



2020 Annual Report

National High School Athletic Coaches Association

Due to Covid-19, the convention was postponed to 2021. The annual meeting was held via zoom with the Executive Committee in attendance.

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NHSACA EXECUTIVE COMMITTEE FALL MEETING

Fall 2019 – Saturday-Sunday, October 19-20, 2019

8:00 am Lincoln, NE

AGENDA

- Call to Order: President: Ted Schroeder
The meeting was called to order at 8:07. President Schroeder welcomed the executive committee to Lincoln and thanked them for their commitment to NHSACA.
- Appointment of parliamentarian: Darin Boysen
- Roll Call
All members were present (Joe Cliffe was present through Skype)
- NHSACA Executive Committee members: Comments/Reports/Communications

- 1st Vice President: Rocky Ruhl

Rocky was happy to be here and was looking forward to a great meeting.

- 2nd Vice President: Justin Davie

Justin got in late last night and was happy to be able to attend the meeting.

- 3rd Vice President: Tim Wallstrum

Tim agreed with the previous thoughts.

- Immediate Past President: Joe Cliffe

Joe was happy to be able to be present on skype, but wished he had been able to attend in person.

- State Executive Secretaries Representative: Darin Boysen

Darin agreed with the others.

- Executive Director: Dave Dougherty

Dave thanked Darin and the NCA for hosting this meeting and the hospitality they have shown leading up to the meeting and during the upcoming weekend.

Additions to the Agenda: Individual Membership Discussion, Ted announced that we would take a break after agenda item 6 and have a brief tour of the Nebraska High School Hall of

Fame located across the hall. Also, we would have a working lunch and then after agenda item 19, we would adjourn to the meeting and travel to North Star High School which is the site for the convention. Justin moved to accept the agenda, seconded by Rocky. Motion carried.

- 1) June 2019 NHSACA Executive Committee Summer Meeting Minutes: Ted
(previously emailed to committee)

It was pointed out that a vote to approve the financial report did not take place. Rocky moved to approve the financial report, seconded by Justin. Motion carried. Justin moved to approve the minutes, seconded by Rocky, the motion carried.

- 2) June 2018 NHSACA Board of Directors Summer Meeting Minutes (emailed to committee): Ted

Ted reminded the committee that the minutes were sent out earlier for their review. No action is necessary on this item.

- 3) Professional Sponsorship Contracts Update:

- a) Affinity Group Ted

Dave reviewed the contract with the committee. Ted reported that he is having difficulty getting Hertz to send discount cards to Mississippi. Darin made note that the pdf document on the website has not been updated to reflect the changes in the program. Dave will contact AJG to get this done. Discussion included the benefits of having one card to access the various benefits found in this program.

- b) Coach and A.D. Magazine Darin/Dave

1. 40 Under 40 Program

Dave reviewed the changes to this program. Darin moved to approve the new program, seconded by Rocky. Ted asked if NHSACA would still be promoted through this and Dave assured them we would. Darin stated we need to publicize this and send an invite to the 40 Under 40 recipients along with the Coach and AD reps to attend the Hall of Fame Banquet and receive recognition. Discussion continued. At this time, Rocky rescinded his second to the motion and Darin moved to have Dave negotiate a new contract with Coach and A.D. Rocky seconded the motion. Discussion continue, including asking Coach and AD to continue program for this year's convention. The motion carried.

2. Review of current Subscription Program

Darin reviewed the updated contract for Coach and A.D. subscriptions which sets the price at \$1.25 per subscription for the first 2,000 coaches and \$.95 for any coaches above 2,000. There was a brief discussion on this.

c) 3D Coaching: Darin/Dave

Darin reported that 3DI has expanded their outreach to coaches' education beyond NHSACA. 3DI is contacting state DPI's to gain accreditation for their education programs. For some state associations, this is a very negative situation. There was a discussion on this negative situation.

d) Glazer: Darin/Dave

Dave reviewed the contract with Glazier and reported that it is in force until Dec 31, 2020. They have NOT increased their reach out to any additional NHSACA states. Darin explained the internal difficulties Glazier has gone through. Dave reported that he believes Glazier does not have the staffing necessary to increase this program. The discussion continued. Joe moved to have Dave contact Glazier to determine the status of this partnership. Seconded by Darin. The motion passed.

e) ESports: Justin

Ted began the discussion by reviewing the NFHS eSport program that is administrated in every state. This program is up and running. Justin wants NHSACA to be ahead of the game. He would like us to investigate our ability to offer an education partnership to states to provide training and education for their eSport coaches. This would include a discount through 3DI. This may include monthly webinars. A lengthy discussion followed. It was pointed out that NHSACA is an association for sports, not activities. Ted directed Justin to gather additional information on eSports in states and any potential roles NHSACA may have.

