

ILLINOIS SWIMMING, INC.
BOARD OF DIRECTORS MEETING

Wednesday, April 8, 2015 @ 7:00pm

Location: ISI Office, Des Plaines IL

For those who cannot attend in person:

Conference Call 1-800-977-8002 (call in number) 356158# (participant code)

Agenda

1. Roll Call
2. Adoption of February 2015 BOD Meeting Minutes
3. Consent Agenda
(This Consent Agenda groups the routine, informational and self-explanatory not-controversial items together for approval. All items on the Consent Agenda will be enacted with one motion for an up or down vote after allowing anyone to request that a specific item be moved to the full agenda for individual attention.)
 - a. Reports from Staff
 - Executive Director
 - b. Reports of Officers
 - General Chair
 - Executive Committee
 - Audit Committee
 - Budget Committee
 - Personnel Committee
 - Administrative Vice Chair
 - Rules & Regulations Committee
 - Senior Vice Chair
 - Senior Committee
 - Age Group Vice Chair
 - Age Group Committee
 - Program Operations Vice Chair
 - Treasurer
 - Finance Committee
 - Coaches Representative
 - Coaches Committee
 - Athlete Representative
 - Athletes Committee
 - c. Reports of Non-Officers, Committee Chairs and Coordinators
 - Membership/Registration Coordinator
 - Officials Committee Chair
 - Safety Coordinator
 - Safe Sport Committee Chair
 - Diversity and Inclusion Chair
 - Open Water Chair
 - d. Reports of Ex-Officio Members
4. Items from Consent Agenda Pulled for Discussion

5. Action Items from Reports
 - a. Open Water Chair (Replacement) Appointment
 - b. Approval for USA Swimming Swimposium Program Funding
 - c. Approval of At-Large House Members

6. Unfinished (Old) Business
 - a. LEAP 3 Status
 - b. Website (Team Unify) Implementation Update
 - c. Leadership and Strategic Planning Updates
 - a. Athlete Performance Task Force
 - b. Communication Task Force
 - c. Governance Task Force
 - d. Make-A-Splash Tour – Chicago Plans

7. New Business
 - a. Finance Committee Membership Fee Proposal
 - b. HOD Regular Meeting Agenda
 - c. USA Swimming Governance Committee Proposal
 - Amendments to Article 511.2.4 and 511.2.5

8. Upcoming Meeting Schedule
 - d. HOD Regular Meeting April 19, 2015
 - e. BOD Meeting May 13, 2015

9. Adjournment



ILLINOIS SWIMMING, INC.
BOARD OF DIRECTORS MEETING
 Wednesday, February 11, 2015 @ 7:00pm
 Location: ISI Office, Des Plaines, IL

MINUTES

1. Roll Call - Steve Mitchell, Kim Mozdierz-Frank, Blake Mock, Mike Laurich, Jeff Arce, Scot Warren, Judy Busse, Nancy Reese, Ryan Counihan, Adam Cremieux, Michael Lawrence, Jane Spittler, Matt Harrington, Van Dockersgoed, Chris Karney, Pete Kozura, Pam Lowenthal, Bob Welch
2. January 2015 BOD Meeting Minutes Approved as presented.
3. Consent Agenda

a. Reports from Staff		
• Executive Director	Report Submitted	Pulled
b. Reports of Officers		
• General Chair	Report Submitted	Pulled
○ Executive Committee-no meeting		
○ Audit Committee -no meeting		
○ Budget Committee-no meeting		
○ Personnel Committee-no meeting		
• Administrative Vice Chair	Report Submitted	Pulled
• Senior Vice Chair	Report Submitted	Pulled
• Age Group Vice Chair	Report Submitted	Pulled
• Program Operations Vice Chair	Report Submitted	
• Treasurer	Report Submitted	Pulled
• Coaches Representative	Report Submitted	Pulled
• Athlete Representative	Report Submitted	
c. Reports of Non-Officers, Committee Chairs and Coordinators		
• Membership/Registration Coordinator	Report Submitted	Pulled
• Officials Committee Chair	No Report	
• Safety Coordinator	Report Submitted	
• Safe Sport Committee Chair	Report Submitted	Pulled
• Diversity and Inclusion Chair	No Report	
• Open Water Chair	No Report	
c. Reports of Ex-Officio Members		
• Michael Lawrence	Report Submitted	Pulled
• Bob Welch	No Report	
• Jayne Spittler	Report Submitted	

MOTION: To Approve non-pulled items included in the Consent Agenda. PASSED

4. Items from Consent Agenda Pulled for Discussion

A. – **Executive Director** - Pete Kozura

SM - Questions about **UIC and the security**. Can you confirm the additional safety measures to be in place for the upcoming Championship meet?

Athlete Newsletter Update – PK - Template has been prepared and a rough draft is in process. Intent is that newsletter will be done by March 1st and published on a quarterly basis. PK - Please forward template to MH, SM, ML, NR. RC – SMORE.com is a tracking device that lets you know how many people are opening the newsletter.

Webcasting – PK – at this point we do not have a sponsor for the webcasting (\$800/day for a “bare bones” webcast). SM - This is a non-budgeted item and if we go forward, it will have to be included in some divisional budget. PK – there are some options – not covering all sessions, etc. ML – Feels that Illinois Swimming should abandon this idea and time could be better spent soliciting sponsorships for other areas. KM- Athletes who do not make the

meet, do watch the meet. We are in an electronic age and this is another way to showcase our athletes. PK – not a continuous viewership. SM- Please forward any potential sponsors to Pete.

Athlete Banquet – PK – Looking to tie the banquet in with the Spring HOD .. possibly a brunch on Sunday AM. Concern would be the number of participants. A stand-alone event with a guest speaker on a Saturday is also an option. Speedo noted that the HOD weekend is a Grand Prix weekend. A weekend in May could be a better option, possibly Memorial Day weekend. BM – participation on a Fri/Sat of Memorial Day weekend could be a challenge. SM – Holiday weekend isn't ideal, but it is a meet-free weekend. MLAU- Memorial Day weekend is not a good travel weekend. SM –

Make-a-Splash – PK- Breaking news – Chicago will be hosting a stop on the 'Make a Splash' tour. Illinois Swimming will take an active role in that event. June 12-14, 2015. SM – Forward ideas to Pete on how ISI can become involved and take advantage of this opportunity.

MOTION- to accept ED report – PASSED

B. General Chair Report – Steve Mitchell

Nominating Committee Report – ML – USA Swimming “Prohibit LSC Employees from serving at the BOD level.” and therefore, Pam would not be able to seek re-election. SM- is that effective immediately, or would that mean they could not seek re-election? ML – not sure of the effective date.

MOTION – to accept GC report – PASSED

C. Admin Vice Chair – Kimberly Mozdierz

KM- Seeking feedback on a couple of items – Controlled Meet Warm-ups (update). TS – All looks good. Should the OQM and Officials Training Clinics bid process be included in the Policy & Procedures Manual? They can be revenue-generators and the process should probably be clear. JS – Could the Officials Committee post the criteria/policy for the bid on the website? BM- For clinics we should probably work with Jack Yetter and with Nancy Reese for Coaches clinics. On-site membership dues of \$124? Do we do this or this is no longer a practice? PL- The penalty is that there is a fine in place.

MOTION: Move to strike the \$124 on-site membership dues item from the P/P manual PASSED.

MOTION to accept the report - PASSED

D. Senior Report – Mike Laurich

SM – Update on meet funding. MLAU – most have meet fees going into the general fund. SM- How our sport funds programs compared to other LSC's. MLAU- no funding for Futures meets this year. AC- funding should change based on the expenses – Indiana v Texas. There should be a budget for each meet – X number of dollars for each meet/athlete. Total \$\$ to the athlete adjusts based on the number of athletes attending the meet.

