swimming & diving.
  - The state of Illinois requires that all clubs have a concussion policy in place for how you will handle concussions in your club. The general expectation is that if you suspect a potential concussion,, the athlete is removed and not allowed to return until cleared by a physician.
  - Quick guides are available, if you suspect a concussion. Even if the parent is in the medical field, they are not to over-ride your concussion policy
  - Hypoxic Black-out - There is a PSA from Bob Bowman (video) available on Mundelein website
  - Report of Occurrences – please forward to Melissa Healy as well
  - NOTICE – Diving boards are NOT covered by USA insurance.
  - Coach-owned team or booster clubs: Organizational insurance is available via USA Swimming

- **Safe Sport – Ryan Counihan** Report is included in the paccket
  - No presentation

- **Diversity and Inclusion – Carlos Ceja** Report included in the packet
  - Qualifications of "Disability" for entrance into USA Swimming meets. Someone who cannot participate in major life activities.
  - ?? Can you clarify the qualifications for participation in the Multi-cultural meets.
    Minority Status and Economically disadvantaged

- **Open Water – Scott Walker** Report included in the packet
  - No Presentation

- **Zone/LSC Task Force Study - Van Dokersgood**
  Design Group International – Mark Vincent
  Charged with researching an
  Intended to be Athlete-centric.
  Adaptive Change – learning exercise to find out the source of the challenges and how might change make a difference in the outcome. We ran an athlete-focus group at convention. A Survey will be going out this week. You may fill it out on a mobile devise; you can forward the survey; The focus is on the Governance of zones and their function.

5. Presentation of the Budget 2016 – Nancy Brooks

- Highlighted – What has Changed
  - New fee increases
  - Increase in Sponsorship dollars
  - Club Support Decreased
  - Age Group Elite camp budget increased
  - Olympic Trials Suite inclusion
  - Finding of Open Water
  - Lowering LSC Administrative costs
- Highlighted – What has not changed
  - Senior championship meet stipend

MOTION: To approve the 2016 Budget. 2nd. Discussion
BS – Athlete numbers ? Flat.
ML – **MOTION Amend line 6900 (Coaches Education / Grants) under program expense from $4900 to $6000 (20X $300). PASSED.** Net $1500 impact.
NR – approves the suggestion. Discussion had taken place about making the per coach allocation to $300.
BS – line 6311 – Olympic Trial Support ... Can we discuss how that will be distributed? PK – Parents of the participants we offered space in the box. We have decided to open up the box to everyone including a contest .
TC – So trials athletes will not have a priority for Olympic trial seats. BS- With our current budget situation, it seems that we should not be just giving away these seats to anyone... I would favor that we would make these seats available to Trials qualifiers first.
MOTION: to make the Trials Suite Seats available to ISI qualifier parents first. PASSED.
?? How many athletes did we have in 2012? 37. AJ – I don't think my Mom was aware of this opportunity at all.
PK – we have 12 seats per session and offered 2 seats per qualifier.
VD – would recommend that the board
MOTION: that the BOD form a task force to establish a policy for the Olympic Trial suite. PASSED.
SM – for those interested in participating on the committee – please contact the office.
BS – Line 6302 - How did this number see a drastic change? SM – a re-organization of how we identify line-items for championship meet expenses. BS – what officials do we cover for travel to the meet? BC- AG – out of state evaluator & lead teams (4 officials). BS – What causes huge swings in Zone expense #'s PL – Location of the meet
ML – Line 6497 – why is it separated from other club support? SM – new proposal and wanted to track it. ML – what is the criteria for club support – same as swimming? Why don't we have the criteria and program information for those programs? Can the board convey the criteria for these programs? If there has been a change, we should know about that.
SM - OPEN Water Club support – total - $5250. BS – Are we capped at that or is that open? The Fran Crippen meet does not have entrance time standards... HF – you must be invited to that meet. ML – We are spending on $10+ on Open Water. It is an Olympic Event and we are spending more money on seats at trials than we are on an Olympic event. We need to do more for

our athletes with Olympic aspirations. SM- The support was presented and proposed by the Open Water committee. The BOD used that number when creating the budget.
Approval of the Amended budget (with Club support addition) PASSED.?? Webcast of the Age Group meet. Is that line item missing in the budget? Feedback we received was overwhelmingly positive with 400-500 viewers at any given time. SM – That was a sponsorship-required event.

5. Elections - Nominating Committee -

We have 4 nominations – we need 5 members and would like that to be an athlete.
DDST – Bernet Tabars as an athlete representative for the Nominating committee
MMOPC – Noah Jamison as an athlete representative for the nominating committee
The Athletes introduced themselves to the House.
MOTION : to accept two athlete members to the Nominating committee.

6. Proposed Legislation - Kimberly Mozdzierz

R-1 MOTION: To approve R1. PASSED

R-2 Pulled – Amendment - Change the language PASSED
BS – not in favor of the motion – swimmers should be able to participate in the meet for which they have qualified.
Red – favors the motion .. many swimmers (D relays) are there as relay-only swimmers
RE – this proposal follows what is happening at many of the LSC's and large teams throughout the country.
AC – feels that no more than 2 teams should score, however, if swimmers have qualified, they should be able to participate.
General thoughts – if the goal is to increase the number of athletes at the meet, than this proposal is counter-productive.
TC – Age Group Committee?? KC – The committee did not want to limit the number of relays at a meet.
Vote on Amended Proposal - PASSED.

R-3 Motion: Registered Swimmers, age 18&U on the first day of competition.
RE- It is a regional developmental meet and not the place for "adults".
ML – speak in favor of the amendment. Potential for college and
SM- parent as a 18-year old high school senior. This is their last opportunity to participate.
Amended Motion – FAILED

R-4 BS – Against proposal. Limits opportunities for our swimmers.
TC- We voted on this a couple years ago
NR – we typically offer a meet for those swimmers who have not made regional cuts.
BW – We indicated that we are having difficulty staffing our Regional meets with officials.
BS – should not be driving our decisions based on the availablilty of officials. Should be athlete-centered decisions, not officials-based.
DK- agrees with Mr. Schalz
ACAD - This is about the athletes,
ML – Something motivated this proposal, would the proposer of the meet could help explain
ORCA – We planned for the regional when we received the bid. As we got closer to the meet, we realized that clubs had other options for meets rather than attending the meet. Some Chicago-based clubs and teams
-- Is there a time where a sanction could be issued for the Regional weekend as this proposal is written?
MOTION: to postpone to Spring HOD meeting – 2nd. Failed
Question Called. PASSED
MOTION Defeated

HK2 & HK3 - Adopted by omnibus motion

HK1 Pulled
PL – Against motion as impacts athletes that do not reside in Illinois or may in the process of transferring.

P-1 Policy & Procedures Manual
Amended to strike asterisk. PASSED
MOTION: to withdraw Res-1 PASSED.

6. New Business

- Revisit R-2 - Amendment – to only score the top 2 relays –
  AC- you should have to declare the scoring relays.
  __ - easy to score just two relays from each team
  Once a relay has been declared as exhibition it cannot score.
  CG - should probably also discuss who receives the awards.
  R-2 PASSES as AMENDED
- Academy Bullets and Pleasant Prairie Patriots will be hosting a May 27-30 – Senior LC Meet with NCSA-like standards at the RecPlex on May 27-30
- Bob Welch – Concussion Policy – when traveling outside the LSC, teams will need to be aware of the policies for that LSC.
- Todd Capen- We have an open weekend in our schedule now that the State Meet weekends have moved. Can we consider moving the Regional meets to the open weekend? SM – do any of the Regional meet hosts have a concern.

MOTION: to move the Regional meets one week later. 2nd.
Will need to speak to facility managers.
BS – MOTION: Refer the proposal to the Age Group / BOD to verify that all Regional sites are able to make the switch. PASSED.

7. Announcements –

- **Spring House of Delegate Meeting - Bloomington Area Sunday, April 24th.**
  MOTION: to direct the membership chair to determine the location of the clubs and use that ratio to determine a pattern for where the HOD meetings will be located. PASSE
- Request that the BOD would select the Championship meet dates 2-years in advance so that potential bidders for those meets would know exactly when the meet is to be held.

8. MOTION to adjourn. PASSED 5:15 PM

Respectfully Submitted,

Judy Busse
Secretary

Illinois Swimming
House of Delegates
Regular Meeting

April 17, 2016

Bloomington-Normal Marriott

AGENDA

1. Roll Call
2. Approval of Agenda
3. Adoption of 2015 Annual HOD Meeting Minutes
4. Reports
   a. Staff
   b. Reports of Officers
   c. Reports of Non-Officers, Committee Chairs and Coordinators
5. Unfinished (old) Business
6. Elections – Nominating Committee
7. New Business
   a. Athletes Executive Committee Project
   b. Athlete Performance Task Force
   c. LSC Branding Project
8. 2016 Annual HOD Meeting Schedule and Location
9. Adjournment

Vision and Mission

VISION

To Inspire Excellence Through Innovation And Leadership.

MISSION

To Offer Our Members Programs Which Promote Swimming And Achieve Excellence Through Education, Innovation And Committed Leadership.

Goals and Objectives

1. Align with USA Swimming Core Objectives
   - Build the Base
   - Promote the Sport
   - Achieve Competitive Success
2. Strive for Organizational Improvement and Excellence
3. Develop and Implement Programs & Services to Achieve our Mission
4. Consistently and Responsibly Manage our Resources

Business Plan Priorities

- **BUILD….Increase Membership….RETAIN**

  Increase membership during the Quadrennial 12-15%

- **PROMOTE….SUPPORT….ACHIEVE**

  Promote and bring awareness to Illinois Swimming, our athletes, clubs and the sport of swimming. Support our clubs and athletes in their pursuit of performance excellence.

- **GOVERN**

  To be fiscally responsible and provide transparency and communication to the membership of ongoing activities within the Board of Directors

2016 Olympic Trials (46 Qualifiers)

Brian Anderson (SCST)
Grace Ariola (BNY)
Azra Avdic (WILD)
Avery Braunecker (ACAD)
Charles Cole (NU)
Matthew Elliott (DRGN)
Erin Falconer (PAC)
Kayla Filipek (ACAD)
Jonathan Grodecki (NTSC)
Daniel Hein (DCST)
Isabel Herb (SCST)
Sam Iida (GTAC)
Kirsten Jacobsen (BSC)
Kayla Jones (SCST)
Andrew Jovanovic (NU)
Jamie Kolar (WILD)
Julianne Kurke (NU)
Meghan Lavelle (UN)
Jonathan Lieberman (NU)
Lacey Locke (NU)
Joseph Milinovich (ACAD)
Jacob Miller (RED)
Caitlynn Moon (DCST)

2016 Olympic Trials (46 Qualifiers)

Almog Olshtein (NU)
Maciej Olszewshi (WILD)
Jae Park (WILD)
Melissa Pish (BNY)
Melissa Postoll (NU)
Alexis Preski (ACAD)
Daria Pyshnenko (CATS)
Ema Rajic (HEAT)
Franco Reyes (WEST)
Charles Scheinfeld (NTSC)
Mary Schneider (ACAD)
Tyler Sesvold (SCST)
Maximilian St George (BRRY)
Valerie Tarazi (MMSC)
Ryan Tate (NU)
Ella Tierney (WILD)
Ingrid Wall (NTSC)
Mary Warren (NU)
Justin White (Y2K)
Samuel Wilcher (AA)
Annika Winsness (NU)
Alexis Yager (ACAD)
Nichola Zito (WEST)

SC Championship Meets

- **Regionals**
  - **Hosts - LWSA, PAWW, SCOUT, FOX, GA, ECST, HFSC**
- **Age Group**
  - **Host - PAC**
  - **Team Champions - ACAD**
- **Senior**
  - **Hosts - WST & ULT**
  - **Team Champions - RED (Men)**
    - ACAD (Women)
    - ACAD (Combined)

Thank You Sponsors

YTD = $ 115,000 (Budget = $110,000)

Discover Student Loans
Speedo
Wintrust
Xfinity
The Sports Authority
Athletico
Hasty Awards
Team Unify
Fitter & Faster Swim Tour
SwimLabs
Marriott
Ocean's Apparel
All American Swim/The Swim Team Store

Accomplishments/Activities

- ✓ **Completed 2015 Audit**
- ✓ **Online LSC Leadership Course**
- ✓ **Updating Policy & Procedure Manual**
- ✓ **Published Athlete Newsletter**
- ✓ **Initiated LSC Branding Project (Tagline)**
- ✓ **Nominating Committee**
- ✓ **Committee Activities and Programming**

Accomplishments/Activities

- ✓ **Initiated Task Forces**
  - **Olympic Trials Seat Distribution**
  - **Membership / Retention**
  - **Communications**
  - **Athlete Performance**
  - **Championship Meets**
  - **Camps**

Audit

Recommendations:

- **Improve Bookkeeping/Accounting Procedures and Internal Controls**
  - **Clear Segregation of Duties**
  - **Written Procedures/Checklists**
  - **Reconciliation of Overpayments, Misc. Revenue, USA-S Registrations**
  - **Timely/Accurate Financial Reporting**
- **Approval of Expense Reimbursements**
- **Ensure Corporate Policies (conflict of interest, whistleblower, document retention, compensation approval)**