4) Standing Committee: Ted, Dave

Dave provided the current committee assignments for everyone. Ted moved Joe to the Awards Committee (per the by-laws) and moved Dave Dolan to the By-laws and Policies Committee. He moved Justin from the By-laws committee to the Region Directors committee and Rocky to the Publications and Resolutions committee. Ted will update the committee assignments and send them to Dave. Ted reported that he asked each committee to continue working throughout the year and they are doing so. Ted reviewed some of the work they are doing with a brief discussion.

5) Communications to State Executive Directors, etc: Dave

a) Updating COTY forms and responses Dave

Dave provided these forms to the committee and briefly updated them on any changes.

b) Updating Hall of Fame forms and responses Dave

Dave provided these forms along with an update on the changes.

c) 2019 National Convention final reports, committee reports, etc: (2019 Booklet)

a. Action-able items from BOD meeting Dave

Dave will contact Dave Dolan to find out where he is at in gathering information on the Ass't COTY nomination process with states. There was a brief discussion.

b. Action-able items from Standing Committee Reports Dave

The committee reviewed these items and determined that those items that we are able to take action on are currently being addressed by the executive committee, by other board members, or by the committees themselves.

c. Action-able items from Region Meetings: Dave

We reviewed these items and identified three that could be actionable. 1. Acquire educational resources: this will take money as these resources are not free, but we are continuing to improve our financial strength and will continue to keep this at the forefront. 2. Create partnerships that will allow us to endorse their products: we are doing this on an ongoing basis. 3. Website improvements: President Ted created an ad hoc committee to address this and to bring a 3-5 year plan to the executive committee. The plan must include revenue to pay for these improvements.

d. Action-able items from Ex Cmte Summer Mtngs: Dave

Scoring Rubrics update: Ted and Dave completed the updates on the scoring rubrics. Dave, Rocky, Scott and Hutch updated the Athletic Director of the Year nomination form and scoring rubric. Dave will work with Scott to utilize social media to grow our association, in particular promoting our summer convention. The Executive Committee will have Rich, the region director coordinator work with the region directors to invite state association executive secretaries to our summer convention. NHSACA would waive the registration fee for executive secretaries and their staff from states who do not currently belong to NHSACA and to provide 2 banquet tickets for the Hall of Fame and COTY banquets. Ted reported that Rich has completed the spreadsheet containing the names and information on sport associations that are not members of NHSACA for use in this action-able item. Ted and Darin will review the spreadsheet and advise Rich how to move forward with his region directors. Convention App: Darin introduces the "Sportsyou"

app that could be an excellent resource for our summer convention, as well as for use within the NHSACA.

6) 2017-18 IRS 990 Filing: Danell

Danell had this filed and provided a copy to the committee.

7) Financial Report: September 1, 2017 – August 31, 2018: Dave (2019 Booklet)

a) Bank Statement: Danell

Danell provided this report. Ted noted that NHSACA is \$31,000+ ahead of this date last year. Ted asked why there was a \$300.00 difference with the financial statement. Danell explained that she sent a \$300.00 refund to a coach and it has not been cashed, so we have an outstanding check.

b) Financial Statements Danell

Danell reviewed this statement. We have \$109,677.09 as our current balance. Discussion followed. Darin made a motion for NHSACA to apply for a debit card from Wells Fargo Company. Rocky seconded the motion. Discussion followed. The motion carried.

c) Profit and Loss Danell

Danell covered this form with the committee.

d) Budget, YTD Dave

Dave and Danell reviewed the current income and expenditures through September. There was a long discussion focused on establishing a restricted fund for future year's conventions. This will be an agenda item for the spring meeting.

e) Upcoming bills/expenses

a. Executive Director expenses (July, August, Sept, Oct)

Dave provided an expense sheet and receipts for expenses incurred during the past 4 months. Joe moved to reimburse Dave, seconded by Darin. The motion carried. Dave moved to accept the financial report, seconded by Darin. Motion carried. There was a discussion following each of the items found in the financial report.