MOTION – to accept the Senior Report – PASSED

E. Age Group Report – Jeff Arce

JA – Report on an adjustment of Regional start times - GA requested an adjustment in the Friday timeline – Wm-up and Meet start time. The host will need to contact all participants. RC- Concerns that the early start time made it difficult for families to get to the meet. BM- Some swimmers are in school until 3:30..... 4:00/5:00 or 4:30/5:30 are the options.

F. Treasurer Report – Scott Warren

SM- Notation that a concern about our membership numbers are about 800 behind. PL- USA swimming is down 3%. We are caught up at this point in the office. SM- this results in about an \$8000 short fall in revenue.

SM- The Meet revenue is tracking lower, is that up-to-date? PL – It will be by the end of February.

MOTION: to accept the report - PASSED.

G. Coaches Report – Nancy Reese

SM- Respect to the Regional Socials not supported by ISI. NR – Most will be held at restaurants and we do not plan to spend \$\$ on the Regional coaches socials.

MOTION: to accept the report – PASSED.

H. Registration Report- Pam Lowenthal

New Club Application – PL – Fusion Lightening Youth in Hillsboro, IL. Operating out of a fitness center.

MOTION: to accept the new club application from Fusion Lightening Youth. PASSED.

MOTION: to accept the report . PASSED.

I. Safety Report – Adam Cremieux

UIC Safety AC – Discussion ongoing and will update

MOTION: to accept the report. PASSED

J. Safe Sport – Ryan Counihan

RC – Colorado Springs - Safe Sport Leadership Conference - Looking for a club use the online employee hiring program, “Swim Select”.

SM- Follow-up on information on Suicides. Van – the USA Swimming Athlete Executive Committee is going to set up a nation-wide task force to look at athlete suicide. SM – Any follow-up. CK – Athlete follow-up – it is still a conversation on deck. MH – It will take time to get over, and people are moving forward. No reason not to spread as much information, etc. as possible to as many as possible. RC- The new website will be a great tool /instrument to help with information and how to find help, etc. SM – Athlete newsletter could include this information as well as the information from the national level on the task force. RC- Has contact with a therapist who is willing to speak with athletes, if necessary. Schools are also excellent resources.

MOTION: to accept report . PASSED

K. Michael Lawrence

Doping practice – Something we need to be aware of? ML – Increasing the number of tests is something USA is working on. All foreign athletes are subject to testing when there are in the USA. (WADA USADA) New rule coming that will prohibit any USA swimming member from associating with someone who is under suspension.

Qualifying concerns and the impact on our national events. ML – procedure – qualifying time standard in a FINA-approved event. FINA has restricted the number of qualifying events a Federation can offer (4). We (USA) submit up to about 20 different events. Therefore, all of our Grand Prix meets will not be able to receive FINA approval. KM- What is the impetus for the controls? ML – Unknown ... 190 events in Europe .. someone thought that was too many. March 1st begins the qualifying period.

MOTION: to accept report. PASSED

5. Action Items from Reports - none

6. Unfinished (Old) Business

a. LEAP 3 Status

PL – we have 2 more things – Athlete Newsletter. NR –has identified 4-5 additional points

MLAU – ?? Virtual club champion? Recognition at LSC level

SM – on track for May 1st completion.

b. Website (Team Unify) Implementation Update

SM – planning to go live after the end of the championship season – end of short course ... end of March, beginning of April.

c. Safety Report

RC & AC – are planning to meet prior to the UIC championship meet.

d. Leadership and Strategic Planning Task Forces Updates

1. Athlete Performance Task Force -
2. Communication Task force -

3. Governance Task Force -

7. New Business

- SM – Athlete Selection for the Review Panel. JS – Administrative review requires at least one athlete representative is necessary. Nominations are needed. Would the Athlete newsletter be a good vehicle for soliciting nominations
MOTION: The Athlete Representative to the Administrative Review Board to be selected by the Athletes. PASSED.
MH – has a listing of athletes who have been involved in Illinois Swimming to date to ask for nominations or willing volunteers. JS – Names would be needed by March 1st.
- Safety Chair – Treasurer - Registration – Athlete Administrative Review
- SM - Agenda for HOD – topics
 - JS – Safe Sport – if only 52% know / have heard of it.
 - PL – New Website update / details
 - SM – Informal Town Hall-type opportunity for people to ask questions .. offer information. What is on their mind? MLAU – can we get some advance info so that we are prepared to answer questions? SM – could be included or solicited in advanced materials/delegate info.
 - RC – Safe Sport Poster Contest
- KM – point of clarification – no meeting next month ... Reports are due for the HOD – by the April 8th BOD meeting.
- Van – clarification – employees as board members. Brief description – LSC employee may not serve as a VOTING member of a BOD. ML – the intent is that there is a conflict of interest when employees are members of BOD.
- ML – Is the Illinois Swimming list of officials not available to Illinois clubs? BM / TS confidentiality of contact information. TS – Information is available through the Officials Area Reps. TS – Referees have access to that information.

8. Upcoming Meeting Schedule

- | | |
|------------------------|----------------|
| a. BOD Meeting | April 8, 2015 |
| b. HOD Regular Meeting | April 19, 2015 |
| c. BOD Meeting | May 13, 2015 |

9. Adjournment - 9:01

Respectfully Submitted,

Judy Busse
Secretary



A Local Swim Committee of USA Swimming

Board Of Directors Report

General Chair

April 8, 2015

1. The Nominating Committee has completed its activity and will be presenting a slate of candidates for election at the Regular (October 19, 2014) HOD Meeting. All candidates nominated for open ISI Officers, Coordinators and Committee Chairs have been posted including bios. Bob Welch will be conducting the election, representing Jayne Spittler and the Committee.

On behalf of the BOD and ISI membership, I am grateful to all members of the Nominating Committee for their service. I especially want to recognize the leadership of Jayne Spittler, as Chair, in organizing and coordinating the work of the Committee in a timely and efficient manner. Thank you!

2. Executive Committee – no report
3. Audit Committee – no report
4. Budget Committee – no report
5. Personnel Committee – no report

Action Items:

1. Open Water Chair (Replacement) Appointment – *appointed by General Chair with advice and consent of the Board of Directors*
 - Scott Walker (ACAD)
2. Approval of At-Large House Members – *appointed by General Chair with advice and consent of the Board of Directors:*
 - i. Tim Steffl (Officials Committee Chair)
 - ii. Scot Walker (Open Water Committee Chair)
 - iii. Carlos Ceja (Disability and Inclusion Committee Chair)
 - iv. Bill Schalz (ACAD – Coach)
 - v. Brett Cumberland (ULT – Official)
 - vi. Randy Clark (UN – Official)
 - vii. Jack Yetter (SCST – Official)
 - viii. Rome Yount (BNSC – Official)
 - ix. Ed Gershberg (ACAD – Official)
3. Approval for USA Swimming Swimposium Program Funding
 - To be scheduled October 2015
 - Cost estimate: \$8000 - \$9000
 - 2016 Budget Expense (Program Ops)

Respectfully submitted,
Stephen Mitchell

2.3 Membership Dues and Fees are as follows:

Club Member: **\$ 250 ISI Annual Dues**

Athlete Member, Coach Member and Active Individual Member:

2015	\$ 10 ISI Annual Dues*
2016	\$ 12 ISI Annual Dues*
2017	\$ 13 ISI Annual Dues*
2018	\$ 14 ISI Annual Dues*
2019	\$ 15 ISI Annual Dues*
2020	\$ 15 ISI Annual Dues*

Outreach Member: \$ 10 ISI Annual Dues**

Athlete Member Transfer Fee: **\$ 15 each occurrence*****

** in addition to current annual USA Swimming Registration Fee*

** USA Swimming Fee	\$ 5.00
LSC Fee	\$ 2.50
LSC Grant	\$ 2.50

*** waived if transfer takes place when membership is renewed*



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

To: Board of Directors
Fr: Pete Kozura
Re: Report for April 8, 2015

Summer Championship Meet agreements received from all Summer Regional Hosts and Age Group Hosts. Awaiting Senior Host agreement.