Membership Task Force

Recommendations:

- **Develop Age Group Coaches "Mentoring/Shadowing"**
  - **Action: AG and SR Committees collaborate on creation of program**
- **Develop Retention Recognition Award**
  - **Action: Staff research baselines and create program**
- **Create 10 & Under Only Meets**
  - **Action: AG Committee and ED collaborate on which clubs have such meets in place currently**
- **10 & Under Championship Meet or Moving 13/14 to Seniors**
  - **Action: AG and SR Committees collaborate to discuss viability**

Communications

- **Continuing Improvements to New ISI Website**
  - **Calendars**
  - **Organization & Content**
- **Mobile-friendly Compatibility**
- **Integration With Social Media Channels**
- **Electronic Document Storage Utilizing DropBox**

In Progress

- **Key Strategic Initiatives**
  - **Athlete Performance**
  - **Communication**
  - **Governance**
- **Monitor and Assess Membership Trends**
- **Programming Impact – Key Performance Indicators**
- **Stewardship of Athlete Endowment Fund**
- **Maximize Value and Efficiency of ISI Office**

Illinois Swimming
House of Delegates
Regular Meeting

April 17, 2016

Bloomington-Normal Marriott

2016 Annual (Fall) HOD Meeting

Proposed Date

Sunday, October 9

Proposed Location

Schaumburg Marriott

Tagline – Target & Goals

The ideal tagline should:

- Resonate with our target demographic – 9-12 year old kids and their parents
- Possess crossover appeal beyond swimming
- Be engaging and memorable

Research

According to research from USA Swimming's "The Funnest Sport" campaign:

- ***Nearly 80 percent of parents overlook swimming when choosing organized sports activities for their children after they learn to swim***
- *Most notably, parents whose children had never tried swimming* ***perceived it to be less fun than other sports****.*
- *However, parents of swimmers rated the sport at the top in* ***fun, teamwork, confidence-building and health and fitness*** *once they gave it a try."*

Research

- Many national youth sports organizations in our target demographic utilize inspirational taglines to further their mission

- **Conclusion:** The ideal Illinois Swimming tagline should be broad, and hone in on key attributes of the sport that resonate with parents and children

Train To Develop, Play to Win

Begin Here, Go Anywhere

Character, Courage, Loyalty

Recommendation

ILLINOIS SWIMMING

Fun & Fit - For Life.

Recommendation

Fun & Fit - For Life.

The number one question we ask our kids when they plays sports is – **“Are you having fun?”**

This should be a linchpin in the tagline.

Recommendation

ILLINOIS SWIMMING

Fun & Fit - For Life.

- A focus on fitness has exploded over the past decade and it is a key attribute parents in USA Swimming research identified.
- Also want to emphasize the lifelong aspect of the sport.

Recommendation

- Alliteration (three “f’s) gives the tagline rhythm, creates emphasis and aids in catchiness.

IL Swimming Tagline Brief

This tagline can be used in a variety of ways, and also allows the development of slogans that can accompany it for various meets, championships, camps, and other events each year.

Let's Fly!

I Don't Run, I Glide

It's All In The Goggles

Secondary Recommendation

It Starts With
The First Splash

Secondary Recommendation

- By incorporating the word "splash," we aim to emphasize the element of fun that is so important to both parents and children
- This option also makes the tie to swimming more explicit, instead of being a general phrase

Secondary Recommendation

- This option also points out the importance of participation as the first step towards the many benefits of swimming, including fun, friendship, success, etc.

1400 E Touhy Avenue
Suite 410
Des Plaines, IL 60018
847.824.1596

April 17, 2016

To House of Delegates Representatives,

With the expressed intent to provide the membership with information regarding my activities and responsibilities within Illinois Swimming since our last House of Delegates meeting, enclosed please find reports that had been submitted to the Board of Directors. As always, if there are any questions/concerns or suggestions, please feel free to contact me directly. Thank you.

Respectfully Submitted,
Peter N. Kozura
Executive Director
Pete.kozura@ilswim.org
847/824-1596

1400 E Touhy Avenue
Suite 410
Des Plaines, IL 60018
847.824.1596

To: Board of Directors
Fr: Pete Kozura
Re: Report for Nov 11, 2015

Funds transferred ($30K) into Bernstein Account.

Championship Meet Agreements for Winter Meets distributed to all hosts. To date have received three of the seven Regional Host agreements. Deadline for others is Dec1.

Hotel room blocks secured for both winter and summer meets. Officials room blocks have been secured for both winter meets and Age Group summer meet. Working on summer Senior Meet block.

Membership Task Force met – recap attached.

Certificates mailed to all non-attendees of banquet.

Mini rule books sent to attendees of fall Officials Clinics.

Compiling Health Insurance premium information for Personnel Comm.

Met w/Wintrust Wealth Management group to discuss AEF. They will be submitting proposal shortly. Management fees for Wintrust are 1% up to $1M.

Coaches Grant brochure produced. Updated application with new grant amount posted on website.

New backdrop created and incorporated for website.

Working with P.R. liaisons on the following:

- Scholarship Program – Ocean's Apparel is willing to sponsor two $1,000 scholarships to be presented at 2016 Banquet.
- Athlete Newsletter.
- Trials Suite Ticket contest.
- Branding and retention – based on direction given post meeting.

Membership History breakdown (attached) – FYI.

Tentative hold on Schaumburg Marriott for Oct 9, 2016 HOD Meeting and Athlete Banquet.

Working on rule book cover graphics.

Sponsorship Updates – ongoing conversation with Discover Student Loans regarding renewal, meeting scheduled for week of 11/16; Gatorade – no decision as to 2016 plans; Comcast – trying to arrange meeting; IBJI – ongoing.

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To: Board of Directors
Fr: Pete Kozura
Re: Report for Jan 20, 2016

Championship Meet Agreements for Winter Meets distributed to all hosts. To date have received six of the seven Regional Host agreements and Senior Meet host. Have followed up with remaining hosts. Championship Meet Agreements for Summer Meets will be distributed by end of month.

Winter Championship Meet preparations ongoing.

Meeting with Wintrust Wealth Management Group representative pre-BOD meeting to discuss AEF.

2016 Rule Book has been distributed to coaches and officials electronically. Copy at printer awaiting two sponsor ads. Will distribute hard copies to clubs by end of month.

Branding Taglines attached.

Completed On-Line LSC Leadership Course.

Ocean's Apparel / Illinois Swimming scholarship – program outline draft attached.

Sponsorship Updates – Gatorade – declined; BP – info forwarded internally to Community Affairs Dept., following up; Discover Student Loans renewed for one year as Title Sponsor; Team Unify agreed to one year agreement- program consists of ad in Heat Sheet booklets, Coaches Socials to be branded as Presented by TeamUnify and flyers to be included in all Champ Meet Coaches packets (TeamUnify to supply); Comcast/Xfinity agreed to one year agreement as sponsor of webcasts.

ORIGINAL

ILLINOIS
SWIMMING
More Than Swimming!

ILLINOIS
SWIMMING
More Than Swimming!

More than a swim!

Win when you swim!

Win when you swim!

So much more!

So much more!

Immerse yourself in more!

Immerse yourself in more!

Dive into more!

Dive into more!

Splash swim & more

Splash swim & more!

Achieve more!

Achieve more!

ILLINOIS SWIMMING

Expect more!

ILLINOIS SWIMMING

Expect more!

Compete for more!

Achieve. Succeed. Excel.

Achieve. Succeed. Excel.

Participate. Succeed. Excel.

Participate. Succeed. Excel.

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OCEAN'S APPAREL / ILLINOIS SWIMMING SCHOLARSHIP PROGRAM

Overview: Ocean's Apparel has agreed to fund two (2) scholarships to ISI member athletes each in the amount of $1,000. The scholarship winners will be announced at the 2016 Annual Athlete Recognition Banquet.

Eligible Recipients: To be eligible for these awards, applicants must be currently registered USA Swimming athletes who will be graduating high school as a Class of 2017 member. Sons/Daughters of ISI staff or Board of Director members will not be eligible.

Promotion: Announcement of this program will include: Email blasts to all member households; posting on ISI website; posting on ISI social media outlets; flyers will also be available at Ocean's Apparel locations at the Winter Championship Meets and space permitting, including in the Championship Meet Heat Sheet booklets.

Judging Process: Applicants will be asked to submit applications and answer several questions (sample questions attached).

Submissions will be emailed to the MVT PR team (ilswim@mvtpr.com) to combine all applicants [anonymously] into a Google doc or excel sheet. At the end of the application process, the MVT PR team will evaluate all of the applications and select approximately 20 finalists to pass along to the judging panel. Judges will score each of the finalists based off of the swimmers submission. Judges should score applicants based on the three criteria listed below. Each category is graded on a scale of 1-5, 1 being the worst and 5 being the best. The total score is out of 15 points. Submissions should be scored on the following criteria:

1. Content – Is the submission well-written and make sense? Is the applicant involved in extracurricular activities in school? Has the applicant made an impact in his/her extracurricular activities? Do they enjoy it? What else is there besides just swimming?
2. Value – How would this scholarship help/benefit the applicant and their families?
3. Representation – How does the swimmer embody IL Swimming's mission?

The 5 highest scorers will be moved onto the next round of judging, consisting of a short interview with the judging panel.

Judging panel to consist of: Representative from MVTPR as facilitator; Two Coaches, Two Officials and Representative from Ocean's Apparel.

IL Swimming Scholarship Application:
[How application will look online]

Name:

Age:

Swim club:

High school:

How many years you have been a member of IL Swimming:

1. Describe your proudest achievements in education, extracurricular activities, and "out of the pool" experiences.
2. Why did you choose to become a swimmer? What has your time as a swimmer taught you?
3. What makes you the ideal candidate for this scholarship? How would it benefit you?
4. How has being involved with IL Swimming inspired you?
5. Share the most impactful moment you have experienced in IL Swimming.
6. How do you embody elements of IL Swimming's mission: commitment, leadership and achievement?

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To: Board of Directors
Fr: Pete Kozura
Re: Report for Feb 10, 2016

Championship Meet Agreements for Winter Meets received and on file for all hosts. Championship Meet Agreements for Summer Meets distributed to all hosts with a March 1 deadline.

Winter Championship Meet preparations ongoing.

2016 Rule Book distribution being done week of 2/8.

Additional Branding Taglines attached.

Meeting held regarding instituting KPI for Age Group Camps.

Sponsorship Updates – Illinois Bone & Joint declined for 2016 (completing another internal program this year) – remain interested for 2017. TheLabsUSA signed as new sponsor. The Sports Authority extended for an additional year (2017); Fitter & Faster extended for four years; To date sponsorships are in the $100K - $103K range (factoring in last year's accruals from TSTS and Marriott) – exclusive of the Comcast/Xfinity sponsorship for webcast.

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TAGLINES

Responses from 9 of Board members following our Jan meeting. The top three selections:

More Than Swimming.

Training for Life.

It Starts with the First Splash.

Additional Suggestions/Ideas:

It's A Splash.

Splash for Success.

Splash to Succeed.

Get Wet. Be Inspired.

Developing Winners.

Start for Fun. Finish for Success.

Learn. Practice. Compete. Succeed.

Lessons for Life.

Champions…In the Pool & in Life.

Producing Champions – In and Out of the Water.

Champions in the Pool…..Champions in Life.

Producing Champions for Life.

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To: Board of Directors
Fr: Pete Kozura
Re: Report for March 9, 2016

Championship Meet preparations ongoing. Visited with 6 of 7 Regional sites.

Championship Meet Agreements for Summer Meets received from LWSA, PAWW, Rock Island. Awaiting agreements from Blue Devil, Delta, Woodstock for Regionals; CATS and Scout for Age Group and Midway for Senior Champs.

2016 Rule Book distributions completed.

March 1 edition of Athlete Newsletter distributed. Thanks to Elizabeth Mordach for her suggestions for article inclusions.

Additional Branding Taglines listed below:

From Last Session:

- It's a SPLASH!
- Start for Fun. Finish for Success.
- Producing Champions for Life
- Developing Champions for Life

New Suggestions:

- It All Starts Here….
- This is Where it Begins……
- Where it Begins……
- Where it Happens……

- Where the Dream Begins…..
- Live to Swim…….Swim to Live
- It Starts With a Splash
- Dive into Success
- Life Training, It’s a Splash

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To: Board of Directors
Fr: Pete Kozura
Re: Report for April 13, 2016

Preparations for Spring HOD meeting.

Championship Meet Agreements for Summer Meets received from all but Blue Devil Swim Club.

Championship Meet financial reports (attached).

Coaches Education Grant program recipients (attached).

First Phase (current ISI athletes) of Olympic Trials qualifiers ticket program sent.

ISI Financial and Accounting Manual completed and submitted to Nancy and Steve for final comments.

ISI / Oceans Apparel Scholarship program information to be emailed to all members week of 4/11.

Conference calls (w/Steve) to P.R. team regarding tagline project.

Officials shirts ordered. Will be sent to officials directly from Ocean's Apparel.

Junior Elite Camp merchandise ordered.

Camps KPI – defer to Jeff/Pam for further discussions.

Summer championship meet preparations begun.