8) 2019-2020 NHSACA Dual State Paid Memberships: Dave

Dave reported that there are 5 state associations remaining to pay their 2019-20 dues. There was a discussion on the individuals from member states who have sent in individual memberships with \$10.00. It was decided Danell would contact these coaches and offer to refund their money. We need to work with state association executive directors to educate coaches on NHSACA membership. Discussion followed.

9) 2019-2020 NHSACA Board of Directors Members Spreadsheet: Dave

The list has been updated to include the new sport chairs and region directors, along with At-large members and Past presidents' list.

10) Review of Regional Representatives: Justin Davies, Rocky Ruhl

The committee reviewed the current list of Region Representatives and need to appoint region representatives for Region II and Region VIII. Discussion included contacting a coach in California that attended the 2019 convention.

11) Review of Sport Chairs: Joe and Tim

There was discussion concerning the two Applicants for Boys' XC. A motion was made to appoint Darrell Burmeister, IA as the new Boys' XC Sport Chair by Rocky. Seconded by Justin. Motion carried. Dave was directed to contact the Baseball, Tennis and Wrestling finalists from the past three years to see if anyone is interested in serving as sport chair in those sports. Ted also directed to contact Bubba and Eric Held from LA. with this information too.

12) Review of At-large Members: Dave

Dave reviewed this information and let the committee know which states still need to appoint an at-large member. Short discussion followed.

13) Website Update: Dave

a) Updated Convention Documents

Dave reviewed the changes to the website and the updated documents. Ted established an ad hoc committee consisting of Ted, Randy, Scott, Rocky and Justin to make recommendations for updating the website and provide ongoing funding for these changes. There was a long discussion on this agenda item.

b) Update Registration with Rick and Corey

Dave updated the committee with the information that will be updated for the registration site.

14) NHSACA Awards: [Dougherty](#)

a) Distinguished Service Awards

- I. Region 1: Maine
- II. Region 2: Delaware
- III. Region 3: Kentucky
- IV. Region 4: Illinois
- V. Region 5: Oklahoma
- VI. Region 6: North Dakota
- VII. Region 7: Oregon
- VIII. Region 8: Hawaii

Host State: Nebraska

[Dave will contact the states who are able to give out a DSA award this year.](#)

b) Carey E. McDonald National Citation Nominees

Jimmie Reed: Carryover from last year

- I. Refer to BOD handout with award winners identified
Randy Johnson, Website work, National Convention last year; Dick Katte, Involved CO with NHSACA again, Robbie Robinson; Joe Cliffe; Dave Dolan; Ed Kershner, extra work for NHSACA; Steve Johnson, Posthumously; Dan Brunner;
- II. Member-state Executive Directors
Joel Sullivan, IGCA;

[The executive committee reviewed the possible Carey E. McDonald Citation recipients for 2020. They also added Kevin Hoffman from Coach and A.D. magazine as well as Bob Polzin from Awards Unlimited to the list. There was a long discussion on the names forwarded. Dave moved to recognize Kevin Hoffman, Jimmie Reed, Ed Kershner and Robbie Robinson for the Carey E. McDonald National Citation. Seconded by Justin. The motion carried.](#)

c) Dwight Keith Award Suggestions

Renee Schultz, Robbie Robinson, Randy Johnson, Joe Cliffe, Dave Dolan

- i. Discuss possible nominees
- ii. Bring Nominees to spring meeting with supporting information

[There was a discussion on the possible candidates for the Dwight T. Keith Award. A recipient was identified and approved unanimously and will be notified at a later date.](#)

d) Kathy Holloway Women of Inspiration Award

- i. Ad Hoc Committee to:
 1. Create Nomination Form
 2. Scoring Rubics
 3. Timeline

Ted reminded the committee that Kathy Holloway will be the inaugural recipient of the Kathy Holloway Women of Inspiration Award at the 2020 Hall of Fame Banquet. Ted appointed an ad hoc committee of Justin, Kathy, Rhonda M, Wylene H and Cheri R to establish the process for the award going forward. There was a discussion on the importance of the makeup of this committee.

15) 3rd Vice-president recommendations: Dougherty

Refer to B.O.D. list. Potential from previous Boards?

Dave reported that at this time he has not received any applications for the 3rd VP position that will be open during the convention. The committee identified 6 board members who would be eligible and could bring some great qualities to the position. Included in the list were: Drew Potthoff, John Hoch, Dan Mitchell, James Ford, Mark Holdren and Heath Hayes. A long discussion followed. Darin moved to contact, in order, 3 of these members to gauge their interest in running for this position. Seconded by Joe. The motion carried.