Financial recaps received from 3 Winter Regional Hosts. (attached)

Inaugural Athlete Newsletter distributed early March. Next issue scheduled for distribution in early June. Have interview with Christine Magnuson as feature; looking for additional content ideas. Next issue will have different look – our graphics designer has incorporated a different look to format.

Sponsor recaps – photos; Heat Sheet booklets with ads submitted to sponsors.

Coaches Education Grant Recipients (attached)

Working with Speedo and Ocean's Apparel for distribution of Officials shirts.

Working with Blake to inventory and add to ISI radios/headsets so as to eliminate rental need for Summer Champ Meets and beyond.

Received Illinois Coaches ASCA certifications and we have posted and submitted towards Leap 3 program tally.

Extended social media admin access to teams at NCSA and Clearwater as in 2014. Excellent pick-up; need to reiterate no-photo policy from behind blocks to clubs utilizing this access in the future as some photos needed to be deleted.

Regional Team Awards sent to recipients, awaiting medals for relay swimmers.

IRS contacted Paul Asheim with regards to our corporate name issue. Until USA Swimming submits their annual notice of organizations under their corporate umbrella we will list Illinois Swimming as a dba of USA Swimming Inc. – Illinois on W-9's.

Athlete Recognition Banquet – secured space at The Centre of Elgin, finalizing catering arrangements; working on featured speaker.

Spoke with Debbie Hesse, Executive Director, USA Swimming Foundation regarding the June Make a Splash coming to Chicago. Copy of email is below:

Thanks Pete. We're meeting on Monday and will discuss ways in which we can involve the LSC. Right now, we don't have our format finalized, so when we get that done, it will be easier to figure out ways to make this work. We did discuss at our last meeting but a bit premature at this point. We'll keep you posted.

Thank you Pete! WE TRULY appreciate your interest! We're really excited about Chicago!

Debbie Hesse
Executive Director
USA Swimming Foundation
719.866.3602

Contacted by Jay Leonard our Bernstein Investment Representative regarding meeting to discuss our Athlete Endowment Fund. He noted it has been over two years since our last asset reallocation/balancing and that we have only met once in that time to discuss and review. Will arrange for meeting with Investment Committee following HOD Meeting.

Sponsor Update – submitted proposals to Comcast for consideration of Summer Age Group and Senior Champs webcasting as well as full schedule in 2016. Iso-Aquatics (manufacturer of aquatic fitness equipment) for remainder of 2015 and Vehicle sponsorship for 2016.

2015 CHAMPIONSHIP MEET FINANCIAL SUMMARIES

Winter Regionals

	BSC	ECSC	GA	HFSC	LWSA	MAVS	ACAD-SPR
Total Income			\$27,564.56	\$30,219.59	\$23,012.00		
Total Expenses			\$6,757.50	\$13,066.08	\$5,773.00		
Total Profit (Loss)			\$20,807.06	\$17,153.51	\$17,239.00		
Gross Profit Margin			75%	57%	75%		

Winter Championships

	Senior Champs (WHTN & PAC)	Age Group Champs (ACAD)
Total Income		
Total Expenses		
Total Profit (Loss)		
Gross Profit Margin		

Summer Regionals

	DSC/SBD	LYON	MBLM	MMSC	SWAQ/GTAC
Total Income					
Total Expenses					
Total Profit (Loss)					
Gross Profit Margin					

Summer Championships

	Senior Champs (MDWY)	Age Group Champs (BSC & SCST)
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

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

2014 Coaches Education Grant Recipients

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

2015 Coaches Education Grant Recipients

(as of 4/10/15)

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



Age Group Report

Age Group Report

April 8, 2015

Committee Members- Jacob Ayers, Jacob Weber, Mirko Markov, Mike Kavanaugh, Teresa Fish, Alessio DeRossi, Kate Chronic, Tony Gallagher and Jeff Arce (Chair)

1. Age Group Champs
 - a. Winter Hosted by ACAD March 12-15, 2015 @ Rec Plex
 - i. Thank you to ACAD
 1. Congrats to ACAD, SCST and CWAC
 - b. Summer Hosted by SCST and BSC July 23-26, 2015 @ Rec Plex
 - i. Packet and HYV to be completed in April
 - c. Bid Winter 2016 Age Group Champs
 - i. Award to PAC at UIC
 1. Only bid received
2. Regionals
 - a. Winter February 27-March 1, 2015
 - i. Thank you to all hosts
 1. Relays successful (need to be sure to have relay awards)
 2. Need to be sure to have Team Awards at meet
 - b. Summer July 17-19, 2015
 - i. Packets and HYV Files to be done in April
 - c. Summer Assignments
 - i. See attached
 - d. Regional Bids Winter 2016
 - i. LWSA
 - ii. PAWW
 - iii. SCOUT
 - iv. FOX
 - v. ECST
 - vi. GA
 - vii. HFSC
3. Camps
 - a. GP Camp
 - i. Hotel Booked
 - ii. Working on Airfare and Ground Transportation
 - b. OTC Camp
 - i. We did not receive dates for 2015
 - ii. Working on alternate Camp Location possibly Colorado

NEXT Committee MEETING April 7th 10am

Regional Assignments
LC 2015

Rock Island	Mundelein	Swift/GTAC	LYONS	SBD/DSC
DCST	12 AA	47 BLUE	11 BRRY	27 <i>BNSC</i>
EMSC	11 BDSC	50 CHMP	6 EXPR	26 <i>BNY</i>
FAST	4 BSC	41 CLSC	21 HFSC	16 <i>DDST</i>
MSSC	7	CPD	24 HOSC	40 <i>DOCS</i>
ORCA	19 COHO	31 CSSC	11 HSC	43 <i>DRGN</i>
RMSC	12 DPRC	12 CWAC	64 LHSC	15 <i>DSC</i>
BTS	10 DUND	16 DLTA	75 LPD	17 <i>FFSC</i>
DIXN	0	EST	25 LWSA	71 <i>HEAT</i>
MBLM	HPAC	37	LYONS	60 <i>JAXY</i>
SSSC	13 KNAC	17 GA	45 NAC	23 <i>LYNC</i>
<i>JETS</i>	17 LFSC	24 GTAC	33 TSSC	7 <i>OCS</i>
<i>JPS</i>	18 LSF	0 IGSC	0 TWSC	17 <i>PAWW</i>
FVFY	17 MMAC	11 LATT	11 ULT	30 <i>QFY</i>
FOX	104 MMSC	45 LEAN	43 WCS	38 <i>RED</i>
SCST	130 NTSC	83 MAVS	53 WEST	80 <i>SBD</i>
ECST	31 PAC	56 MDWAY	14 WSCS	16 <i>SPY</i>
CATS	60 PALA	13 MYST	11 BSA	4 <i>SST</i>
	PPD	79	GILS	7 <i>ACAD (SP)</i>
	SAGE	2 SPAC	7 HTSW	3 <i>BBSC</i>
	SCT	31 SWAQ	45 POSA	24 <i>FLY</i>
	VHST	3 TOPS	19 PASS	15 <i>GGST</i>
	WDST	17 WHTN	55 OLSA	6 <i>MARL</i>
		WILD	31 RASC	20
	LITIL	5 WSO	17 TPT	8
	ACAD (A, B)	90 Y2K	18 TST	3
	EGSC	YWFF	43	
	ELY	SSC	8	
	SPD	5	ACAD (R, R)	67
			SMAK	0
			EASC	
	465	715	690 CAST	
		900	750 OFSA	
			NAPY	

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Senior Chair Report

April 8, 2015 BOD

Short Course Senior Championship

Thanks to both Patriot Aquatics and Wheaton Swim Club for hosting the meet. Also thanks to Jack Yetter and the Officiating Crew for their work as well. Time standards for the meet seem to have worked well. Need to look at the mile cut and also what can be done to alleviate no shows for that event in the future. Congrats to Patriot Aquatics for their win.