Retention program - discussions held with Fitter & Faster regarding possibility of conducting clinic for clubs that have attained yet to be determined level of retention. Discussion stages of overall program.

Follow up on A/R. Have been informed that The Sports Authority bankruptcy filing will not affect our sponsorship payment. However, there are some claim forms as well as changes in invoicing that need to be completed. Have not invoiced Discover Student Loans awaiting their interal P.O. process to be completed. Followed up with other outstanding invoices.

2016 CHAMPIONSHIP MEET FINANCIAL SUMMARIES

Winter Regionals

	ECSC	FOX	GA	HFSC	LWSA	SCT	PAWW
Total Income			$28,145.70	$28,516.74	$27,773.00		$ 14,176.18
Total Expenses			$6,987.16	$10,962.97	$6,150.00		$ 600.12
Total Profit (Loss)			$21,158.54	$17,553.77	$21,623.00		$ 13,576.06
Gross Profit Margin			75%	62%	78%		96%

Winter Championships

	Senior Champs (WEST & ULT))	Age Group Champs (PAC)
Total Income		
Total Expenses		
Total Profit (Loss)		
Gross Profit Margin		

Summer Regionals

	BDSC	DLTA	LWSA	ORCA	WDST	PAWW
Total Income						
Total Expenses						
Total Profit (Loss)						
Gross Profit Margin						

Summer Championships

	Senior Champs (MDWY)	Age Group Champs (CATS & SCT)
Total Income		
Total Expenses		
Total Profit (Loss)		
Gross Profit Margin		

2009 Coaches Education Grant Recipients

B R Ryall Swim Club
Bradley-Bourbonnais Swim Club
Chicago Wolfpack Aquatic Club Dundee Dolphins
Iguanas Swim Club
Lake Forest Swim Club
Northside Aquatics Club
Oak Forest Swim Association
Richards Area Swim Club
Sullivan Blue Dolphins Swim Team
The Oak Park Swimmers
WAVES Bloomington-Normal YMCA
Westmont Swim Club

2010 Coaches Education Grant Recipients

Blue Devil Swim Club
Bradley Bourbonnais Swim Club
Burbank Swim Assoc
Des Plaines River Racers Swim Team
Hornet Swim Club
Iguanas Swim Club
Joliet YMCA Jets
Lake Forest Swim Club
Lattof YMCA Neptune Swim Team
McGaw YMCA Swim Team
Midway Aquatics Club
Northside Aquatics Club
Northwest Aquatics
Richards Area Swim Club
Sterling Stingray Swim Club
Sullivan Blue Dolphins
TOPS YMCA Swim Team

2011 Coaches Education Grant Recipients

Bradley Bourbonnais Swim Club
Redbird Swim Club
Chicago Wolfpack Swim Club
Midway Aquatics Club
Lake Forest Swim Club
Olympia Country Swimmers Joliet Y Jets
Joliet Park District Jr Tides
Lattof YMCA Neptunes
Northside Aquatics Club

2012 Coaches Education Grant Recipients

Hornet Age Group Swim Club
Joliet Park District
McGaw YMCA
Oak Lawn Swim Assoc
St Charles Swim Team
Swift Aquatics
Westmont Swim Club

2013 Coaches Education Grant Recipients

Bloomington Normal Swim Club
Byron Tiger Sharks
CATS Aquatics
Chicago Wolfpack Aquatic Club
Hornet Swim Club
Joliet Pk District Jr Blue Tides
Joliet Y Jets
Lake Forest Swim Club
Lattof YMCA Neptunes
McGaw YMCA
Morrison Seahorse Swim Club
North Aquatics Club
Olympia Country Swimmers
Sullivan Blue Dolphins
Swift Aquatics
Torpedo Swim Team
Westmont Swim Club
Woodstock Dolphins

2014 Coaches Education Grant Recipients

BR Ryall YMCA
COHO Swim Club
Hornet Swim Club
Joliet Y Jets
Junior Blue Tides Swim Team
Lake Forest Swim Club
Lemont Dolphins
Sterling Stingrays Swim Club
Torpedo Swim Team
Woodstock Dolphins

2015 Coaches Education Grant Recipients

Bloomington Normal Swim Club
Decatur Swim Club
Iguanas Swim Club
Junior Blue Tides Swim Team
Lake Forest Swim Club
Lockport Homer Swim Club
Midway Aquatics
Oak Forest Barracudas
Torpedo Swim Team
Westmont Swim Team
Woodstock Dolphins

2016 Coaches Education Grant Recipients

Bloomington Normal Swim Club
COHO Swim Club
Lake Forest Swim Club
Six Points Aquatics
Swift Aquatics
Torpedo Swim Team
Woodstock Dolphins

Kimberly Mozdzierz Frank

ISI HOD AVC Report
April 8, 2015

Illinois Swimming VISION Statement: *The vision of Illinois Swimming is to inspire excellence through innovation and leadership.*

Illinois Swimming MISSION Statement: *The mission of Illinois Swimming is to offer our members programs which promotes swimming and achieves excellence through education, innovation and committed leadership.*

Administrative Vice Chair Report

Principle Achievements and Updates since last report to the House of Delegates:

Rules and Bylaws were updated and correct and published on website to include changes from Fall 2015 National and House of Delegated approved legislation. Pete lead updated publication of Rules and Regulations.

As recommended during the LSC government session at 2015 Fall USASC, I have completed LSC Leadership Governance Course offered online by USA Swimming. I highly recommend this course for all staff and members of the Board of Directors.

Principle Points of Learning:

- Through this course I have incorporated the lead to my report of the Mission Statement of Illinois swimming as a reminder to myself how all that we do needs to be in furtherance of these Statements. It is recommended and I endorse that they be reviewed on an annual basis and it is my suggestion that we spend time in our January meeting in review of these Statement.

- One of the documents made available is the Conflict of Interest Statement. I would like to review it against our current policy and disclosure for members for consideration of adoption if it is not consistent.

- There are Job aids by role in this course. I recommend that they are reviewed against the current Board of Directors Orientation materials and Board Manual.

- Great points made in the course regarding differentiation of Rules and Regulations “wetside governance” and relate to swimming competition. And Policy & Procedure “dryside governance” like investment management, meeting, scheduling, etc)

- There was a salient teaching point regarding effective used of website. It was suggested that website use should enhance the organization's public standing and that in addition to the perfunctory publication of general information to members that it is use to publicize LSC accomplishments.

- In connection with publication of accomplishment sit was suggested that we have a communication plan.

- The was a section on LSC Programming Evaluation with the following prompts for discussion in selecting programming and setting goals:

1. Is your meet schedule competitive for all levels of swimmers?

2. Cam swimmers progress to increasingly higher levels of competition?

3. Does the LSC help facilitate competitive opportunities outside the LSC? (Zones, Duals, Invites with other LSCs?)

4. Is there financial support for higher level meets (e.g. JNat and Nats)

5. Are training camps offered both inside and outside the LSC (cross pollination)

6. Are there education opportunities for Coaches, Swimmers, Parents and Volunteers?

7. Does the budget a reflection of the LSC priorities? Ties back to Mission and Vision Statement and priorities.

- Board Source Membership is another resource for sample documents.

Work continues in updating the Policy and Procedure Manual to be a more comprehensive and living document. Updated versions have been posted to ISI website for use and reference by members. The following policies procedures were identified for inclusion or update since the Spring House of Delegates meeting

1. Conflict of Interest

A. Statement of Principles of Ethical Behavior and Conflict of Interest language updated to substitute "Illinois Swimming" for "USA Swimming" and add "<u>such disclosure is made, the contracts or transaction shall not be voided if the Board or Committee in good faith authorized the contracts or transaction by the affirmative vote of the majority of the disinter-</u>

ested" Directors or Committee members, and the contract or transaction is fair to the Corporation at the time it is authorized.

B. Annual cycle to renew conflicts discloser documents for Board Members will be at the first Board Meeting following Spring HOD.

C. Forfeiture of Club Support funds for doping was adopted. Policy of posting Board reports to website upon submission and electronic retention to Dropbox. Excepted practice for confidential documents.

2. File Retention and Destruction Policy is under review. I plan on recommending that we utilize annual financial audit to get guidance from auditor on whether current policy is IRS compliant and if he has any suggested updates or consolidations. Policy also needs to be reviewed to address current practice of use of web for file documentation rather than paper documentation. This project will likely expand to include development of IT Policy and Procedures to address electronic file back up, use of cloud and passwords.

Rules and Regulations:

- No changes since last report

Administrative Review Board:

- No changes since last report

Upcoming Priorities:

1. Review current File Retention and Destruction Policy against national website samples documents and BoardSource and compare to LSC language and current
2. Assembly of 2016 Rules and Regulations Committee
3. Solicitation for Fall HOD Rules and Regulation changes/deletion/adds

Age Group Vice –Chair Report
HOD April 17, 2016

Age Group Committee Members- Jeremy Meserole (ACAD), Jacob Ayers (WHTN), Jacob Weber (COHO), Kate Chronic (MDWY), Alessio DeRossi (WILD), Mirko Mirkov (MDWY), Tony Gallagher (PPD), Teresa Fish (FFSC), Mike Kavannaugh (WDST) and Heather Forte (BNY).

2016 SC Championship Meet Recap: Another great championship season for Illinois Swimming. Thank you to all of our meet hosts (Patriot Aquatics, Scout Aquatics, Glenbrook Aquatics, Fox Valley Swim Team, Lincoln Way Swim Association, Homewood Flossmor Swim Club, Peoria Area Water Wizards and Elgin Cyclone Swim Team). Congratulations the Academy Bullets on winning the Age Group Championship Meet.

2016 Summer Regional Championships: Regionals will be hosted by the following swim clubs-Rock Island Orcas, Woodstock Dolphins, Blue Devil Swim Club, Lincoln Way Swim Association, Delta Aquatics and Peoria Area Water Wizards the weekend of July 22-July 24, 2016. Team Assignments are included in the HOD packet.

- ✓ Meet packets for all 6 regional meets will be posted by May 15th to the Illinois Swimming web site.

2016 LC Age Group Championships: The host club for the 2016 LC Age Group Championship is CATS Aquatics and Scout Aquatics at the Rec Plex July 28-31, 2016. The meet packet for the meet will be posted by May 15th to the Illinois Swimming web site.

2016 Winter Regional Championships: We received bids from Scout Aquatics, Barrington Swim Club, Lake Forest Swim Club, Glebrook Aquatics, Lincoln Way Swim Association, Six Points Aquatics, Lyons Swim Club, Homewood Flossmor Swim Club, Maverick Swim Club, Fox Valley Swim Team, Peoria Area Water Wizards, Funky Fish Swim Club and Bloomington Normal Swim Club. ***The age group committee recommends that Glenbrook Aquatics, Barrington Swim Club, Lincoln Way Swim Association, Six Point Aquatics, Lyons Swim Club, Maverick Aquatics and Funky Fish Swim Club host the 2017 SC Regional Meets February 24-26, 2017.*** Meet packets and team assignments will be available in the fall of 2016.

2016 SC Age Group Championship: We received 1 bid to host the 2017 Short Course Age Group Championship. ***The age group committee recommends that the Academy Bullets host the 2017 SC Age Group Championship at The Rec Plex March 9-12, 2017.*** Meet information will be available on the Illinois Swimming web site in the fall of 2016.

Respectfully Submitted
Jeff Arce
Age Group Vice-Chair
Jeff@cats-aquatics.com

Camps: The following camps are being run this year!

- ✓ 11-12 Grand Prix Camp (May 13-15, 2016)
  - Staff- Mike Kinross (BSC) Head Coach, Micheal Lawrence (LFSC), Melanie Walker (ACAD) and Kathy Rigali (Y2K) Manager
- ✓ 13-14 OTC Junior Elite Camp (May 7-10, 2016)
  - Staff- Jeff Arce (CATS) Head Coach, Joey Waldorf (NTSC), Adam Cremiux (WEST), Jen Godlewski (BNSC) and Kate Chronic (MDWY) Manager

Respectfully Submitted
Jeff Arce
Age Group Vice-Chair
Jeff@cats-aquatics.com

Rock Island
6 lanes

BTS
CATS
COHO
DCST
DUND
ECST
EMSC
FAST
JETS
JPD
MAC
MBLM
MSSC
ORCA
RMSC
SCST
SSSC

BDSC
6 lanes

AA
BDSC
BSC
GA
DPRC
EGSC
ELY
HPAC
KNAC
LFSC
LSF
MMAC
MMSC
NTSC
PALA
SAGE
SCT
SPD
VHST

WDST
8 lanes

BLUE
CHMP
CSSC
CWAC
EST
GTAC
IGSC
LATT
LEAN
MYST
PAC
PPD
SPAC
SSC
SWAQ
TOPS
WDST
WILD
WSO
Y2K
YWFF

LWSA
6 lanes

ACAD (R, R)
BRRY
BSA
CLSC
CPD
CSAT
CSSC
EASC
GILS
HFSC
HTSW
LHSC
LPD
LWSA
LYONS
MANN
MDWY
NAC
NAPY
OFSA
OLSA
PASS
POSA
RASC
SAMK
TPT
TSSC
TST
TWSC
ULT
WCS
WSCS

DELTA
8 lanes

ACAD (A, B)
DLTA
EXPR
FOX
FVFY
HOSC
HSC
HWSA
LITIL
MAVS
NAST
WEST
WHTN

PAWW
6 lanes

ACAD (SP)
BBSC
BNSC
BNY
DDST
DOCS
DRGN
DSC
FFSC
FLY
GGST
HEAT
JAXY
LYNX
MARL
OCS
PAWW
QFY
RED
SBD
SPY
SST

Vice Chair of Program Operations – House of Delegates

April 8, 2016

1) Continue to work with Age Group and Senior committee's regarding Meet Packets designed for each state we hold a championship meet in. Each packet holds information specific to that state.
   a) Also working to finalize (we thought we had this completed) Meet Manager (Hy-tek) files for each type of pool we host meets at (6, 8, 9, 10 lane pool)
2) Work with the Age Group and Senior committee's regarding the possibility of doing long term contracts (quad) with a facility(s) – Using best possibly facilities for Short course and /or long course.
   a) Future bids would be for the meet using the contracted facility
      i) This will allow for better pool fee, hotel rooms, ect
3) Have been working with the communication committee and Bob Welch on Conference call cost. Currently we use two companies, one strictly for conference calls and one for the House of Delegate meetings. Each have their pro's and con's but, looking to see if we can combine services to reduce costs.
4) Looking into bringing back the online Meet Packet with additional functionality so order of events and other items can be attached. Also add fields that can be filled in with necessary information.
   a) There is possible upcoming USA house legislation being proposed where we will then need this template or clubs will need to make changes in verbiage to their meet packets. Then each meet packet would need to be reviewed manually for the change.
5) Officials committee has made tremendous strides in using credit cards for Officials clinics. We will be looking into what the next phase will be for credit cards as an acceptable payment.
   a) We will be taking into consideration the cost of the credit card fee.