16) 2019 COTY update: Dougherty

Dave provided documents for items a-d to the committee and quickly reviewed each document.

- a) Updated Documents to nominees (Review Documents)

- a) Timeline for this year

- b) Anticipated e-mailings to Sport Chairs

Dave will begin sending out nomination forms to Sport Chairs for scoring as he receives them (on a weekly basis) once there have been an adequate number returned.

- c) Anticipated timeline for Executive committee evaluations

Dave will send out the 8 finalists in each sport to the 1st, 2nd, and 3rd VP's as soon as they have been identified.

d) Bios for COTY Finalists

There was a discussion on the information found in the bios and the length of the bios. It was decided that Dave will visit with Hutch about the information that should appear in the bios being read and with Hutch and Wayne concerning reducing the number of times any association name is read during the bios. The goal is to have each bio take 30-40 seconds.

17) 2019 Hall of Fame update: Dougherty

- a. Explanation of the differences in the COTY and H of F communication processes

Dave described the difference in communication methods for these two groups of award recipients.

- b. Updated Documents to state executive directors (Review Documents)

Dave Reviewed this information.

- c. Updated Documents to Inductees (Review Documents)

Dave will send these documents to Darin prior to sending them out to the inductees to make sure all sites, dates, times are correct for the activities that are set up.

- d. State Rosters

Dave identified the states who have sent in their rosters at this time.

18) Review On-boarding process for new states with the benefits and responsibilities of joining NHSACA Dougherty

Dave still needs to create these documents. Will continue to work on this.

The meeting was adjourned until Sunday at 8:00 a.m.

19) 2020 Convention update: Ted, Darin, Dave

The committee reviewed all of the information in this agenda item, toured North Star High School (convention site), and drove the loop looking at the location of each hotel. The committee held discussions during the presentation of each of the items below.

- a) Convention Site: Lincoln North Star High School
- b) Convention Date: July 20-23
- c) Hotels: (See Handout)

Darin went through the hotels under contract for the COTY finalists with their locations and rates, along with the number of rooms they have set aside.

d) Convention schedule

Ted, Darin and Dave Reviewed the complete schedule with the committee with a discussion following. There will be a silent auction during the convention with Virg and Bill being able to set up on Monday evening.

e) Leadership classes

Credit through USF with the net income going to NHSACA. Jerry is coordinating for USF and the cost is \$380.00 for 3 credits for those registering with NCA and \$265.00 for those registering with NHSACA. If you register through NHSACA, you must pay the \$115.00 registration fee.

f) Meal functions

I. Hall of Fame Banquet (Wednesday, July 22)

Dave reported that the site is the Great Hall at the Historic train station in downtown Lincoln. This is a buffet style banquet with Premier Catering. The meal will be the Platinum meal which includes two entrees at a cost of \$19.95/meal plus tax and service charge. There is an \$1,800.00 rental fee for each event, but Dave negotiated to pay for the first event and waive it for the second. It was waived for the COTY banquet. Dave paid the rental fee last summer (2018). Pictures will be taken by a professional photographer in the commons area outside of the Great Hall at no cost to the inductees. NHSACA will also take pictures during the presentation of the Hall of Fame Award to the inductees. Kathy Holloway will MC again and her son, Stewart will provide the invocation and his wife will sing the national anthem. There will be a cash bar inside. The social begins at 5:00 and banquet at 6:00. Discussion followed.

II. COTY Awards Banquet (Thursday, July 23)

Dave reported that we will follow the same process as with the Hall of Fame Banquet. However, it will be very crowded as the maximum seating is 440 and we had 454 at last year's banquet. During the discussion, Jerry and Karen Horton, Renee Schultz, Randy Johnson, Dave Dolan, Rocky Ruhl, Justin Davie and Tim Wahlstrom would be involved in setting both banquets up. Harold Shepherd and his wife Kay may be assisting too. We would be leaning on Joe Cliffe, Dan and Laura Mitchell along with their daughter Abby to take pictures and help the official photographer during these events.

III. NHSACA Board Meetings (Working Lunches: July 21, 22)

Ted reported that the WCA will be sponsoring these lunches and will be catered by Hyvee grocery. Discussion followed and the committee expressed their gratitude to the WCA for their sponsorship.

g) Speakers:

I. General Sessions (3)

Darin informed the committee that Brian Kight will be the key note speaker. You can visit his website: dailydiscipline.com You can also follow him on twitter, @TBrianKight

h) Social Functions

I. Board Dinner/Social (Monday, July 22)

This was reviewed earlier in the meeting.