Club support

Club Support payments have been sent out for the first part of the year. Total Payments for this first issue came to \$48,350 compared \$60,950 last year at this time. Totals based on meets

- Winter Nationals- \$3,500.00
- Winter Juniors- \$2,400.00
- NCSA- \$36,575.00
- Prep Meet- \$5,700.00

2016 Short Course Senior Champ bids

We received one bid for the 2016 Short course Senior champs from a joint bid from Westmont and Ultimate swimming and seeing as it is the only bid recommending for approval

Midland Camp Update

Selections made based on proximity to Long course Junior National times. The top swimmers in each event being sent an invitation to apply to attend and we will select final group based on responses.



Illinois Swimming
Feb 2015
Financial Report

Balance Sheet:

Assets totaled \$1,044K as of Feb 28, 2015. On a year over year basis, assets increased by \$45K or 4.5%. The change was driven by increases in cash balances (+\$32k) and accounts receivables from sponsors (+\$16k).

The AEF balance at 2/28/15 was \$634K which is \$134K above the principal contributions to the fund. The fund's charter does not permit distributions when its balance is at, or below, the level of principal contributions, i.e. only earnings are available for withdrawal.

Income:

Our year to date operating income is \$171K; however, the bulk of our programming, including club support, championship meets and camps, has yet to commence. Earnings in the AEF have totaled \$22,331 thru Feb '15. It is important to note, if the current level of earnings persists, Illinois Swimming may not have the volume of earnings in the AEF to fund Club Support at the level that was used in its '15 plan.

In the accompanying financial statements the Feb '15 revenues and YTD revenues are overstated by \$10,896 due to the inclusion of the disputed withholding of 12% of the meet entry fees from regional hosts. The correction has been made in March with the funds being sent to the clubs.

Based upon the last membership report received, reflecting numbers thru January '15, membership levels are projected to be below our budget by 500-800 resulting in a potential revenue deficit of \$5k-\$8k vs budget.

Unfortunately, in the accompanying financial statements QuickBooks has not yet been updated by our staff to reflect the '15 budget adopted by the Fall House of Delegates. The Executive Director of Illinois swimming, who has the direct responsibility for the production and review of the financial statements, was notified of the obvious and glaring deficiency in our records at the November Board meeting but has neglected to remediate the problem.

Reserves:

Based upon our current cash position of \$382K we have adequate cash reserves to cover approximately 13 months of budgeted general and administrative expenses.

**Illinois Swimming
Balance Sheet
As of February 28, 2015**

	<u>Feb 28, 15</u>	<u>Jan 31, 15</u>	<u>\$ Change</u>	<u>% Change</u>	<u>Feb 28, 14</u>	<u>\$ Change</u>	<u>% Change</u>
ASSETS							
Current Assets							
Checking/Savings							
1010 · Checking Account - Wintrust	98,969.94	118,431.48	-19,461.54	-16.4%	0.00	98,969.94	100.0%
1020 · Money Market - Wintrust	85,996.60	50,983.60	35,013.00	68.7%	0.00	85,996.60	100.0%
1040 · Checking-Fifth Third Bank	-733.99	-631.74	-102.25	-16.2%	67,739.65	-68,473.64	-101.1%
1045 · Money Market - Fifth Third	980.13	980.13	0.00	0.0%	20,457.95	-19,477.82	-95.2%
1070 · CD-JP Morgan	197,240.91	197,239.23	1.68	0.0%	262,252.00	-65,011.09	-24.8%
Total Checking/Savings	382,453.59	367,002.70	15,450.89	4.2%	350,449.60	32,003.99	9.1%
Accounts Receivable							
1200 · Accounts Receivable	18,125.00	63,125.00	-45,000.00	-71.3%	1,875.00	16,250.00	866.7%
Total Accounts Receivable	18,125.00	63,125.00	-45,000.00	-71.3%	1,875.00	16,250.00	866.7%
Other Current Assets							
1300 · Investments-Athlete Fund	634,483.00	611,738.00	22,745.00	3.7%	635,941.00	-1,458.00	-0.2%
1400 · Prepaid Expenses	2,000.00	2,000.00	0.00	0.0%	2,000.00	0.00	0.0%
Total Other Current Assets	636,483.00	613,738.00	22,745.00	3.7%	637,941.00	-1,458.00	-0.2%
Total Current Assets	1,037,061.59	1,043,865.70	-6,804.11	-0.7%	990,265.60	46,795.99	4.7%
Fixed Assets							
1500 · Computer Equipment	25,820.97	25,820.97	0.00	0.0%	24,968.70	852.27	3.4%
1510 · Office Furniture	14,180.65	14,180.65	0.00	0.0%	14,180.65	0.00	0.0%
1600 · Accumulated Depreciation	-36,260.07	-36,260.07	0.00	0.0%	-33,713.07	-2,547.00	-7.6%
Total Fixed Assets	3,741.55	3,741.55	0.00	0.0%	5,436.28	-1,694.73	-31.2%
Other Assets							
1800 · Deposits	3,184.00	3,184.00	0.00	0.0%	3,184.00	0.00	0.0%
Total Other Assets	3,184.00	3,184.00	0.00	0.0%	3,184.00	0.00	0.0%
TOTAL ASSETS	<u>1,043,987.14</u>	<u>1,050,791.25</u>	<u>-6,804.11</u>	<u>-0.7%</u>	<u>998,885.88</u>	<u>45,101.26</u>	<u>4.5%</u>
LIABILITIES & EQUITY							
Liabilities							
Current Liabilities							
Other Current Liabilities							
2200 · Due to 403B plan-employee	26.80	26.80	0.00	0.0%	0.00	26.80	100.0%
2210 · Due to 403B plan-employer	26.80	26.80	0.00	0.0%	0.00	26.80	100.0%
2300 · Deferred Revenue	5,500.00	0.00	5,500.00	100.0%	0.00	5,500.00	100.0%
2500 · Club Overpayments	10,511.08	10,511.08	0.00	0.0%	15,766.62	-5,255.54	-33.3%
Total Other Current Liabilities	16,064.68	10,564.68	5,500.00	52.1%	15,766.62	298.06	1.9%
Total Current Liabilities	16,064.68	10,564.68	5,500.00	52.1%	15,766.62	298.06	1.9%
Total Liabilities	16,064.68	10,564.68	5,500.00	52.1%	15,766.62	298.06	1.9%
Equity							
4000 · Net Assets-Unrestricted	187,055.85	187,055.85	0.00	0.0%	266,577.14	-79,521.29	-29.8%
4100 · Net Assets-Athlete Assistance	669,265.00	669,265.00	0.00	0.0%	577,033.00	92,232.00	16.0%
Net Income	171,601.61	183,905.72	-12,304.11	-6.7%	139,509.12	32,092.49	23.0%
Total Equity	1,027,922.46	1,040,226.57	-12,304.11	-1.2%	983,119.26	44,803.20	4.6%
TOTAL LIABILITIES & EQUITY	<u>1,043,987.14</u>	<u>1,050,791.25</u>	<u>-6,804.11</u>	<u>-0.7%</u>	<u>998,885.88</u>	<u>45,101.26</u>	<u>4.5%</u>