2016 Spring House of Delegates

Treasurer's Report

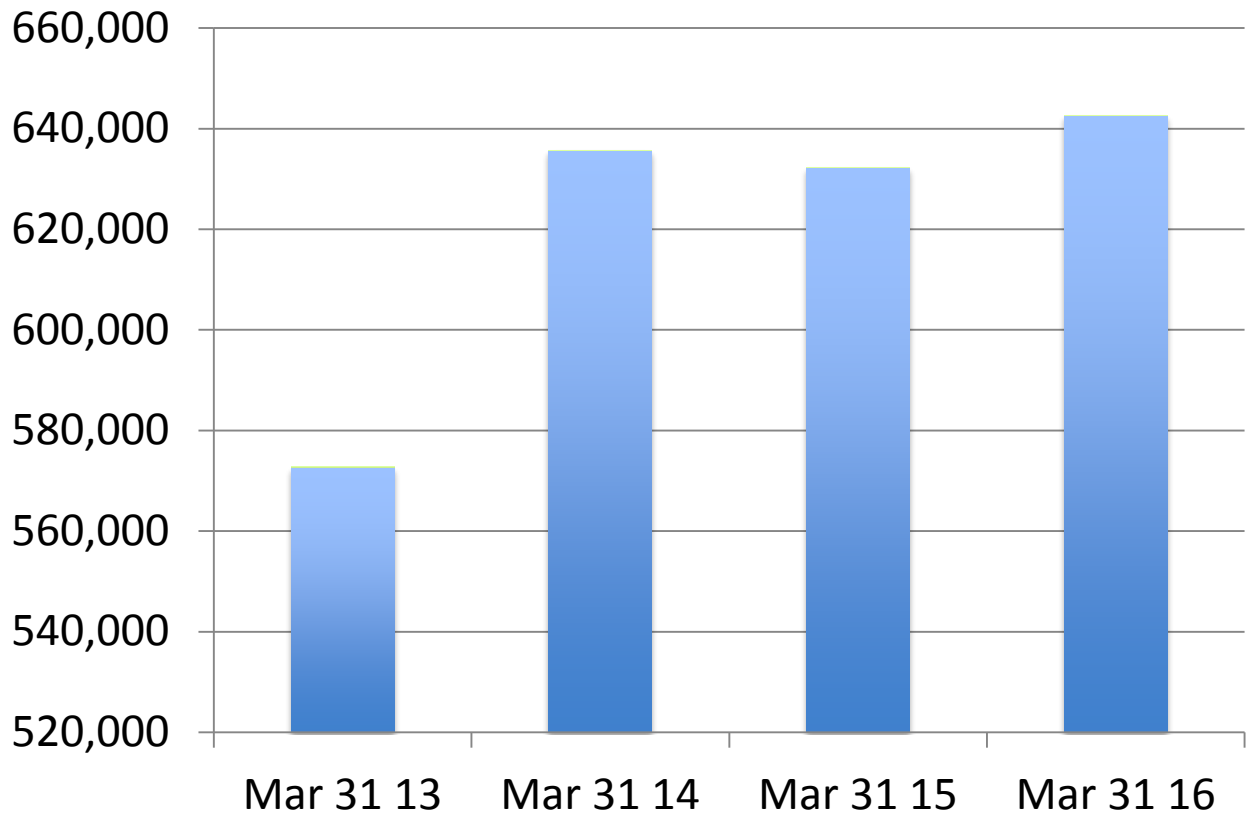
Nancy K Brooks

April 17, 2016

Financial Highlights

- 2014-15 Fiscal Year: As a result of the adjustments to the financial statements made during the year-end audit, ISI experienced net loss of $1,218 for 2015, rather than $18,800 net income, as previously expected.
- 2015-16 Fiscal Year:
  - Revenues slightly above budget; overall expenses lower than budget.
  - Currently forecasting net loss of several thousand dollars, rather than $38,000 budgeted loss
  - Athlete registrations consistent with 2015
  - Club Support: $63,000 paid out on 4/1/16, projecting $78,000 total ($17,000 under budget)
  - Olympic Trials Support: $12,500 budgeted
  - Expense savings of approx. $20,000 for Senior training program and elite camp that were budgeted, but will not occur
- Athlete Endowment Fund: More stable than last year. As of March 31, 2016, AEF balance is $642,530. Up $7,460 for this year and 1.6% higher than March 31, 2015.
- Financial and Accounting Policy and Procedures Manual (4/1/16): Developed in coordination with external auditor. Details daily, weekly, monthly, and quarterly accounting and financial reporting procedures.

Athlete Endowment Fund Reconciliation



March 31, 2016 Profit and Loss

	Mar 16	Budget	% of Budget	Sep '15 - Mar 16	YTD Budget	% of Budget	Annual Budget
Ordinary Income/Expense							
Income							
5000 · Revenue-Athlete Registration	4,884.00	4,752.00	102.78%	1,110,439.00	1,109,153.00	100.12%	1,254,000.00
5010 · Revenue-NonAthlete Registration	2,368.00	2,442.00	96.97%	109,372.00	109,301.00	100.07%	118,800.00
5020 · Revenue-Transfers	650.00	550.00	118.18%	3,796.00	3,310.00	114.68%	5,000.00
5030 · Revenue-Club Registration	0.00	0.00	0.0%	30,750.00	30,050.00	102.33%	30,500.00
5050 · Revenue- Outreach Athl Regist	14.00	14.00	100.0%	1,640.00	1,688.00	97.16%	1,925.00
5100 · Revenue-Swimmer Surcharge	13,462.00	12,904.00	104.32%	55,120.00	56,739.00	97.15%	88,000.00
5110 · Revenue-Sanctions	450.00	425.00	105.88%	31,250.00	24,625.00	126.9%	38,000.00
5120 · Revenue - Zones	0.00	0.00	0.0%	236.00	0.00	100.0%	9,000.00
5130 · Open Water Entries	0.00	0.00	0.0%	0.00	0.00	0.0%	2,500.00
5140 · Revenue-Open Water Entries	0.00	0.00	0.0%	0.00	0.00	0.0%	5,000.00
5150 · Open Water Camps	0.00	0.00	0.0%	0.00	0.00	0.0%	7,500.00
5210 · Revenue-Officials Clinics	2,310.00	0.00	100.0%	5,941.00	5,493.00	108.16%	10,500.00
5300 · Revenue-% Meet Fees	22,137.08	34,252.00	64.63%	82,805.36	98,620.00	83.96%	130,000.00
5310 · Championship-Senior Meet Entry	16,721.60	19,395.00	86.22%	16,721.60	19,395.00	86.22%	32,000.00
5315 · Championship-Age Group Entry	48,082.25	31,537.00	152.46%	117,311.90	116,437.00	100.75%	210,000.00
5400 · Revenue-Athlete Recogn.Banquet	0.00	0.00	0.0%	11,700.00	10,400.00	112.5%	10,400.00
5600 · Revenue- Swimposium	0.00	0.00	0.0%	3,000.00	0.00	100.0%	0.00
5720 · Sr Elite Meet Fee	0.00	0.00	0.0%	0.00	0.00	0.0%	4,800.00
5730 · Age Grp Jr Elite Camps	0.00	0.00	0.0%	0.00	0.00	0.0%	9,600.00
5740 · Sponsorships	43,017.04	0.00	100.0%	103,342.04	85,625.00	120.69%	110,000.00
5900 · Revenue-Miscellaneous	0.00			5,255.64			
9000 · Interest Income	3.54			26.25			
Total Income	154,099.51	106,271.00	145.01%	1,688,706.79	1,670,836.00	101.07%	2,077,525.00
Cost of Goods Sold							
6000 · Athlete Registration	3,888.00	3,888.00	100.0%	902,178.00	902,178.00	100.0%	1,026,000.00
6010 · Non Athlete Registration	1,998.00	1,998.00	100.0%	91,242.00	91,176.00	100.07%	97,200.00
6030 · Club Registration	0.00	0.00	0.0%	8,610.00	8,190.00	105.13%	8,540.00
6050 · Outreach Athlete Registration	10.00	10.00	100.0%	1,165.00	925.00	125.95%	1,375.00
6302 · Champ Meet Expense							
6303 · Champ Meets Officials Hotels	4,057.48			4,057.48			
6306 · Champ Meets Others	531.78			531.78			
6302 · Champ Meet Expense - Other	7,782.95	17,669.00	44.05%	17,079.68	21,669.00	78.82%	35,000.00
Total 6302 · Champ Meet Expense	12,372.21	17,669.00	70.02%	21,668.94	21,669.00	100.0%	35,000.00
6311 · Olympic Support	0.00	0.00	0.0%	0.00	0.00	0.0%	12,500.00
6350 · Club Support National Meet	0.00	0.00	0.0%	0.00	0.00	0.0%	95,000.00
6400 · Officials Clinic	1,025.00	900.00	113.89%	4,744.05	4,624.00	102.6%	6,000.00
6410 · Officials National Meets	0.00	2,000.00	0.0%	500.00	3,000.00	16.67%	7,800.00
6420 · Officials Supplies	-1,630.00			0.00			
6497 · Open Water	0.00	0.00	0.0%	0.00	0.00	0.0%	15,800.00
6500 · Zones Stipend	0.00	0.00	0.0%	0.00	0.00	0.0%	11,500.00
6501 · Open Water Zones	0.00	0.00	0.0%	0.00	0.00	0.0%	4,000.00
6503 · Disability and Diversity	0.00	0.00	0.0%	0.00	0.00	0.0%	6,000.00
6504 · Safe Sport	642.58	3,900.00	16.48%	1,939.98	4,950.00	39.19%	8,000.00
6505 · Open Water Zone Coaches Stipend	0.00	0.00	0.0%	0.00	0.00	0.0%	500.00
6510 · Zones	0.00	0.00	0.0%	-0.11	0.00	100.0%	25,000.00
6610 · Stipends-Senior Champs	11,000.00	11,000.00	100.0%	11,000.00	11,000.00	100.0%	22,000.00
6711 · Senior Nat LC Training Program	0.00	0.00	0.0%	0.00	2,500.00	0.0%	5,000.00
6720 · Senior Elite Meet	0.00	0.00	0.0%	0.00	0.00	0.0%	20,000.00
6730 · Junior Elite Camp	0.00	4,000.00	0.0%	0.00	4,000.00	0.0%	56,000.00
6750 · Championship-Senior Meet Exp.	16,170.00	16,000.00	101.06%	16,170.00	16,000.00	101.06%	30,000.00
6760 · Championship-Age Group Meet Exp	23,115.00	34,650.00	66.71%	114,550.00	114,550.00	100.0%	205,000.00
6780 · Championship- Open Water Exp	0.00	0.00	0.0%	0.00	0.00	0.0%	4,600.00
6820 · Awards	1,318.35	0.00	100.0%	20,913.67	18,738.00	111.61%	35,000.00
6830 · Athlete Awards Banquet Expenses	0.00	0.00	0.0%	24,430.85	22,000.00	111.05%	22,000.00
6850 · Swimposium Expense	0.00	0.00	0.0%	3,395.23	3,500.00	97.01%	3,500.00
6900 · Coaches Education	1,068.00	0.00	100.0%	2,779.00	3,000.00	92.63%	6,000.00