II. BOD/HOF Social (4:00-5:45)

Dave and Darin reported that the NHSACA B.O.D. and Hall of Fame Inductee social will be downtown at the Hyatt Hotel on Tuesday from 4:00-5:45. There will be appetizers and a cash bar. Discussion took place with an emphasis place on making sure the BOD members and their guest are able to get to the Hyatt for this social.

III. NHSACA/NCA Board Socials:

Ted and Darin explained the socials. They will be each evening from 8:00-12:00 in a large meeting room at the Country Inn and Suites. The socials are July 19, 20, 21, 22, 23. The NCA is hosting on the 19th, the WCA on the 20th and Dave will work with other state associations to find hosts to help NCA hosts on the last three nights. Field Turf is picking up all costs for these socials so we

only need to find 3 associations to help serve and clean up. July 19th is the first meet and greet between the NCA board and the NHSACA board.

20) Online Registration

a) Convention registration fee

Dave updated the committee on the convention registration fee, which is \$115.00 this year. It is less as the NCA is subsidizing the NHSACA. This will also include the pictures for the finalists and Hall of Fame inductees. Discussion followed.

b) Registration Forms for Convention (Review Information on them)

Dave reviewed the information for the forms and will work with Cordonco to get them ready for going live in January.

c) Merchandise Sales

Dave reported that the NHSACA will not be going through its regular vendor this year (3X Gear) as the NCA has an exclusive contract with Custom Sports. Darin updated the committee on his communications with Greg at Custom Sports. He has worked with them and is bringing Dave and Greg together in the near future so they can work out the details for this year's and next year's convention. We will have 1 item on the registration site and also will run an online store with a few items. The committee felt this was a good way to go and discussed it.

21) 2021 Convention update: Darin/Rocky/Dave

Dave reported that the banquet venues will be the same as 2020 as the convention will be in Lincoln for the second straight year hosted by the NCA. There were a few questions and discussion.

a) Nebraska funds earmarked for Convention

Darin stated that the NHSACA will receive the net income from the grad classes, that the NCA will donate \$12,000.00 to NHSACA, and that the Lincoln CVB has committed \$5,000.00.

22) 2022 Convention update: Justin/Dave

Justin and Dave reported that the convention site will be the Prairie Meadows Casino. They reviewed the contract and noted the room rates are \$121.00. One of the issues will be there are not enough rooms in the hotel, but there are other hotels right by this hotel. The dates of the

convention are 6/18-6/22. Justin is continuing to work on the organization of this convention with other people in Iowa. Joel Sullivan and Scott Garvis are doing some very important work.

23) 2023 Convention Update: Dave/Tim

Tim and Dave reported that Arizona is a potential convention site, but we will be visiting with other associations to gauge their interest. The NDHSCA Executive Board passed a motion stating they are willing, and excited to host the 2023 convention in Bismarck if the NHSACA requests them to do so.

24) Mid-month newsletters:

Dave requested that committee members get their monthly newsletters to him no later than the 5th of their assigned month. Justin Davie has October and Tim Wallstrum has November.

25) Issues with Scoring Rubrics: Ted, Dave

Ted and Dave reported that a couple of cells in the automatic scoring rubric sport chairs use weren't calculating correctly. Dave caught this and manually corrected the scores. Ted has now corrected these cells and has protected them so no one can accidentally change them.

26) Website Information: Dave

Dave reported that the website was updated and hopefully is more intuitive. Thanks to Randy for all of the work he continues to do.

27) 2020 Spring Meeting: Ted

Ted set the spring meeting for March 21st at 8:00 a.m. It sounds like most members will attend, but there will be an option to skype.

28) Adjournment

Ted adjourned the meeting at 10:10.

SPECIAL MEETING OF THE NHSACA EXECUTIVE COMMITTEE

Date: 4/26/2020

Time: 9:04 p.m. CST

Action Item: Determine Status of the 2020 Convention

Members Present: Schroeder, Ruhl, Davie, Wallstrum, Cliffe, Boysen, Dougherty

President Schroeder called the meeting to order and asked Darin to report on the NCA Board of Directors meeting held earlier in the day. Some of the information from the NCA meeting included:

- COVID-19 infections continue to increase in Lincoln.
- Some NCA Board Members inquired on the possibility of a Virtual Clinic. It was decided it is not feasible in the time frame they are working with.
- There was no discussion around the possibility of a delay.
- The board voted unanimously to postpone the 2020 NCA clinic to July 26-29, 2021.