Illinois Swimming
Profit & Loss Budget Performance
February 2015

	Feb 15	Budget	Sep '14 - Feb 15	YTD Budget	Annual Budget
Ordinary Income/Expense					
Income					
5000 · Revenue-Athlete Registration	16,763.00	33,814.00	1,033,276.50	1,085,910.00	1,240,000.00
5010 · Revenue-NonAthlete Registration	3,844.00	2,160.00	98,184.00	95,670.00	110,000.00
5020 · Revenue-Transfers	110.00	100.00	2,926.00	3,370.00	5,000.00
5030 · Revenue-Club Registration	400.00	200.00	24,000.00	23,600.00	23,800.00
5050 · Revenue- Outreach Athl Regist	22.50	22.50	1,572.50	2,215.00	2,500.00
5100 · Revenue-Swimmer Surcharge	26,004.00	15,836.00	52,486.00	56,006.00	110,000.00
5110 · Revenue-Sanctions	1,750.00	6,425.00	25,875.00	26,300.00	31,500.00
5111 · Revenues - Diversity	0.00	0.00	0.00	0.00	0.00
5120 · Revenue - Zones	0.00	0.00	3,666.72	0.00	8,000.00
5130 · Open Water Entries	0.00	0.00	0.00	0.00	0.00
5140 · Revenue-Open Water Entries	0.00	0.00	0.00	0.00	2,000.00
5160 · Grants for Outreach Entry Prog	7.50	7.50	527.50	505.00	600.00
5210 · Revenue-Officials Clinics	570.00	90.00	3,620.00	6,732.00	10,500.00
5300 · Revenue-% Meet Fees	37,742.58	22,546.16	72,739.90	74,841.56	155,000.00
5310 · Championship-Senior Meet Entry	0.00	0.00	0.00	0.00	42,000.00
5315 · Championship-Age Group Entry	0.00	0.00	0.00	0.00	204,000.00
5400 · Revenue-Athlete Recogn.Banquet	0.00	0.00	0.00	0.00	0.00
5730 · Age Grp Jr Elite Camps	0.00	0.00	0.00	0.00	8,215.00
5740 · Sponsorships	0.00	1,875.00	75,408.59	49,598.72	90,000.00
5900 · Revenue-Miscellaneous	0.00	0.00	1,029.40	0.00	6,000.00
9000 · Interest Income	1.68	3.10	-20.86	179.27	200.00
Total Income	87,215.26	83,079.26	1,395,291.25	1,424,927.55	2,049,315.00
Cost of Goods Sold					
6000 · Athlete Registration	13,780.00	9,150.00	861,484.00	915,600.00	1,040,000.00
6010 · Non Athlete Registration	3,224.00	2,050.00	83,616.00	84,058.00	92,258.00
6030 · Club Registration	140.00	70.00	8,540.00	8,260.00	8,330.00
6050 · Outreach Athlete Registration	20.00	0.00	1,110.00	1,045.00	1,250.00
6070 · Lifetime Memberships	0.00	0.00	1,000.00	0.00	0.00
6301 · Chmp Meet Expense Webcasting	0.00	0.00	0.00	0.00	0.00
6302 · Champ Meet Expense	0.00	6,087.82	1,715.75	6,087.82	32,000.00
6350 · Club Support National Meet	0.00	0.00	0.00	0.00	120,000.00
6400 · Officials Clinic	0.00	0.00	3,776.36	6,999.42	12,000.00
6410 · Officials National Meets	0.00	0.00	1,000.00	3,500.00	6,800.00
6420 · Officials Supplies	0.00	0.00	577.15	0.00	0.00
6440 · Officials Meet Certification	0.00	0.00	0.00	0.00	0.00
6490 · Officials - Misc	0.00	0.00	0.00	0.00	0.00
6497 · Program Operations - Open Water	0.00	0.00	0.00	0.00	0.00
6498 · Program Operations - Disability	0.00	0.00	0.00	0.00	0.00
6499 · Program Operations - Diversity	0.00	0.00	0.00	0.00	0.00
6500 · Zones Stipend	0.00	0.00	0.00	0.00	0.00
6501 · Open Water	0.00	0.00	0.00	0.00	10,000.00
6502 · Program Ops Build a Pool Grant	0.00	0.00	0.00	2,500.00	2,500.00
6503 · Disability and Inclusion	0.00	0.00	0.00	0.00	12,000.00
6504 · Safe Sport	0.00	0.00	552.67	3,500.00	6,000.00
6510 · Zones	0.00	0.00	0.00	0.00	0.00
6610 · Stipends-Senior Champs	0.00	0.00	0.00	0.00	16,500.00
6700 · Age Group Camps	0.00	0.00	0.00	0.00	0.00
6702 · Age Group	0.00	0.00	0.00	0.00	27,000.00
6711 · Senior Nat LC Training Program	0.00	0.00	0.00	3,000.00	3,000.00
6720 · Senior Elite Meet	0.00	0.00	0.00	0.00	32,000.00
6730 · Junior Elite Camp	0.00	0.00	0.00	0.00	40,000.00
6731 · Sr Champs Enhancement	0.00	0.00	0.00	0.00	0.00
6750 · Championship-Senior Meet Exp.	0.00	0.00	0.00	0.00	39,060.00
6760 · Championship-Age Group Meet Exp	79,908.40	75,840.00	79,908.40	75,840.00	189,720.00
6820 · Awards	0.00	8,524.34	917.89	11,459.34	27,000.00
6830 · Athlete Awards Banquet Expenses	0.00	0.00	0.00	0.00	0.00
6900 · Coaches Education	150.00	1,500.00	600.00	3,000.00	3,000.00
6910 · Coaches Meetings	0.00	4,500.00	0.00	4,500.00	9,000.00
6940 · Sponsorship Expenses	0.00	1,750.00	480.00	1,750.00	1,750.00
6950 · Public Relations	0.00	2,500.00	2,500.00	5,000.00	10,000.00
Total COGS	97,222.40	111,972.16	1,047,778.22	1,136,099.58	1,741,168.00
Gross Profit	-10,007.14	-28,892.90	347,513.03	288,827.97	308,147.00

11:35 AM
03/11/15
Accrual Basis

Illinois Swimming Profit & Loss Budget Performance February 2015

	Feb 15	Budget	Sep '14 - Feb 15	YTD Budget	Annual Budget
Expense					
7000 · Office Salaries	14,037.08	14,309.08	89,591.52	85,717.52	180,000.00
7010 · Payroll Taxes	1,501.25	1,602.02	8,086.66	8,265.46	16,000.00
7015 · Retirement Contribution	1,009.39	1,000.00	6,056.34	6,000.00	12,000.00
7040 · Employee Health Insurance	2,389.22	2,005.08	17,903.72	15,969.52	28,000.00
7070 · Professional Development	100.00	0.00	284.00	500.00	500.00
7100 · BOD Discretionary Fund	0.00	0.00	200.00	6.94	1,200.00
7200 · Rent Paid	1,760.06	1,955.00	9,280.48	10,424.00	22,154.00
7300 · Utilities	82.69	125.00	441.79	750.00	1,500.00
7400 · Telephone	276.87	264.90	1,702.30	1,670.73	3,715.00
7510 · Office Supplies	363.88	645.16	5,819.53	5,494.54	10,000.00
7520 · Postage	37.14	248.40	1,638.48	2,720.09	5,000.00
7540 · Printing	0.00	0.00	3,979.00	1,219.00	2,000.00
7550 · Copier expense	0.00	0.00	0.00	0.00	400.00
7610 · Web Site Expense	2,462.55	0.00	3,326.52	10,940.00	11,000.00
7620 · Payroll Processing Fee	113.00	110.00	834.50	708.25	1,400.00
7640 · Safety	0.00	0.00	0.00	0.00	0.00
7650 · Board Review	0.00	0.00	0.00	500.00	500.00
7700 · Depreciation Expense	0.00	0.00	0.00	0.00	2,547.00
7820 · Professional Fee Accounting	0.00	0.00	8,655.00	7,495.00	7,495.00
7850 · Ancillary Accounting Fees	368.75	463.00	1,106.25	1,400.50	2,500.00
7900 · Legal Expenses	0.00	0.00	0.00	0.00	0.00
8000 · Insurance	0.00	0.00	685.00	659.00	1,900.00
8250 · Dues and Subscriptions	0.00	0.00	180.00	65.00	300.00
8500 · Conventions-meetings	0.00	695.00	28,212.09	28,610.95	35,000.00
8550 · Entertainment	37.95	252.91	1,695.93	1,341.10	3,000.00
8560 · Travel	0.00	0.00	0.00	0.00	0.00
8800 · Miscellaneous	-13.00	0.00	-13.00	0.00	-0.01
8820 · Bank Charge	515.14	120.00	1,463.31	480.00	1,200.00
Total Expense	25,041.97	23,795.55	191,129.42	190,937.60	349,310.99
Net Ordinary Income	-35,049.11	-52,688.45	156,383.61	97,890.37	-41,163.99
Other Income/Expense					
Other Income					
9010 · Investment Income	414.00	361.00	11,354.00	10,536.00	13,167.00
9020 · Unrealized gain(loss)investment	22,331.00	22,575.00	3,864.00	48,372.00	79,065.00
9510 · Investment Expenses	0.00	0.00	0.00	0.00	0.00
Total Other Income	22,745.00	22,936.00	15,218.00	58,908.00	92,232.00
Net Other Income	22,745.00	22,936.00	15,218.00	58,908.00	92,232.00
Net Income	-12,304.11	-29,752.45	171,601.61	156,798.37	51,068.01