March 31, 2016 Profit and Loss, continued

Cost of Goods Sold	Mar 16	Budget	% of Budget	Sept 15 – Mar 16	YTD Budget	% of Budget	Annual Budget
6910 · Coaches Meetings	0.00	600.00	0.0%	0.00	600.00	0.0%	4,500.00
6940 · Sponsorship Expenses	0.00	0.00	0.0%	0.00	480.00	0.0%	2,000.00
6950 · Public Relations	0.00	0.00	0.0%	3,813.33	2,500.00	152.53%	10,000.00
Total COGS	70,977.14	96,615.00	73.46%	1,229,099.94	1,235,580.00	99.48%	1,785,815.00
Gross Profit	83,122.37	9,656.00	860.84%	459,606.85	435,256.00	105.6%	291,710.00
Expense							
7000 · Office Salaries	13,753.93	14,583.00	94.32%	101,266.54	102,085.00	99.2%	175,000.00
7010 · Payroll Taxes	1,084.62	1,250.00	86.77%	8,106.86	8,750.00	92.65%	15,000.00
7015 · Retirement Contribution	1,030.09	1,000.00	103.01%	7,349.40	7,000.00	104.99%	12,000.00
7040 · Employee Health Insurance	3,386.10	2,667.00	126.96%	17,051.92	20,351.00	83.79%	32,000.00
7070 · Professional Development	0.00	0.00	0.0%	178.00	500.00	35.6%	500.00
7100 · BOD Discretionary Fund	0.00	0.00	0.0%	0.00	200.00	0.0%	500.00
7200 · Rent Paid	1,760.06	1,760.00	100.0%	10,560.36	10,560.00	100.0%	19,360.00
7300 · Utilities	82.70	100.00	82.7%	578.90	700.00	82.7%	1,200.00
7400 · Telephone	0.00	300.00	0.0%	2,171.87	2,100.00	103.42%	3,600.00
7510 · Office Supplies	1,406.22	1,000.00	140.62%	10,072.30	7,000.00	143.89%	12,000.00
7520 · Postage	255.42	50.00	510.84%	3,031.05	2,125.00	142.64%	4,000.00
7540 · Printing	0.00	0.00	0.0%	1,107.00	2,560.00	43.24%	4,000.00
7550 · Copier expense	0.00	0.00	0.0%	0.00	400.00	0.0%	400.00
7610 · Web Site Expense	0.00	0.00	0.0%	434.70	60.00	724.5%	120.00
7620 · Payroll Processing Fee	101.75	102.00	99.76%	868.25	890.00	97.56%	1,400.00
7650 · Board Review	0.00	0.00	0.0%	0.00	200.00	0.0%	200.00
7700 · Depreciation Expense	0.00	0.00	0.0%	0.00	0.00	0.0%	534.00
7820 · Professional Fee Accounting	0.00	0.00	0.0%	11,214.00	7,495.00	149.62%	8,000.00
7850 · Ancillary Accounting Fees	368.75	387.00	95.28%	1,975.00	1,694.00	116.59%	2,100.00
8000 · Insurance	656.80	0.00	100.0%	1,854.00	685.00	270.66%	1,600.00
8250 · Dues and Subscriptions	10.00	0.00	100.0%	535.00	180.00	297.22%	400.00
8500 · Conventions-meetings	0.00	0.00	0.0%	24,998.17	28,214.00	88.6%	30,000.00
8550 · Meals & Entertainment	141.68	292.00	48.52%	1,328.38	2,042.00	65.05%	3,500.00
8810 · Merchant Service Bankcard Fees	22.30			22.30			
8820 · Bank Charge	167.06	300.00	55.69%	1,624.08	2,205.00	73.65%	3,000.00
Total Expense	24,227.48	23,791.00	101.84%	206,328.08	207,996.00	99.2%	330,414.00
Net Ordinary Income	58,894.89	-14,135.00	-416.66%	253,278.77	227,260.00	111.45%	-38,704.00
Other Income/Expense							
Other Income							
9010 · Investment Income	565.00			7,945.00			
9020 · Unrealized gain(loss)investment	28,299.00			2,783.57			
9510 · Investment Expenses	0.00			-3,268.57			
Total Other Income	28,864.00			7,460.00			
Net Other Income	28,864.00			7,460.00			
Net Income	87,758.89	-14,135.00	-620.86%	260,738.77	227,260.00	114.73%	-38,704.00

Membership/Registration Report
April 8, 2016

Monthly Comparison End of March	**2015**	**2016**
Athletes	66	72
Outreach	2	3
Non-Athletes	31	37
Clubs	0	0

Athlete Breakdown Totals as of April 8, 2016

Athlete Age Groups	**Female**	**Male**	**Total**
8 and Under	965	713	1678
9 yr olds	944	697	1641
10 yr olds	1123	836	1959
11 yrs olds	1306	924	2230
12 yr olds	1297	876	2173
13 yr olds	1102	830	1932
14 yr olds	980	748	1728
15 yr olds	671	500	1171
16 yr olds	515	420	935
17 yr olds	362	368	730
18 yr olds	210	353	563
19 and over	88	130	218
Total Athletes as of 4/8/2016			**16958**

Year To Date	**2015 3/31/2015**	**2016 4/8/2016**
Athletes	16632	16724
Outreach	225	234
Non-Athletes	1639	1703
Clubs	122	124

New Club Applications:

Aquatics Club of Eureka Club Code: ACES
Coach Owned
Location: Eureka College, 300 E College Ave, Eureka, IL 61530
Head Coach: Amy Ribordy

Reach Aquatics Swim Club Club Code: RA
Coach Owned
Location: Hoffman Estates High School, 1100 W Higgins Rd, Hoffman Estates, IL 60169
JB Conant High School, 700 E Cougar Trail, Hoffman Estates, IL 60169
Head Coach: Monika Chiapetta

Coaches Representative Report
HOD Spring 2016

Coaches Committee members: Chair, Nancy Reese (COHO), Glenn Brown (ACAD), Rob Emary (BSC), Jen Godlewski (BNSC), Tom Rieman (HWSA), Athlete Member, Erin Oliphant (GA)

Since Steve Frye recently moved out of the state, we welcome Jen Godlewski to the committee. I wish to personally thank Steve for all his efforts and input and wish him the best of luck in Arkansas.

The Coaches Committee met during Senior Champs, and our main discussion focused on the ideas coming out of the Performance Task Force. Rob Emary and Tom Rieman have been involved with that Task Force and Tom was able to share some of the ideas brought forward thus far. Based on an idea from the Task Force, Glenn Brown has agreed to team up with Jacob Weber from the Age Group Committee and a TBD member of the Senior Committee shortly after the spring HOD to work on a mentoring/shadowing program for new coaches. Since the final report from the Task Force will be presented at the spring HOD, we are prepared to meet again soon after HOD.

Jeff Arce and I are putting together a Membership Task Force aimed at focusing on areas such as retention, keeping younger swimmers involved, and how we can meet the needs of our athlete members. If you are interested in participating in this Task Force, please contact either Jeff or me.

The schedule for the "Women in Coaching Clinic" has been finalized, and the information has been posted on the IL Swimming Coaches Facebook page, and e-blasted out from the office. We are very excited to welcome Kathleen Prindle from PAQ and Kate Lundsten from Aquajets as our featured presenters. Kathleen and Kate each have two talks scheduled and will co-lead two on deck sessions. In addition, a couple breakout sessions on specific topics are included along with talks from Illinois coaches Carolyn Grevers and Jessica Bogie. It looks to be a great weekend! We will take registration at the lower price through today, and please remember that you can apply for the Coaches Education Grant to cover the cost of the clinic for multiple coaches, up to $300.

Coaches, if you have any concerns or suggestions for the committee, please do not hesitate to contact me. As your representative I welcome your voice and input.

Respectfully submitted,
Nancy Reese
Illinois Swimming Coaches Representative
nancy@teamcoho.org

OFFICIALS COMMITTEE REPORT – ISI HOUSE OF DELEGATES

April 8, 2016

Background:

The Officials Committee since last October has continued its focus on four main areas to improve the way we recruit, educate, certify and communicate with our community of nearly 700 officials. The overall objective is to focus efforts on *Illinois* Swimming, balancing the desire for our officials to rank advance with those that simply want to volunteer and improve their skills; working to do that in ways that encourage them and make it easier to be / remain an official.

This report summarizes the actions and progress in each of these areas to date.

Goal 1: *Continue training progress that been made to date*

- *Better defined Area Representative roles;*
- *Cultivate officials for IL Swimming, reaching a broader base with the goal of having officials at all clubs; communicate and support clubs in getting to a 20:1 ratio;*
- *Continue to build on Safesport progress;*
- *Move beyond the 'what' and 'how', and push further with our officials in explaining the 'why', eliminating the line beyond regular and 'championship' protocol.*

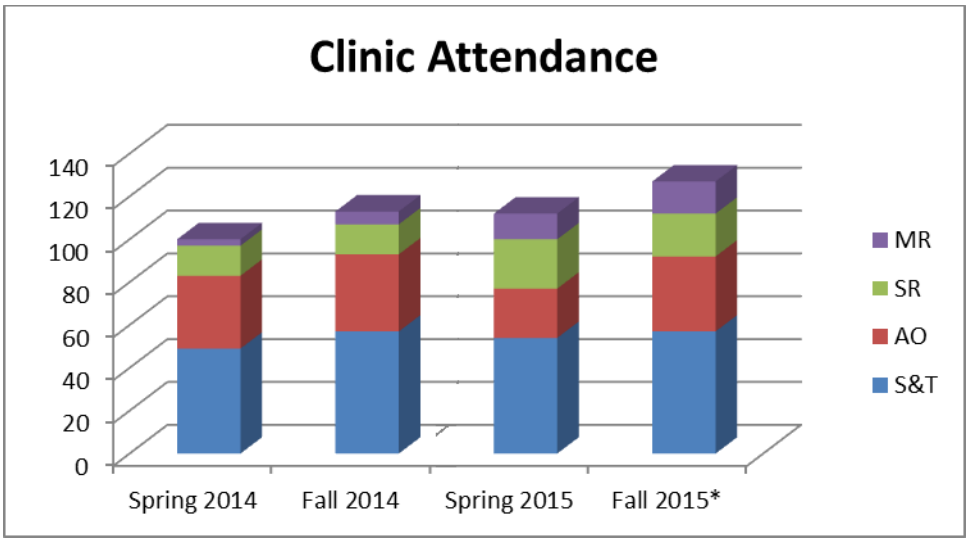
Progress:

The Officials Committee has several new members. Darren Christian (NTSC) is now responsible for Communications. In addition, a new area representative has been added to the Officials Committee:

	Club Responsibility
• Tim Lehman (BBSC)	BBSC, BSA, CSAT, CSSC, CWAC, EASC, GILS, HFSC, HWSA, JAMS, JETS, JPD, LHSC, LPD, LWSA, NAC, OFSA, OLSA, PASS, POSA, RASC, TPT

New area representative goals have been established and communicated to increase our officiating ranks at all clubs. These new goals include area reps meeting once per year with each club in their area, adding one new official to each club, and getting at least one official for each club in their area. These goals will be used as a metric to measure progress in growing the officiating base.

Five (5) training clinics were conducted this fall and 134 officials attended. For the two year period April 2014 – April 2016, 459 officials certified for the first time in a new position. Over the past four seasons we are seeing consistent growth in clinic attendance across all officiating positions as shown below:



Spring clinic planning is now completed and five officials' clinics will be held as follows:

• Champaign	April 16	All levels
• Chicago	April 17	All levels
• West Chicago	April 23	All levels
• Quincy	May 7	Admin and S&T only
• Lincolnshire	May 17	All levels

All materials for the upcoming spring clinics have been completely re-written. After minor edits each season over a period of years it was felt a fresh approach was needed. All four certification level materials have been redone, and for the first time an accompanying instructor's manual will be used. The new manuals should further drive consistency and accuracy across clinics and instructors. To improve the new/advancing official's experience, each attendee will receive one link that will provide online access to read, download or print all materials needed for their clinic.

One focus of the Official's Committee has been to make it easier to become a volunteer official. One approach taken this spring for the clinic sign-ups was to improve the payment process for the officials' clinics. Previously the official signup and payment processes required two discrete processes. Clinic signup was handled online but then the attendee official was required to send physical payment in the form of a check to the ISI office.

This spring an online payment option using a credit card was made available to officials as the final step of the online clinic sign-up. To date nearly 100% (73 of 74) officials have opted to use the online payment process. This new payment process is self-funded (credit card processing fees are included in the clinic fee of $36) and is much more efficient for both the official and the office.

This is a re-certification year and efforts are now directed to finalizing plans. Locations and dates will be announced early this fall.