Dave moved to postpone the NHSACA 2020 convention to the NCA's rescheduled dates in 2021. Seconded by Rocky. Discussion: Postpone means that all award winners will roll over to 2021 and that the officers of the NHSACA will remain in their current positions through the 2021 convention. The discussion continued. The vote was taken and the motion carried unanimously. Dave and Darin will need time to notify hotels, vendors, and other groups involved with the convention/clinic prior to an announcement going out. Ted directed Dave and Darin to send the announcement out on Tuesday. Dave would send to the individuals associated with NHSACA and Darin would do the same with the NCA.

Dave presented 3 options for moving forward following the decision to postpone. The options were:

Option 1:

- Cancel 2020 Convention.
- Continue the regular progression of officers as stipulated in the by-laws.
- Money donated by NCA for 2020 convention is transferred to the 2021 convention.
- Money earmarked by NCA for 2021 convention is withdrawn.
- Money earmarked by the CVB for 2021 remains.
- 2021 and 2022 Conventions remain the same.
- Recognize COTY Finalists and Recipients, Hall of Fame Inductees, and Special Award Recipients on the Website.
- Ship their awards to them.

Positive Notes:

- Easiest solution with least amount of time and effort needed.
- Clear, already planned process for 2021 and 2022 conventions in place.

- The recipients will reflect the year they were nominated in and participated in.
- Running the conventions in Lincoln, followed by Des Moines, will save NHSACA and the executive committee members money as we do not have to make site visits. Would probably want to have our spring meeting in Des Moines the summer we are in Des Moines so executive committee becomes familiar with the convention site.

Negative Notes:

- Ted would have put in all the work he has as president preparing for the convention and will miss out leading our association and presenting awards at the convention.
- The WCA and other individual and business sponsors from Wyoming would have lost the opportunity to support Ted at the NHSACA convention.
- The support from Wyoming for Ted has improved the relationship between the NHSACA and Wyoming. We could lose this improvement.
- The COTY Recipients, Finalists, Hall of Fame Inductees and Special Award Recipients would all lose this amazing opportunity to be recognized during the convention, special events and banquets, as would their families and friends.
- The NHSACA would lose the financial support provided by the WCA, individuals and businesses providing this support for Ted as president.
- The NCA would lose out on one if its years to host the convention.
- The community of Lincoln would lose out on income from visitors coming to the city from out-of-state.

Option 2:

- Postpone scheduled convention forward one calendar year.
- Extend elected executive committee members term one additional year and the president, 1st vice-president, 2nd vice-president and 3rd vice-president during 2019-20 remain the same for 2020-21.
- Continue the regular progression of officers as stipulated in the by-laws during the 2020-21 fiscal year and for the years that follow.
- Do not elect new 3rd vice-president until 2021 convention.
- Money donated by NCA for 2020 convention is transferred to the 2021 convention.
- Money earmarked by NCA for 2021 convention is earmarked for the 2022 convention.
- Money earmarked by the CVB for 2021 moved to 2022 convention.
- Move 2021 convention to 2022, maintaining the same location.
- Move 2022 convention to 2023, maintaining the same location.
- Take 2020 results of COTY and Hall of Fame program and move them to 2021.

Positive Notes:

- Provides solution with minimum complications.
- The current president and vice-presidents will all get to preside over our national convention.

- Still providing a convention in the same locations we have been working with.
- Will not have the expense of producing the 2020 COTY and Hall of Fame Awards and the costs of shipping them to the recipients.
- Running the conventions in Lincoln for two years, followed by Des Moines, will save NHSACA and the executive committee members money as we do not have to make site visits. Would probably want to have our spring meeting in Des Moines the summer we are in Des Moines so executive committee becomes familiar with the convention site.

Negative Notes:

- Each officer will need to commit to a one-year extension of their service on the Executive Committee.
- Will have negative impact with Prairie Meadows Casino and Hotel for Iowa convention:
 - a. The week we want may not be available.
 - b. Presidential and Executive Suites for President and Executive Director would not be comped.
 - c. Upgrades to suites for executive committee would not be available.
 - d. Attrition rates would not be waived.
 - e. Room rates would increase.
 - f. May not receive the same number of meeting rooms free (and we need them all)
 - g. There were only two other hotels under consideration and the costs to NHSACA were greater, as well as expenses for individuals staying at the hotels. I don't believe we will be able to make things any better by going to a different hotel.
- Would lose deposit for Great Hall for 2020 if we cancel convention but the Great Hall would be allowed to host large events.