Monthly Comparison

March	2014	2015
Athletes	130	66
Outreach	13	3
Non-Athletes	19	31
Clubs	0	0

Athlete Breakdown Totals as of April 2, 2015

AgeGroup	Male	Female	TotalCount
8 & Under	714	951	1665
9 Year Olds	688	916	1604
10 Year Olds	838	1217	2055
11 Year Olds	888	1344	2232
12 Year Olds	892	1255	2147
13 Year Olds	854	1132	1986
14 Year Olds	690	926	1616
15 Year Olds	473	682	1155
16 Year Olds	421	502	923
17 Year Olds	407	368	775
18 Year Olds	320	198	518
19 and Over	105	76	181

Total Athletes as of 4/2/2015**16857**

Year To Date	2014	2015*
Athletes	17359	16632
Outreach	247	225
Non-Athletes	1661	1652
Clubs	118	122

4/22/5/2015

Leap 3 Report
4/3/2015

Leap 3 has been submitted for review to USA Swimming with a total of 72 points (70.5 required for submission). Awaiting review results at this time.

2015 Swimposium Update
4/3/2015

When: October 10, 2015 (Fall House of Delegates weekend)
Where: Looking into securing Lake Forest High School
Time: 9:00am - 4:00pm

Clinics and Speakers secured to date:

Athlete Clinic: Matt Grevers

Officials Clinic: Gloria Schuldt

Parent Clinic: David Benzel * will also do a Coach clinic portion fliers attached

Not Secured at this time:

Coach Clinic: Frank Busch * 1st choice Russell Mark was unavailable waiting for confirmation from Frank.

Illinois Swimming run Clinics

Meet Director and Club Registrars Workshop

This is the Swimposium to date, if you have any other ideas please let me know so we can begin to incorporate them into the schedule.

Pam Lowenthal
Swimposium Coordinator



Safe Sport Chair Report Illinois Swimming Spring HOD 2015



To: Illinois Swimming House of Delegates
From: Ryan Counihan
Date: April 19, 2015
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 Cable, Carolyn Grevers, Monique Borzick, Makayla Varga (athlete)

Hot Topics-

- Poster board contest "**Mean Stinks**". The Safe Sport committee will have fliers with information on the event for the Spring HOD. Our goal is to have all the clubs encourage the swimmers to be a part of this historical event. The 1st place poster will be the featured design of the Illinois Swimming Summer Age Group Championship Safe Sport Bag Tag.

- We will be having a raffle at the Summer Age Group State meet for the parents that showed proof they took the parent training. We will send out an e-mail closer to Age Group State with more information.

- **Please attend the next webinar on May 20, 2015 at noon ET** which will preview Swim Staff Select, USA Swimming's free on-line tool developed to provide teams with tools for best hiring. To get further information about registering for webinar visit USASWIMMING.ORG/PROTECT. We will have a sample on the Safe Sport information table at the Spring HOD. Please e-mail coachryan@lwsagators.org for the PDF.

- **Updated information from USA swimming Rules and Regulation :DECK CHANGING INFORMATION**

At the 2014 USA Swimming House of Delegates meeting, the House passed R-9 which changed the sanctioning requirement for meets:

202.2 REQUIREMENTS FOR SANCTION — Sanctions are issued, withheld or withdrawn in accordance with the following regulations:

.1-.8 [no changes]

.9 Application for sanction must be accompanied by a copy of the complete meet announcement which must include the following:

A-H [no changes]



Safe Sport Chair Report Illinois Swimming Spring HOD 2015



The following statement: "Changing into or out of swimsuits other than in locker rooms or other designated areas is prohibited."

The Rules and Regulations Committee, working in conjunction with the Safe Sport Committee, Athletes' Executive Committee and Officials' Committee agreed on the following definition of "Deck Changing":

Deck Change - Changing, in whole or in part, into or out of a swimsuit (excluding a drag suit) in an area other than a permanent or temporary locker room, bathroom, changing room or other space designated for changing purposes while at a practice, competition, or other pool-related activity.

It is important to note that although the House changed the wording in article 202.2.9.I to "prohibit" deck changing, it had the opportunity to but did not specify a penalty for a swimmer performing a deck change. We are put in a position where LSCs and officials are left with no direction regarding what, if any, penalty should be levied against an athlete observed deck changing. The risk here is that there will be varying degrees of enforcement of 202.2.9.I. In the first three months of this year we have seen exactly that.

It is the consensus of the Rules and Regulations, Safe Sport, Athletes' Executive and Officials' Committees that the preferred approach to dealing with deck changing is to view the change in 202.2.9.I as the House's desire for a paradigm shift regarding deck changing: what was once considered acceptable is now unacceptable in the sport. Our focus should be on educating our members that deck changing is not acceptable and can put our athletes at risk. The consensus of these committees is that LSCs should be encouraged not to adopt a punitive approach to enforcing this provision of our rules but rather work collaboratively with coaches to stop instances of deck changing across the sport.

The following is provided for LSCs consideration:

1. Officials' eyes should be on the pool – not looking for swimmers who might be deck changing.
2. Should deck changing be observed, officials should not attempt to intervene to stop it, but rather note the gender and team of the swimmer as well as the location of the deck change. Report this information to the Referee when time permits. The Referee should work with the Meet Director and/or facility staff to communicate with the coach of the swimmer(s) that were deck changing. This communication should provide the information and ask for the coach's cooperation to get the swimmers to change in the designated areas in the facility.
3. Meet Directors and Referees should ensure that the Meet Marshalls and host facility staff are aware that swimmers should only be changing in designated changing facilities. Meet Marshalls and facility staff should not intervene directly with swimmers that are deck changing; rather, they should note the gender and team of the swimmer as well as the location of the deck change and deal directly with the coach in question.
4. If the coach of the swimmer(s) is uncooperative regarding requests to comply with getting swimmers to change in the designated changing areas, report details of the instance to the LSC Safe Sport Chair and General Chair for follow-up.

Hopefully this guidance provides LSCs, coaches, officials, athletes and their families a starting point for a discussion on how we can effect increased athlete safety and security by eliminating deck changing in our sport



Safe Sport Chair Report Illinois Swimming Spring HOD 2015



Safe Sport Updates-

The first Safe Sport webinar of 2015 took place on Wednesday, Jan. 14. The webinar shared the vision and plans for Safe Sport this year. Dr. Roch King, Assistant Professor of Athletic Coaching Education at West Virginia University and long-time swim coach, also shared his experience and tools of creating a positive team culture. Dr. King's expertise provided a snapshot of how to implement a culture of Safe Sport at the club level and showcased the benefits for coaches, athletes, officials and parents. If you were not able to attend the webinar Please go to the USASWIMMING.ORG/PROTECT for the audio notes.

Safe Sport Committee Business Meeting: This in-person meeting was held on Feb. 8 in Colorado Springs, Colorado. The all-day meeting was very productive and much discussion was had surrounding both the 2015 and quad goals.