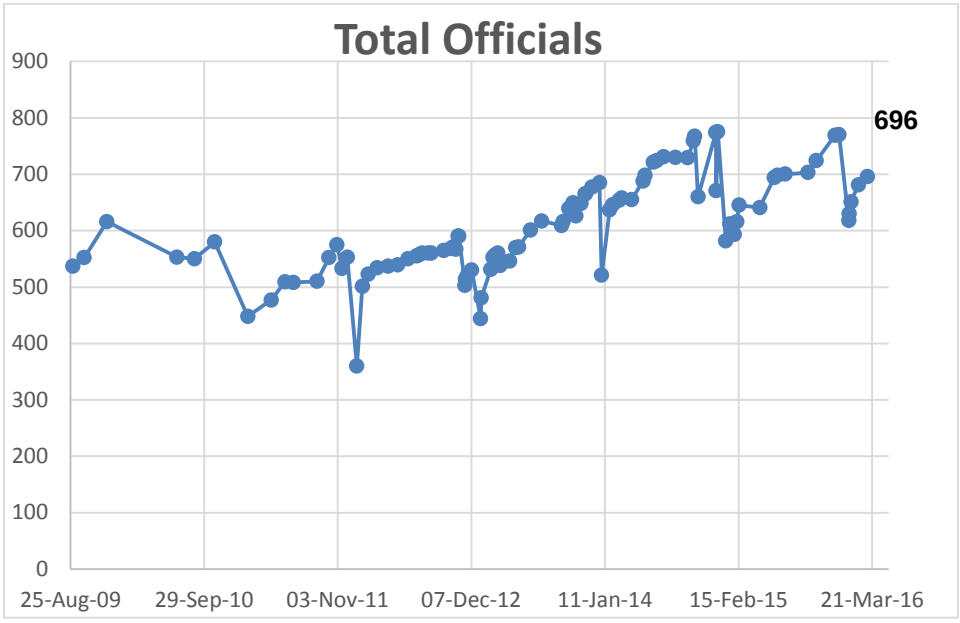
Goal 2: Strengthen the relationship with smaller teams and Y-Clubs

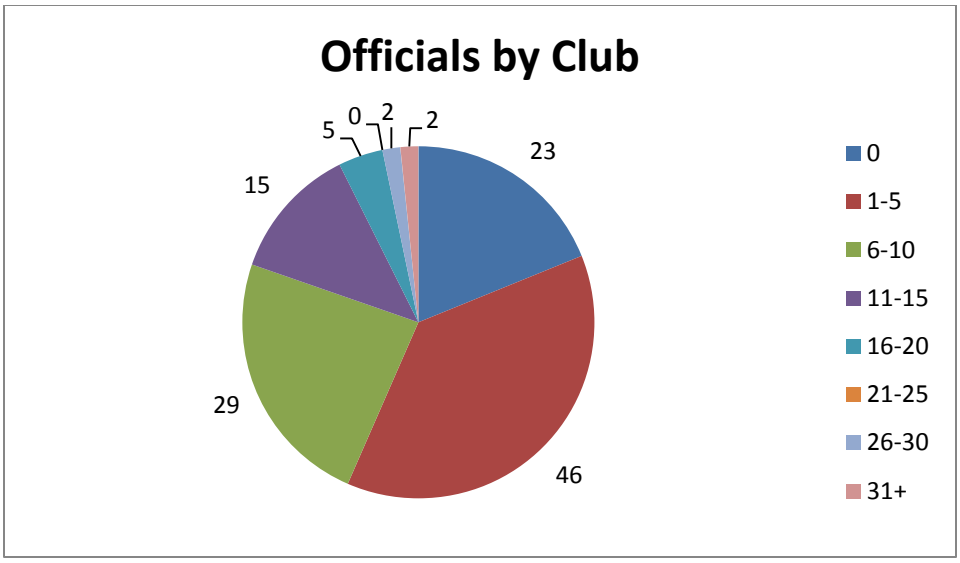
- *Regular and constant communication to get people involved;*
- *Work with clubs to find ways to get and retain officials;*
- *Work to make dual certification easier without diluting the skill sets and in ways that encourage officials to work more meets.*

Progress:

The Officials Committee continues to enhance the updated ISI web site to facilitate better and more frequent communication. In addition, the monthly newsletter is now sent regularly via email to our officials communicating new opportunities and current events that affect our officiating community.

The following charts outline the total officials and breakout by club. 23 clubs (19%) have no officials, and 69 clubs (57%) have less than five officials---a continuing trend over the last several years. So while the total number of officials is trending up, they are becoming more concentrated with the top four clubs now having 19% of all officials. Adding new officials to small(er) clubs will be the primary task for the Area Representatives as we seek to bring new officials into our ranks.





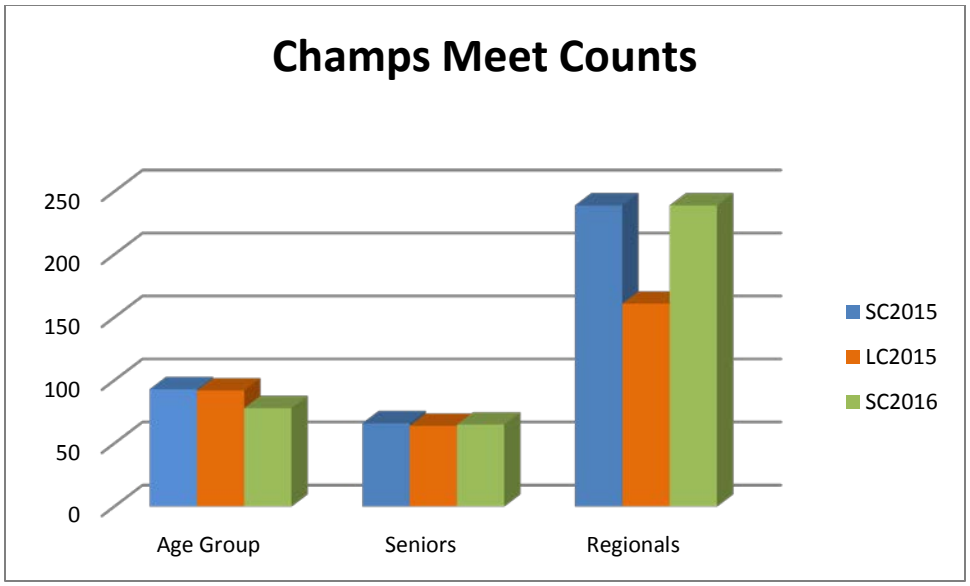
Goal 3: Explore new training methods for delivering officials training

- *Continue to improve our website and online communications and other uses of technology;*
- *Consider use of on-deck mentors or training specialists and expand use of evaluators to enhance our talent pool.*

Progress:

The feedback on the new official's training guides has been very positive. The new guides summarize the training criteria, by session, for each of the four officials' positions. Developed for both the trainer as well as the trainee, the guide is expected to foster better communication between the parties and serve as a guide for trainees as they progress through each successive, required training session.

First season results indicate that evaluators are making a more concerted effort to provide written, constructive feedback at each stage of the training process and that the guides are a positive improvement for both the evaluator and trainee. These materials can be viewed and/or downloaded on the ISI web site under the Officials section.



In addition to the training cards the Officials Committee expanded the number of Officials Qualifying Meets (OQMs) sanctioned by USA Swimming this past season. OQMs provide officials the opportunity be evaluated for training and/or advance towards national (N2/N3) qualifications. The Senior and Age Group Championship meets were also designated as OQMs, bringing the total to five meets for the short course season.

- BNSC Holiday Prelims/Invitational, December 4-6, 2015
- GA Superteams, January 2-3, 2016
- SCST Chicagoland Championships, February 12-14, 2016

Goal 4: Continue the last several year's momentum towards building a better officiating core

- *Increase succession planning and building the bench of officials;*
- *Develop use of standardized handbooks, documenting the 'tribal knowledge' easing the transition for officials as they move into leadership roles;*
- *Ease the credentialing process by addressing the alignment of dates and earning opportunities for CEU credits.*

Progress:

Succession plans are a regular discussion topic during the monthly Officials Committee meeting. Candidates for regional meet referees are identified from officials working in a leadership position (MR/SR, CJ or Admin team lead) at the championship meets. Generally after a referee has worked the lead positions they are a candidate for a Regional championship meet position assignment. Regional meet referees are in turn considered for championship meet lead team positions (MR/SR, CJ, Admin). Finally as officials move through the assigned lead positions they in turn become candidates for the championship meet referee assignments.

One way to broaden our officiating experience is to work with and train alongside other LSC officials.

Last October, ISI sent an official to the USA Swimming Official Workshop in Dallas. Seminars and workshop sessions covering a range of officiating topics were addressed and subsequently shared with the Officials Committee. This spring another official will participate in USA Swimming's Open Water clinic.

This past season one third of the championship meet referees were new to the position. In addition a number of new officials advanced to take team lead positions, further strengthening the bench of experienced officials for future championship meets.

Long course championship official's lead teams are now being assembled. Meet referees for the long course championships are:

- Age Group: Jack Yetter (SCST)
- Seniors: Bonnie Quinn (FOX)

Remaining lead officials and regional meet referee assignments are now in progress and should be completed by end of May.

*** * * * ***

House of Delegates

Safety Chair Report

April 17, 2016

Thanks to all of you that continue to submit your reports of occurrence. Please forward a copy to me after you send it to USA Swimming.

Coaches should be aware that Reports of Occurrence need to be filed in any situation when first aid is given. **Reports should also be forwarded to me**. Just a reminder that for meets in Wisconsin or other LSC's if a ROO is filed it must be reported to the **LSC Safety Chair.**

The 2nd half of 2015 accident summary has come in.

Illinois submitted 105 Reports of occurrence. I've also attached the graphs that show when and where accidents happen. (graphs are for nationally, not just locally)

Summary of Illinois ROO:

17 ROO for dryland activities

45 ROO for Competition/Meets

Remainder of ROO were during practice.

Dryland Training-Dryland is an insured activity. However, some clubs have individuals that only do dryland training and don't coach anything in the water. If that is the case, if the person and the club want the benefit of USA Swimming's insurance coverage then he or she must become a non-athlete member of USA swimming, complete the background check and take the athlete protection training. This will allow the coach to do dryland activities only, no water. (Rule 502.6.4 of the USA Swimming Rulebook)

People on Deck-Specifically coaches children.

This became a little bit of an issue this season. Per USA Swimming:

Anyone on deck during a swim team practice must be a registered USA Swimming Coach or USA Swimming registered athlete member. For USA Swimming's insurance to be in effect for the coach and the club, the coach must maintain direct line of sight and supervision at all times.

Some coaches enroll their toddlers as non-athlete members, for safety reasons they should not be on deck. Professionalism on the part of the coach includes insuring that the athlete members will be recipients of the coach's undivided attention. That is impossible if a coach's child is running around on deck. By allowing the toddler (or infant) on deck at any time seriously jeopardizes the safety of the athlete, and potentially, the assets of the coach, club, and board members.

Questions regarding the policy above can be directed to me or to George Ward at USA Swimming.

Respectfully Submitted,

Melissa Healy

Illinois Swimming Safety Chair

Safe Sport Chair Report
Illinois Swimming Spring HOD 2016

To: Illinois Swimming House of Delegates
From: Ryan Counihan
Date: April 16, 2016
Re: Report to the HOD

Safe Sport Mission Statement: USA Swimming is committed to safeguarding the wellbeing of all of its Members, with the welfare of its athlete members as the top priority.

Safe Sport Committee: Jon Cabel, Carolyn Grevers, Monique Borzick, Makayla Varga (athlete)

Safe Sport Updates

Safe Sport Self-Assessment

Just developed and now available to all is the Safe Sport Self-Assessment. This is a brand new and free resource available for any club. The goal of this assessment is for teams to gain a greater understanding of how the available Safe Sport resources can assist in creating a culture of Safe Sport for their team. There are six sections of the self-assessment, consistent with the six program areas of Safe Sport. While there are not necessarily right or wrong answers to the assessment, the questions and the recommendations in the user guide are designed to provide a step by step map to create a Safe Sport culture on a team. Users will take the self-assessment first. When finished, they will receive a copy of their responses. They can then use the guide to review their self-assessment with the other leaders of the swim club. Individualized feedback on submitted self-assessments is also available. If this is something you are interested in please contact Maggie Vail at

HEAR SOMETHING, SEE SOMETHING, SAY SOMETHING!

This new Safe Sport initiative is an education and awareness effort to help spark a national conversation about Safe Sport-related issues. It is called Safe Sport Monday and will occur on the first Monday of every month. You can download the new scenario each month from the Safe Sport website USASWIMMING.COM/TOOLKIT with instructions for how to use the discussion guide to have a short conversation about Safe Sport with the athletes. This is an easy way to make Safe Sport a regular part of the swimming experience and culture of USA Swimming. Safe Sport Monday launched on April 4. Check out the first scenario attached to the HOD report.

Safe Sport Fellowship Program!

The first leadership institute for the four athlete fellows was held the weekend of January 29-31st. The fellows, Maggie Baker (AM), Colin Brady (IL), Consi Faling (NE) and Breandan Gibbons (MN), worked hard for the 2 days they were at the Olympic Training Center, honing in on their very different leadership skills and preparing Safe Sport projects to take back to their LSCs. These athletes far exceeded what we expected and they are going to do great things in their swimming communities. Stay tuned for more details about what they are up to.

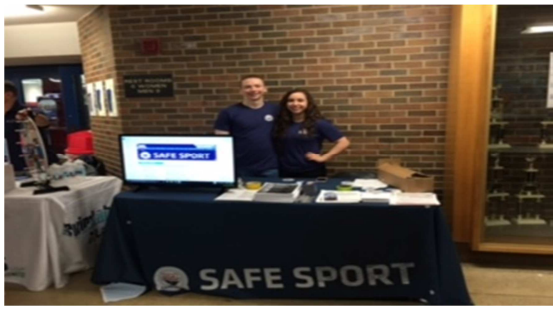
The LSC Leadership Workshop

The Illinois Safe Sport Chair will attend the April 22-24 LSC Leadership Workshop at the Denver Airport Marriott. Using the Safe Sport Self-Assessment, Introduction to the Safe Sport Certified Club Program, Zone Roundtables. **Safe Sport Chairs will cover NEW information from what was discussed in September at the Convention, including new national programs and local initiatives. For more information about the workshop LSC Leadership Workshop please read the May Safe Sport BOD report.