Option 3:

- Postpone scheduled convention forward one calendar year.
- Extend elected executive committee members term one additional year and the president, 3rd vice-president and past president during 2019-20 remain the same for 2020-21.
- The 1st vice-president (Rocky) moves to 2nd vice-president, and the 2nd vice-president (Justin) moves to 1st vice-president. Following the 2023 convention, Rocky leaves the board and Justin remains for one more year as past president.
- Do not elect new 3rd vice-president until 2021 convention.
- Money donated by NCA for 2020 convention is transferred to the 2021 convention.
- Money earmarked by NCA for 2021 convention is earmarked for the 2023 convention.
- Money earmarked by the CVB for 2021 is earmarked for the 2023 convention.
- Move 2021 convention to 2023, maintaining the same location (Lincoln).
- Keep the 2022 in 2022 and in the same location (Des Moines).
- Take 2020 results of COTY and Hall of Fame program and move them to 2021.

Positive Notes:

- Provides solution similar to option 2 but protects our strong agreement with Prairie Meadows
- The current president and vice-presidents will all get to preside over our national convention.
- Still providing a convention in the same locations we have been working with.
- Will not have the expense of producing 2020 COTY and Hall of Fame Awards and the costs of shipping them to the recipients.
- Provides the NCA and others in Lincoln a year off before they host a second dual convention.
- Lincoln will still host two dual conventions so the work, financial commitment and economic impact in the community will still exist.
- Allows Rocky and Justin to serve as president in their home states.
- Allows the IGCA and other individuals and groups in Iowa to continue their support and work for the convention in Iowa using the same timeline we started with two years ago.
- Running the convention in Lincoln, followed by Des Moines, and then back to Lincoln, will save NHSACA and the executive committee members money as we do not have to make site visits. Would probably want to have our spring meeting in Des Moines the summer we are in Des Moines so executive committee becomes familiar with the convention site.
- The Executive Director and Executive Committee will identify special projects for the Executive Director to work on during the months of July-November.

Negative Notes:

- Rocky would serve an additional year on the executive committee.
- Will not have negative impact with Prairie Meadows Casino and Hotel for Iowa convention:
- Some coaches will lose the ability to be nominated for COTY in 2022 and 2023 because they have retired from coaching for too many years, but Ex Cmte could change policy for one year if necessary.

Joe moved to accept Option 3, seconded by Rocky. Discussion followed. The motion passed unanimously.

The next meeting scheduled is May 7th. This will provide Dave the time he needs to prepare the processes needed to implement this decision.

President Ted adjourned the meeting at 9:52.

SPECIAL EXECUTIVE COMMITTEE MEETING: MAY 7, 2020

President Schroeder called the meeting to order at 7:00 p.m. Those in attendance were: Ted, Rocky, Justin, Tim, Joe, Darin and Dave. Joe moved to approve the minutes from the April 26th special meeting, seconded by Justin. The motion carried.

1. Board Meetings during Annual Meeting (Convention)

a. Accomplish through 4 Bylaws amendments (see handouts)

Discussion began immediately as all members received the agenda and the options in a. and b. earlier in the week. Discussion began on Article XVIII where the original proposal set the percentage to postpone or cancel a convention at 70% for both the Executive Committee and the B.O.D. Darin moved to set the percentages at 80% for the Executive Committee and 60% for the B.O.D. Seconded by Justin. The motion passed. There was discussion on Article X concerning ascendancy of officers. Dave reported that it is his interpretation of the bylaws that the motion of ascendancy that is presented at the board meeting specifies which office each officer will ascend to, and that ascending Justin to the presidency will be allowed as there is nothing in the bylaws specifying the actual order of ascendancy. Discussion also took place on Article VII and Article XIX. Dave will send the information on the proposed bylaw changes to the full board at the conclusion of this meeting and Ted will send the motion to the full board on Friday, with voting to begin on Saturday and running through noon, May 15th.

b. Options for holding actual meeting(s) (See handouts)

i. Hold meeting using Zoom, Microsoft Teams, You Tube, etc

Discussion took place on this option. Some of the comments made were that it would be a technological disaster; it would be impossible to do this; finding a way for everyone to participate fairly in the meeting would not be possible; organizing the meeting and administering the meeting would be extremely difficult.

ii. Executive Committee Meetings (current and future)

There was a short discussion on this, and it was felt this was not the best solution at this time.

iii. Executive Director and President Reports

There was a short discussion on this, and it was felt this was not the best solution at this time.

iv. Executive Committee meets and completes summer agenda items

There was a short discussion on this, and it was felt this was not the best solution at this time.