2015 Goals:

- Host 2015 Safe Sport Leadership Conference
- Release APT Refresher Course
- Robust sub-committees: Education & Training, Workshops and Certified Safe Sport Program
- Release Swim Staff Select: Information on the Safe Sport HOD table.
- Update and distribute the 2015 Safe Sport Handbook
- Redesign Safe Sport web page
- Launch a webinar and article series

Quad Goals:

- Reduce/eliminate incidence of abuse in sport
- Redesign education and library module
- Establish the Club Safe Sport Coordinator
- Establish Certified Safe Sport Club program that will include benchmarks for athlete/parent training, club level Safe Sport position, pre-employment screening, and other measures
- Conduct (or support) a baseline study of the incidence of abuse in swimming/sport

Banners, Posters and Flyers:

- Safe Sport will continue to display banners at all championship meets. If any teams would like to purchase their own banner please contact me at coachryan@lwsagators.org.
- Safe Sport has "DECK CHANGES ARE BAD" posters. If you would like a PDF version please e-mail coachryan@lwsagators.org
- Please remind your swimmers no cameras or recording devices in the locker room or behind the block. The No cell phones/camera signs are available on the USASWIMMING.ORG/PROTECT website. You can also e-mail me at coachryan@lwsagators.org for the signs
- Athlete and Parent Protection training flyers can be located on the USASWIMMING.ORG/PROTECT or e-mail coachryan@lwsagators.org
- Illinois Swimming would like all clubs to put the Safe Sport Logo on all swim teams websites.



Safe Sport Chair Report Illinois Swimming Spring HOD 2015



Training and Education

- Athlete Protection Training expires 12/31/15.
- Coming in spring 2015 **"Swim Staff Select"**. This will help find the most qualified applicants for your swim club. Swim staff select will be able to create a job description specific to your needs, review applications and have screening tools along with a correspondence section. Other features will be: you can create your own interview questions, reference checking module and more and it's all FREE.
- Positive Coaching Alliance is a national non-profit developing **"Better Athletes, Better People"** by working to provide all youth and high school athletes a positive, character-building youth sports experience. For more information please visit positivecoach.org
- USA Swimming offers three athlete protection training courses free of charge to our members. The USA Swimming Safe Sport Program offers several additional training resources at our home Page: usaswimming.org/protect.

Our Safe Sport training tools will help you:

- Understand the scope and the effects of abuse in sport
- Recognize the signs of grooming behavior and boundary violations
- Understand how to establish boundaries and protect against false allegations
- Know how to react and report when you suspect abuse

Reminders:

Safe Sport Impact Award: The purpose of this award is to recognize significant contributions by an individual or group who has contributed to the fulfillment of the Safe Sport Committee mission: To safeguard all members of USA Swimming from sexual, psychological, emotional and physical abuse. This award is presented annually at the United States Aquatic Sports Convention. This form can be located on the Safe Sport website USASWIMMING.ORG/PROTECT

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

- [Best Practice Guidelines](#)
- [Model Policy-Team Travel](#)
- [Model Policy-Electronic Communication](#)
- [Model Action Plan to Address Bullying](#). Please go to www.stopbullying.gov for the latest information on the State of Illinois Bullying laws. For a helpful **power point** on bullying for your club please e-mail me at coachryan@lwsagators.org.

Safe Sport is now on Social Media-

For updates, information and education from Safe Sport, please follow us on Twitter @SwimSafeSport and on [Facebook.com/safesportswim](https://www.facebook.com/safesportswim)



Safe Sport Chair Report Illinois Swimming Spring HOD 2015



Safe Sport Leadership Conference Information:

The 2015 Safe Sport Leadership Conference: This conference was a huge success. The conference took place from Feb. 8-10 in Colorado Springs, Colorado. There were more than 150 attendees including USA Swimming members that traveled from around the country representing many LSCs and clubs. The conference focused on Safe Sport at the local level with the objective of providing attendees with tools to help create a culture of safety at their club or LSC. The conference began with a powerful keynote address from Danielle Bostick, a former swimmer and sexual abuse survivor. Other presentations included topics of effective hiring practices, facility risk management and crisis management. Illinois swimming will have the forms on the Illinois new website under Safe Sport once it goes live.

LSC Safe Sport Chairs Workshop: This workshop is meant for members that are serving in the Safe Sport Chair/Coordinator role in their LSC. The workshop will take place in Denver on the weekend of June 6-7. The two-day workshop will parallel the theme of education in Safe Sport this year, providing attendees with tangible takeaways to promote and engage Safe Sport in their Clubs, LSCs and Zones. Stay tuned for more details.

Safe Sport Literature

One of the topics covered at the Safe Sport Leadership Conference was the **difference between bullying and conflict**. There is a fantastic article written by Signe Whitson titled, "Why bullying is the new little boy who cried wolf." This article does an excellent job in explaining the definitions and differences between bullying, rudeness and mean behavior. You will not regret taking the time to read this article! **It will be posted on the new Illinois Website and on the Safe Sport information table or e-mail coachryan@lwsagators.org.**

Taking the next step in creating a culture of safety, USA Swimming hosted more than 150 USA Swimming members and NGB representatives at the second 2015 Safe Sport Leadership Conference, Feb. 8-10 at the Colorado Springs Marriott.

Featuring tangible, actionable tools that can be easily implemented at the LSC and club levels throughout the country, the conference covered topics such as effective hiring practices, risk identification and crisis management.

"The 2015 USA Swimming Safe Sport Leadership Conference was a seminal moment for our program and the swimming community," said Susan Woessner, USA Swimming's Safe Sport Director. "The response to the conference has been overwhelmingly positive and attendees left feeling empowered with tools and information to foster positive sport culture in their club, LSC, NGB or organization. We are so grateful to the presenters who shared their time and expertise to make our sport a safer environment for all."

The three-day conference began with a keynote address from Danielle Bostick, a former swimmer and sexual abuse victim, followed by seven sessions. The presentations included an FBI representative, USA Swimming Board of Directors members, Safe Sport staff and industry specialists.

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"This year's Safe Sport Leadership Conference was a true milestone for our sport," said Chuck Wielgus, USA Swimming's Executive Director. "Our organizational leaders and membership are becoming increasingly comfortable in talking about very serious issues, and this in-turn is raising awareness throughout our sport, and raising awareness is the key to reducing abuse." Below are the highlights of each session:

Managing Bullying and Conflict

Nancy Richey, Age-group swim coach

Richey attended the 2014 National Age Group Summit, and is a swim coach in Boulder, Colorado. In the midst of a season, Richey notes that swimmers may spend more time with teammates and coaches than with their family.

"It is our job as coaches to develop this culture of inclusion," said Richey. "It's important to remember that we are developing people, not athletes. **The child matters more than the sport.**"

Developing this culture of support is instrumental in creating an environment for athletes to grow beyond maximizing their swimming ability. According to Richey, this means learning what motivates athletes in a positive and challenging way.

Creating this culture will minimize the amount of bullying and conflict in a club.

Richey also noted a key distinction between bullying and conflict: Bullying is intentionally and persistently causing harm to another individual, while conflict is usually a mutual disagreement. When a situation arises, it's important to truly identify what is happening and why. What one athlete feels is problematic could be attention-seeking in the mind of another. Asking questions of all involved is critical to identifying the core issue and resolving it.

Get the Right People on Board: Effective Hiring Practices

Melanie Lockwood Herman, Nonprofit Risk Management Center Executive Director

Herman focused on how to make sure organizations get the right people on board. Hiring a new employee can impact the trajectory of an organization. A great employee can take the organization to new heights, while the wrong employee can cause potentially inconceivable damage.

Herman shared common hiring mishaps and pitfalls, such as how clubs often short-circuit the process by skipping position description and moving too quickly into recruitment. There is also a belief that hiring a new employee falls on a single individual when it should be a team-hiring process. Also, there often isn't an emphasis on references, which is a vital screening tool.

"References should be used to verify information provided on an application and also obtain a third-party view of the candidate's past performance," said Herman. "I urge swim clubs to check and give employment references. It is possible to do both with a high degree of safety."

Swim Staff Select was also discussed. The free, online HR tool rolls out at the end of summer. This service allows clubs to create templates for job applications, interviews and reference checks, which will cut down on time club administrators spend on paperwork.