Safe Sport Chair Report
Illinois Swimming Spring HOD 2016

Safe Sport Awareness Tabling Kit

- Providing the opportunity to spark discussion about Safe Sport is very important. By having a simple conversation you can spark interest and awareness in the topic of Safe Sport and healthy team culture. Safe Sport staff sees an opportunity to do this at local meets by hosting a Safe Sport table.
- We continue to have our fantastic Safe Sport Champions doing great work, this includes USA Swimming athletes. Below is a picture of two Illinois Swimming athletes Colin Brady and Makayla Varga who hosted a Safe Sport table at the Illinois Age Group State Meet. What great leadership by these athletes! Stay tuned for more upcoming Safe Sport activities.



Swim Staff Select-

- USA Swimming proudly offers a free online tool that is now available to all USA Swimming clubs to help assist in their hiring of staff. Swim Staff Select is a web based application that allows teams to create position descriptions, job postings, applications, reference checking scripts, background checks, certification verifications and interview scripts online. The software works to help clubs screen applicants for staff and volunteer positions, plus communicate with applicants and review applications. This tool is a great way to further assist clubs in creating a positive sport environment for their coaches and athletes. You can access the tool at www.swimstaffselect.org

Free Training for Parents-

- The USA Swimming Safe Sport Program is proud to offer free athlete protection training to the parents of our member athletes. Parents are a critical component to our overall goal of protecting children from sexual abuse. The comprehensive online programming includes information about how offenders operate; how to recognize and respond to boundary violations, myths and facts about child sexual abuse and USA Swimming's Athlete Protection Policies and Procedures.

Free Training for Athletes-

- USA Swimming has developed a free education program for athletes aged 12 and older. The training course covers such topics as:
  - Inappropriate contact
  - Physical, emotional, and behavioral boundaries
  - What to do if your boundaries are violated
  - Who to tell
  - How USA Swimming can be a resource

Safe Sport Chair Report
Illinois Swimming Spring HOD 2016

Free online anti-bullying course

- Safe Sport offers an online course to help parents and coaches identify and address bullying behaviors. Bullying behaviors can lead to a negative team environment if not handled properly and quickly. You can access the training at www.usaswimming.org/safesport

- Illinois Swimming would like all clubs to put the Safe Sport Logo on all swim teams websites.

Remember to update your information for the following at usaswimming.org/protect in policies and guidelines:

REQUIRED POLICIES

Electronic Communication
Anti-Bullying Plan
Team Travel

SUGGESTED POLICIES

Photography
Locker Room Monitoring

BEST PRACTICE GUIDELINES

Safe Sport Best Practice Guidelines
Athlete Social Media and Electronic Communication
Inclusion of Transgender Athletes
Inclusion of Athletes with Disabilities

Model Action Plan to Address Bullying. Please go to www.stopbullying.gov for the latest information on the State of Illinois Bullying laws.

Safe Sport is on Social Media-

- For updates, information and education from Safe Sport, please follow us on Twitter @SwimSafeSport and on Facebook.com/safesportswim

- If you have any questions or would like to be involved with Safe Sport please contact me or any safe sport representative below. A Safe Sport representative can also come and present at your club!

SUSAN WOESSNER, DIRECTOR OF SAFE SPORT swoessner@usaswimming.org or 719-866-3589.
LIZ HOENDERVOOGT, SAFE SPORT COORDINATOR ehoendervoogt@usaswimming.org or 719-866-3542.
MAGGIE VAIL, SAFE SPORT EDUCATION SPECIALIST mvail@usaswimming.org or 719-866-3552.

Respectfully Submitted

Ryan K Counihan

Safe Sport Chair coachryan@lwsagators.org

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Safe Sport Chair Report

Illinois Swimming Spring HOD 2016

You can locate everything below on the usaswimming.org/protect website under "Fill My Club's Tool Kit"!

SAFE SPORT BASICS

Safe Sport Logo

Safe Sport Header

Safe Sport Program Timeline

2015 Safe Sport Survey Report

Fact Sheet: Healthy Sexual Development

Article: Why Bullying is the New Boy Who Cried Wolf

5 Tips for Parents

Know your APCs: Access, Privacy, Control

MODEL POLICIES AND GUIDELINES

Model Policy Action Plan to Address Bullying

Model Policy Electronic Communication

Model Policy Locker Room Monitoring

Model Policy Photography

Model Policy Team Travel

USA Swimming Safe Sport Best Practices

Athlete Electronic Communication Best Practices

Inclusion of Transgender Athletes Best Practices

Best Practice Guidelines for Inclusion of Athletes with Cognitive Disabilities

Safe Sport Chair Report

Illinois Swimming Spring HOD 2016

PRESENTATIONS & FACILITATION SCRIPTS

Athlete Protection Training Facilitator Guide

Safe Sport Overview and Scenarios for Coaches

Safe Sport Scenarios at Meets

Safe Sport Introduction for Parents

Conflict, Bullying, and Team Culture for Athletes

SwimMAC Social Media Presentation

2015 USAS Convention Scenarios for Athletes

2015 USAS Convention LBGT Inclusion for Athletes

2015 USAS Convention LGBT Inclusion for Coaches

2015 USAS Convention LSC Chairs Workshop

SAFE SPORT AT EVENTS

Safe Sport Tabling Kit

Resource Guide for Meet Administration

Pre-Meet Safe Sport Risk Assessment

Trainings Heat Sheet Ad (8.5x11)

Trainings Heat Sheet Ad (4.25x5.5)

TEAM RESOURCES

Model Code of Conduct for Athletes

Model Code of Conduct for Coaches

Model Code of Conduct for Parents

Resource Guide for Peer-on-Peer Incidents

Pre-Season Parent Orientation Handout

Sample Staff Evaluation Form

Sample Team Captain Job Description

Sample Social Media Agreement

Safe Sport Club Coordinator Job Description

ART TEMPLATES

Access the artwork for bag tags, meet announcements, posters, and other promotional materials here. You may use these templates to print your own materials. If you would like USA Swimming to order these materials for you using their vendors, please use the *Materials Order Form* or contact Paula D'Amico (*pdamico@usaswimming.org*).

- *Heat Sheet Ad: Education*
- *Heat Sheet Ad: Safe Sport*
- *Heat Sheet Ad: Policies*
- *Heat Sheet Ad: Education for Athletes*
- *Heat Sheet Ad: Electronic Communication*
- *Electronic Communication Poster*
- *Meet Announcements*
- *5 Tips for Parents*
- *Deck Changing Poster*
- *Safe Sport Banners*
- *Locker Room Poster*

Hear Something, See Something, Say Something is a brand new program to launch a national conversation within swim clubs about everyday issues that clubs face. Having regular short conversations about different team- and Safe Sport-related issues can strengthen a club's values and open productive communication channels.

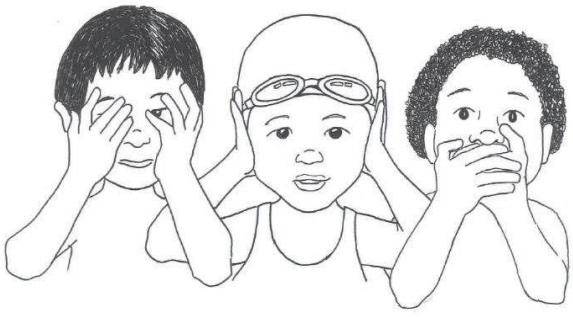
Our goal:
We hope that this will spark meaningful conversations across the country and that clubs will discover that Safe Sport is accessible and helpful in building strong, healthy communities within the club.

How it works:

- ✓ Every month, a scenario and discussion guide will be emailed out to you to distribute to coaches in your LSC.
- ✓ Coaches will be asked to read the scenario with their swimmers of all ages on the first Monday of the month and have a short, 5-10 minute discussion about the scenario.

Your role as LSC Safe Sport Chair and/or Club Safe Sport Coordinator:

- ✓ LSC Safe Sport Chairs: Send out the scenario and discussion guide to all clubs. *If you need contact information for the clubs in your LSC, please contact Maggie Vail (mvail@usaswimming.org; 719.866.3552).*
- ✓ Club Safe Sport Coordinators: Send out the scenario and discussion guide to all coaches in your club.
- ✓ Strongly encourage participation among all the teams and coaches in your LSC. Promote it on social media, via email, or through newsletters.
- ✓ Follow up with clubs at random (you don't have to call every club!) to find out how it went. Share the feedback with a member of the Hear Something, See Something, Say Something team:
  - Paul Lundsten, MN (starswim@hotmail.com)
  - Melissa Gann, OK (melissagann@hotmail.com)
  - Maggie Vail, HQ Staff (mvail@usaswimming.org)



Read this scenario to your athletes:

Curtis walks up to Sean in the locker room and says, "Nobody likes you. I wish you weren't on our team."

Discussion Questions:

How would you feel if you were Sean?

Kids might say that they would feel sad, rejected, and scared, or that he/she hopes that someone would stand up for him/her.
>Safe Sport says: Validate the kids' feelings. It's normal to feel sad, mad, or confused about what to do.

How would you feel if you heard this?

Kids might say that they feel mad, embarrassed, or scared.

If you heard this, what should you do?

Kids might say that they should step in and say something to Curtis or tell an adult.
>Safe Sport says: A common approach is I.C.E. = Interrupt the bully, Compliment the target, and help him Escape. Afterward, tell the coach.

Who needs to know that this is going on? What do you hope that they will do?

Kids might say that the coach and parents of Curtis and Sean need to know about the incident.
>Safe Sport says: The coach needs to know that this is going on in order to implement the anti-bullying plan.

Bonus Question:

What do you do if you hear this in the locker room at a meet, and Curtis and Sean are on another team?

Kids might say that they would do nothing. Others might say that they would interrupt the situation and talk to Sean. Still others might say that the right thing to do is to tell an adult.
>Safe Sport says: Trust your instincts! Use the I.C.E. approach and/or go and tell your coach or the meet referee. If you can tell what team they're on (maybe by their caps or t-shirts), share that information with whomever you tell.

Wrap It Up:

What kind of team do we want to be?

Ask your swimmers to tell you what your team values are (hard work, positivity, etc.).

How do we want to treat the other members of our team?

Examples: cheer for each other, work hard, encourage each other in practice, etc.

***For Coaches: review your team's anti-bullying plan and share how you would respond to this scenario with your swimmers.**

Diversity& Inclusion Report

Central Zone Diversity Select Camp

The 2016 Diversity Select Camp is being held June 16 -19 2016 Browneil-Talbot School, Omaha Nebraska. The Diversity and Inclusion committee has selected the following swimmers and coach to attend.

- Swimmer - Eliza Zacharias (Bloomington-Normal Swim Club)
- Swimmer - Omar Montiel (Mannheim Swim Club)
- Coach – Mike Frye (Chicago Southside Swim Club)

Children With Challenges (CWC) Certification Program

Children With Challenges was created through collaboration between USA Swimming – USA Swimming Foundation – Starfish Aquatic Institute & Aquatic Therapy & Rehab Institute. This certificate program is for Swim Coaches and Swim Instructors – This is your opportunity to be one of the first to earn a Certificate of Training in working with children with challenges in an aquatic setting. This ground-breaking training integrates the latest techniques for working with children enrolled in your swim team or lesson program who have these challenges:

- Physical/Orthopedic
- Intellectual/Cognitive
- Developmental Delay
- Emotional/Behavioral
- Learning and Processing
- Sensory Challenges
- Other Health Challenges

Using a blended training approach, you can obtain a CWC certificate by completing an **online course** and **attending a workshop**. A CWC certificate does not earn credit toward an academic degree, but it shows you and others that you have the desire to learn and grow your capabilities. http://www.saielearning.org/store

Disability Club Support

The following Paralympic meets are supported this year

2016 Jimi Flowers Classic
January 16 –17**, 2016**
United States Olympic Training Center
Colorado Springs, CO

Club Support: $300

2016 U.S. Paralympics Team Trials
June 30 – July 2, 2016
Mecklenburg County Aquatic Center
Charlotte, NC.

Club Support: $800

OPEN WATER REPORT:

1) OW zone information will soon be ready to go out. We will be running a OW clinic / dinner on Thursday evening with Friday morning being the Championship swim.

2) We still are a go with running our State Championship OW in conjunction with Wisconsin. I think it would be wise to make our qualifying standards at BB TIMES. This will allow more swimmers the opportunity to participate and gain experience in OW. Many other States hold this time standard for the same reasons. The Championship will be held the second week after Labor Day. This will reduce the cost in a big way as well as having the facilities set up and ready to go. I am checking with IHSA to see if they would allow the high school girls the opportunity to swim. Regardless, we need to get an OW swim in the books and learn from the experience.