Safe Sport Chair HOD Report –April 19, 2015



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Facility Management and Risk Identification

Michael Osborn, FBI

Osborn, who swam and played water polo in college, is a 16-year veteran of the FBI with 13 years dedicated to crimes against children exploitation.

Although it's impossible to eliminate the threat, it's important to mitigate it. There are various ways to minimize the threat beginning with understanding the facility's strengths and weaknesses. Know the site's access points and control the flow of people by identifying who can access specific areas of the venue. If someone is taking photos who isn't a regular team member or looks out of place, question that person or bring in security to identify their interest in being there.

It's also important to assemble a leadership team tasked with creating a facility and risk identification plan. This plan creates guidelines for photographers on deck, locker room monitoring and pass access.

"This session was incredibly informative and practical," said Bob Crunstedt of Minnesota Swimming. "Learning about facility management and what to look for in your venue gave some great insight on what we can prepare for on the front end of not only meets, but practices, too."

Bystander Engagement

Lauren Sogor, Public Health Communications Expert and Account Supervisor at Hager Sharp

Sogor provided a brief background on bystander effect and how it relates to children in youth sports. Bystander effect is the idea that when individuals see others around during a crime, the individual disperses responsibility and assumes others will report it. The goal is to stop dispersing responsibility and make a shift toward intervention.

Bystander intervention is the act of feeling empowered and equipped with the knowledge and skills to effectively assist the prevention. Having the tools and resources to intervene breeds confidence in stopping inappropriate actions.

"Let's treat warning signs and red flags as an opportunity for abuse prevention," said Sogor.

Since 2010, USA Swimming Safe Sport has made incredible strides at providing members the tools to recognize, respond and report inappropriate behavior.



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When Culture Breaks Down: Crisis Management

Melanie Lockwood Herman, Nonprofit Risk Management Center Executive Director

According to Herman, a common crisis management mistake is to try to imagine crisis events as detailed scenarios and plan accordingly. This is not usually how it works. Organizations do not get to choose the source, the cause or timing of the crisis. The best practice is to develop crisis plans that will be helpful in a wide range of scenarios.

Other key aspects were the importance of information gathering before making declarative statements, identifying proper spokespeople, showing compassion and being concise.

"When you're developing these broad plans, get the perspective from a large pool of people," said Herman. "Once all perspectives are heard, the crisis response team will be appointed and can create a more detailed plan."

Online Child Exploitation: What Can I Do

Michael Osborn, FBI

Osborn closed the three-day conference with a powerful presentation on online child exploitation.

"We have an opportunity today," said Osborn. "We are giving you resources and tools to be ready. Imagine the impact we can make. Through these presentations, I'm hoping we reach hundreds of thousands of people. There are multiple NGBs in attendance, and you are our sounding board and biggest advocate."

It is important to understand the power of the word. Having open, honest and age-appropriate conversations between kids, parents, coaches and teachers can help prevent abuse.

"Clearly at the USOC, USA Swimming and the other NGBs represented (at the conference), this is an important topic," said Osborn, who presented on behalf of the FBI. "The fact that you have a sports entity like USA Swimming dedicating resources to producing educational materials and conferences like this speaks for itself."

Respectfully Submitted

Ryan K Counihan

Safe Sport Chair

coachryan@lwsagators.org



Safe Sport Chair Report
Illinois Swimming Spring HOD 2015





Coaches Representative Report
BOD April 8, 2015

Coaches Committee members: Chair, Nancy Reese (COHO), Glenn Brown (ACAD), Steve Frye (DDST), Melissa Healy (MMSA), Tom Rieman (HWSA), Athlete Member, Erin Oliphant (GA)

- In June we will finish the 2014 joint mentoring program with Indiana Swimming. Pam is working directly with Tony Young at Indiana Swimming to facilitate this. Several IN coaches will spend a few days with either FOX or STSC (a few coaches with each) observing a practice, meet session and other activities. Previously there were delays in getting Indiana coaches over to Illinois to complete the program, which had been funded by USA Swimming, Illinois Swimming and Indiana Swimming. The coaches committee is currently brainstorming ideas for the 2015 USA Swimming Mentoring Program.
- For the first time we held a social event for coaches and officials at all seven Regional sites. The intent was to set up a meeting place for coaches and officials to gather after the Saturday afternoon session. Most of the events were attended by only a handful of people, with the Barrington social appearing to be the largest. The committee agreed that we would like to try this again in the summer, and see if we can work with the site hosts more this next time around. We also held a social event during Senior Champs at Moxee Restaurant. This event was more successful based on numbers, and something we would also like to do again this summer.
- At the NCSA meet in Orlando several teams took over the IL Swimming Twitter account to have some fun and highlight performances by Illinois swimmers. This is something we could extend to other big Championship meets not taking place in Illinois.
- The committee is planning to use the new version of the Illinois Swimming website for better communication and as a valuable resource tool for coaches. We have discussed providing material on certification courses and instructor contact information, highlighting in-house opportunities like the Coaches Education Grant Program, and promoting links to educational resources and sites.

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

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

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



Diversity & Inclusion Report

Central Zone Multi-Cultural/ Diversity Meet 2015

The 2015 MC/D meet for 2015 will be hosted by Indiana Swimming on June 12-14, 2015 at the Bulldog Aquatics Center, Brownsburg High School in Brownsburg IN. We are now taking applications for both coaches and athletes. We hope to have a coaching staff picked out by April 19th at HOD.

Inclusion Club Support

We had 4 swimmers participate at the Can Am Paralympic meet in March. Club support for the meet added up to \$3200 paid out to WSC, HWSC, RED and RMSC.

Inclusion Official's Clinic

We've been working with The Great Lakes Adaptive Sports Association (GLASA) on helping fund an official's clinic for USA Swimming, Master Swimming and hopefully IHSA officials. I expect to be meeting with Marilyn Wieland next week.



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, Teri McKeever, Aaron Peirsol, Bill Schalz, Gregg Troy, Peter Vanderkaay, Bill Wadley, Tim Bauer, Garrett Weber-Gale, Emily Hanson, Chip Peterson

The Committee next meets on 2 May 2015 in Colorado Springs. Following is a summary of recent activities:

The Strategic Review and Planning Group has been meeting regularly. A new "Strategic Priorities (Draft)" document has been developed as a "road map" for near term and future IR decisions.

The IRC is proposing amendments to the Rules that:

- 1) prohibit a coach member from coaching, training or providing swimming-related advice to any swimmer who is serving a period of ineligibility or provisional suspension for an anti-doping rule violation;
- 2) require forfeiture of any compensation paid by USA Swimming to a coach resulting from performances achieved by an athlete guilty of an anti-doping violation.

All clubs and coaches were recently sent notice of a new (2015) WADA rule prohibiting anyone who has been declared ineligible or is serving a provisional suspension for doping from participating in any capacity with a USA Swimming member club.



Other activities:

SPEEDO SECTIONAL CHAMPIONSHIPS

The University of Iowa was the host of the Spring 2015 meet. Reviews of the meet were very good with very few problems noted. The time standard target of 700 swimmers was met (718 actual swimmers) with 200 "non-resident" swimmers participating in the meet. Fourteen new Meet Records were achieved. Time standards for future meets are established with a "not faster than" requirement set by the Sr Development Committee

Future meets: 15-18 July 2015 (University of Minnesota), 10-13 March 2016 (Pleasant Prairie, WI—long course), 21-24 July 2016 (Brown Deer, WI), 9 - 12 March 2017 (University of Iowa), 19-22 July 2017 (University of Minnesota).

CLUB EXCELLENCE REVIEW TASK FORCE

The Task Force (Michael Lawrence – Chair, Rick Shiperd, Dave Berkhoff, Kathleen Prindle-Klein) has been meeting weekly. A new program will be proposed to the Sr Development Committee in April.

APA (ATHLETE PARTNERSHIP PROGRAM) REVIEW

A Task Force has been named to review the current APA and make appropriate recommendations. The group first meets in May with additional work throughout the summer and final recommendations made in October.

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