USA SWIMMING DISABILITY COMMITTEE - Update

Below is update regarding actions of the USA Swimming Disability (of which I am a member) committee since our last HOD, the committee chaired by Mark Rienets (rieniets@gmail.com), meets at least every two month.

USA SWIMMING DISABILITY COMMITTEE MISSION STATEMENT

USA Swimming encourages people with disabilities to participate in the sport of swimming and facilitates their inclusion in USA Swimming programs through education and collaboration. We seek to involve people with disabilities in existing competitions and programs for all swimmers, rather than provide unique disability-only opportunities.

NEW EDUCATIONAL COURSE -CHILDREN WITH CHALLENGES WORKSHOP (*ASCA CERTIFIED COACHES: RECEIVE 15 ASCA CREDITS*) - Certificate Program for Swim Coaches and Swim Instructors – This is your opportunity to be one of the first to earn a Certificate of Training in working with children with challenges in an aquatic setting. The course is available on line at Go to www.saielearning.org. Children With Challenges ™ was created through collaboration between USA Swimming – USA Swimming Foundation – Starfish Aquatic Institute & Aquatic Therapy & Rehab Institute.

This is a great course for coaches and learn to swim instructors working with children with challenges, which gives some great tips and insight in working with this group of athletes. I have been involved with the development of this course and participated in the pilot training seminar that was used to further develop this learning. This On-Line course is planned to be the first part of a planned in-water training session, which is still under development. – Bob

LSC DISABILITY RESOURCES -To create an communications plan the committee is developing a list of LSC Disability Chairs, and Coordinators in which to establish contact with to provide resources and information. For LSC with out a disability chair we will be working with the LSC designee.

DISABILTY FAQ Page - Development of an Disability Swimming FAQ section on the USA Swimming Disability web page, with the intent of being a resource for LSC and athletes. Intention is to make it page an not a document that needs to be download, so it can have a more interactive content.

DEVELOPING A ZONE & SECTIONAL LEVEL QUALIFYING STANDARD - There appeared to be a need for a template for standard wording for inclusion of swimmers with a disability for State and Zone meets, along with the suggested level of swimmers participating Meet managers were also asking for guidelines on the appropriate level of inclusion. The Committee is reviewing if need to develop a Zone & Sectional level qualifying standard by class for athletes with a disability.

PROPOSED RULES CHANGE – A Recent incident with a blind swimmer being refused permission to use a tether to another swimmer in a USA-S sanctioned open water event. Review of wording in Masters Swimming and IPC Rule 4.1.7 which addresses open water was completed and a rule changes was developed and has been submitted to Rules and Regs for review.

USA SWIMMING DISABILITY ATHLETE BASE - 4.Discussion was held regarding demographics of the swimmers with a disability registered with USA-S It is recognized that many swimmers are reluctant to register with having a disability, but it was agreed that the information available would be useful. Additionaly a recent issue has made it necessary for review of the collection of this type of information, which it was found to be voluntary. The committee will continue to research but would ask the LSC chairs and team registration staff be cognizant of this and if possible be sure to include this information with the electronic registrations, if provided.

This report summarizes my activities with the USA Swimming Disability Committee. I am happy to answer questions regarding anything in this report; please contact me at bob.welch3@gmail.com

ISI Board of Directors Report
April 2016

INTERNATIONAL RELATIONS COMMITTEE

Members: Michael Lawrence, (Chair), Brandon Drawz, Gregory Eggert,, Michael Klueh, Dr. Jim Miller, Dale Neuburger, Bill Rose, Bruce Stratton, Ron Van Pool, Jim Wood, Carol Zaleski, Bob Bowman, Fernando Canales, Sid Cassidy, John Leonard, David Marsh, Aaron Peirsol, Bill Schalz, Trent Staley, Peter Vanderkaay, Bill Wadley, Tim Bauer, Garrett Weber-Gale, Emily Hanson, Chip Peterson

The committee meets on 29 April in Colorado Springs. An update will be provided to the Board after the meeting.

Proposals for amending the FINA Constitution, Code of Ethics, General Rules, Facilities Rules, Medical Rules, Doping Control Rules, and Technical Rules will be considered at the 2017 FINA General and Technical Congresses to be held in Budapest.

Bruce Stratton is leading the work group (Michael Klueh, Emily Hanson, Michael Lawrence, Jim Sheehan, Jay Thomas, Jim Wood, Carol Zaleski, Sid Cassidy, Mike Unger) and has submitted proposals for consideration at the next IRC meeting.

Nominations for FINA Committees and Commissions will be considered at the upcoming meeting. Ron Vanpool is leading the nominating process (Michael Lawrence, Jim Sheehan, Mike Unger) as part of his responsibilities under Leadership Development.

In early March I attended the **Tackling Doping In Sport Conference** (TDIS 2016) in Twickenham (London), representing USA Swimming. The TDIS Conference is conducted by the World Sports Law Report and UKAD (United Kingdom Anti-Doping). TDIS is the largest anti-doping conference in the world with approximately 300 attendees from throughout the world. Sir Criag Reedie, President of WADA, delivered the keynote address highlighting the rapidly changing landscape of anti-doping efforts and the need for increased funding.

Encouraging whistle blowers, expanding investigations, and finding new funding for anti-doping efforts were clear themes throughout the conference. Moving rumor and suspicion from speculation to reliable evidence was mentioned frequently as a necessary priority if the anti-doping fight is to advance, but this can only be accomplished through additional investigations and increased funding.

The real highlights for me were the address by Dick Pound, founding President of WADA and co-author of the recent Independent Commission report leading to the suspension of the Russian athletics federation, and a mock doping trial. The doping trial was especially

enlightening as subtleties of the WADC and how the Code is attacked and defended were on full display. I learned a lot and my resolve to fully engage in global anti-doping efforts was intensified.

The Sharapova case was just breaking but I did not hear a lot of sympathy or surprise. The first comment I heard was a European lawyer wondering how long it would take for the PR defense campaign would begin. Turns out it wasn't very long, next day. Since the Sharapova news conference some 100+ athletes worldwide have had an Adverse Doping Rule Violation for the same substance, meldonium, and intense scrutiny on both these athletes and the process for including new substances on the Prohibited List.

On a related note, an **Age Group Doping Task Force** has been appointed (Dr. Monique Burton, Amy Eichner, Kate Borg, Ira Klein, Michael Lawrence, Michael Kleuh, Chip Peterson) and I anticipate that development of educational programs and resources will be a strong recommendation from the group. The group is a bit stalled at this time but I expect to see a flurry of activity over the summer and heading into the USAS Convention.

IRC Strategic Initiatives and Managers:

- Athlete Safety (Trent Staley)
- Autonomy and Sovereignty (Brandon Drawz)
- Leadership Development (Ron Vanpool)
- Organizational Relationships (Bruce Stratton)
- Sport Fairness (Michael Lawrence)
- Sport Development (Bill Schalz)

Other activities:

SPEEDO SECTIONAL CHAMPIONSHIPS

The Lake Forest Swim Club hosted the Spring 2016 meet on 10-13 March in Pleasant Prairie, WI. The meet was conducted in long course meter format with 153 teams and 752 athletes from 13 states competing. The meet was a tremendous success with 17 swimmers achieving Olympic Trials qualifying times.

ISI Board of Directors Report
April 2016

Meet information for the 2016 Summer Sectionals is posted on the Central Zone website. Please review the time standards carefully as the Summer standards were dramatically cut in order to address challenges and problems from previous meets. Please contact me at pegasus523@gmail.com with any questions about the meet or bidding beyond 2020.

	Pleasant Prairie – SC	Brown Deer -- LC
Target # athletes	700	600
Actual athletes	683	
Individual entries	1994	
Relay entries	167	

Short Course Timeline

Pleasant Prairie - SC	Start	Finish Individual	Finish Relay	Finish All (Dist)
Day 1 (800)	5:00pm	6:08pm		6:08pm
Day 2	9:00am	11:45pm	12:23pm	
Day 3 (400)	9:00am	11:59pm	12:30pm	
Day 4 (1500)	9:00am	10:44am	11:07am	12:22pm
2016 Proposal	Start	Finish Individual	Finish Relay	Finish All (Dist)
Day 1 (800)	5:15pm	6:40pm		6:40pm
Day 2	9:00am	12:25pm	12:42pm	
Day 3 (400)	9:00am	12:47pm	1:18pm	
Day 4 (1500)	9:00am	10:57am	11:25am	1:26pm

Future meets:

21-24	July 2016	Brown Deer, WI	Schroeder YMCA Swim Team
9-12	March 2017	Iowa City, IA	University of Iowa
19-22	July 2017	Minneapolis, MN	University of Minnesota
8-11	March 2018	Pleasant Prairie, WI	Lake Forest Swim Club
19-22	July 2018	Iowa City, IA	University of Iowa
14-17	March 2019	Rochester, MN	Rochester Swim Club
18-21	July 2019	Minneapolis, MN	University of Minnesota
12-15	March 2020	Pleasant Prairie, WI	*Tentative*
16-19	July 2020	Brown Deer, WI	Schroeder YMCA Swim Team

Updates to this report may be made prior to upcoming ISI meetings.

This report summarizes my activities with the USA Swimming International Relations Committee. I am happy to answer questions regarding anything in this report; please contact me at pegasus523@gmail.com.

Certificate of Achievement

Michael Lawrence

This is to certify that you have become an

Accredited Advisor

Course passed on:	09/04/2016
Accreditation valid until:	09/04/2017
Course Grade: -	96%

Amanda Batt
UKAD Head of Education
and Athlete Support

UKAD
protecting sport

2016 Nominees for General Chair, Senior Chair, Secretary, & Administrative Vice

General Chair

Stephen (Steve) Mitchell (CATS Aquatics)

Steve Mitchell has been involved with swimming for over 16 years with ISI and CATS Aquatics. He is currently the ISI General Chair with his term starting in 2014 and he is also the chair for the Central Zone Communications Task Force with his term starting in 2015. Steve has held other positions within ISI, ISI Administrative Vice-Chair and ISI Program Operations Vice-Chair. He is a member of ISI Rules and Regulations Committee, a member of ISI Officials Committee. Steve is also an active official holding an ISI Officials Training Coordinator and Clinician, & USA-S/ISI Official (N3 Certification Referee, Starter, CJ, S&T - N2 Admin). While with CATS, Steve has served as the President of the Board of Directors and as Secretary of the Board of Directors. Steve holds a BS is Pharmacy and MS in Hospital Pharmacy Administration. He has 30+ years in Medical Device Management in large corporations and entrepreneur start-ups with responsibilities including Business Development, R&D, Sales & Marketing, Legal, Personnel, Budget, Technical Service and Training. Steve has additional experience in Volunteer Management, serving as an IHSA Official, serving as an NCAA Official, and Youth Sport Coaching including Soccer, Little League and Softball.

Michael Lawrence (Lake Forest Swim Club)

Michael Lawrence is currently a co-head coach at LFSC, and has been with them since 1985. An ASCA level V certified coach, Michael has also been as assistant manager to the 2004 Olympic Team in Athens, and has led USA National Teams to the Victoria State Championships (Melbourne, Australia, 2008), FINA Youth Championships (Monterrey, Mexico, 2008), Pan Pacific Games (Yokohama, Japan, 2002), and the World University Games (Beijing, China). Michael has served on Illinois swimming board of directors since 1983, USA swimming board of directors since 1999, International relations committee, and coordinator of Olympic International Operations since 2004.

Senior Vice Chair

Andrew Hodgson (New Trier Swim Club)

Andrew Hodgson is currently the head coach of NTSC, involved on both NTSC full and executive Boards providing full reports every month. As the head coach of NTSC, he is responsible for the progression of the organization. He has been involved in ISI and USA swimming for four years, and is currently on the Senior committee, and High Performance Task Force.

Rob Emary (Barrington Swim Club)

Rob has been coaching for the past 32 years. He is currently the Head Coach for Barrington Swim Club. Rob began coaching at Libertyville from 1990 through 2000. Then moved to Florida to work with ASCA Hall of Fame coaches John Leonard and Peter Banks. In Florida Rob served on the Technical Planning Committee for the Florida Gold Coast for 8 years and as Secretary on the Executive Board for 2 years. As the team owner for Broward Aquatic he oversaw 7 athletes make their way to the Olympic Games. Coach Rob has produced NAG Top 10 Finishers, Junior and National qualifiers. He is currently a member of the Performance Task Force, Coach's Committee, and Nominating Committee under Illinois Swimming.

Administrative Vice Chair

Kimberly Mozdzierz Frank (Express)

Kimberly has been involved in swimming with Express and Illinois Swimming for over 8 Years. She currently holds the Administrative Vice Chair Position with ISI and she is also an ISI Official's Committee Area Rep for the past 3 years. Kimberly is a meet referee with Express and is the parent of 2 ISI Swimmers.

Secretary

Judy Busse (Express)

Judy has been involved with USA Swimming for 30 years and 10 years with ISI. She is the current Secretary of ISI. With Express she has held the following positions Coach (Owner) of Express Swim Team, Director of Starfish Aquatics Learn to Swim and Express Swim School. Judy is the CEO/Head Coach of Swim Express, the current Girls Head Coach at Downers Grove North High School. Judy is a retired educator, and administrator and coach with Community High School District 99.