2. Refund Policy

a. Provide immediate refunds for all registration items

i. Credit Card Fees: Cordonco is unable to credit the card used in registration.

Dave reported that the CC company used for our Online Registration Site is unable to provide refunds through Cordonco. Cordonco developed our registration site and manages our registration site. There is a 4% fee on the registration fees through the site that goes to the CC company, not to NHSACA or Cordonco. During the discussion the executive committee members feel there should be a way to credit the registrants' CC cards the full amount. It was also brought up that after a certain period of time takes place, this is not possible.

- ii. Does NHSACA cover the cost for those who used CC? (Approximately \$500.00)

Dave explained that our practice when individuals cancel their registration that NHSACA refunds all registration fees, but not the CC company charge for using their CC. However, in this case, the NHSACA postponed the convention. Dave reported that his “high” estimate on the cost to NHSACA to cover the CC company charges NHSACA would need to pay, at the very most, \$500.00 total. There was discussion following this and the consensus was that NHSACA should pay all costs when reimbursing registrations. Darin moved, seconded by Tim to cover all CC fees when reimbursing registrations. The motion carried.

- iii. Do the coaches (schools) who registered lose this CC fee?

It was decided the schools would not need to lose this fee.

- iv. NHSACA must send checks for refunds

Dave explained the process that would be used for sending out refunds.

- b. Provide Options for refunds
 - i. Full and immediate refund

Using this option, every registration fee would be automatically refunded.

- ii. Rollover registration money to 2021. As incentive, waive any potential increases in registration fees

Discussion took place on both this item and iii below, and, following discussion Darin made a motion to adopt the options found in ii and iii, seconded by Tim. Discussion continued and the committee believes most will request to rollover their registration fees. Darin also suggested holding off on opening registration for 2021. The motion passed.

- iii. Implement ii and provide full refund for 2021 for anyone who must cancel next year using the 2021 cancellation timeline

3. Communications to the Board and State Ex. Directors from member states not on the Board

- a. Cancellation of Rooms

Dave reviewed the communication he has prepared for the entire Board. Following Dave’s report, it was decided he would send this out next week at some point as we don’t want to inundate the Board with too many emails and the bylaws vote had the priority.

- b. Refunds (Agenda Item 2)

- i. Registration
- ii. Shirts
- iii. Donations

- c. Information on option 3 to move forward in 2021, 22, 23

- i. Provide rationale concerning officers’ rotation matching with host state
- ii. Provide rationale for maintaining Ted’s presidency during the convention
- iii. Provide rationale for keeping 2022 convention in Des Moines
- iv. Provide information on the ascendency of officer and a need for an amendment

- d. Information on actions to be taken concerning board meetings this summer (from 1b.)
- e. Information on refunds
- f. Information on COTY process
- g. Information on Hall of Fame Process
- h. Information on Special Awards Process
- i. Information on 2021 (if needed at this time)
 - i. Schedule

Discussion took place on this and Darin reported the goal is to mirror the 2020 schedule in all possible ways.

- ii. Hotels
- iii. Board Meetings
- iv. Other items...

4. Communications to Coach of the Year Finalists

- a. Communicate dates and site of 2021 convention/clinic

Dave shared the communication document he will send to the COTY finalists.

- b. Communicate process for moving 2020 finalists and COTY recipient to 2021
- c. Communicate Hotel information (cancelling this year and registering for next year)
- d. Communicate information on 2021 schedule
- e. Communicate date of 2021 COTY Awards Banquet
- f. Communicate opening of 2021 online registration on NHSACA site
- g. Communicate refund policy

5. Communication to Hall of Fame Inductees

- a. Communicate dates and site of 2021 convention/clinic

Dave reviewed the information he was sending to the Hall of Fame Inductees.

- b. Communicate the process for moving 2020 inductees to 2021
- c. Communicate date of Hall of Fame Banquet
- d. Communicate hotel information (2020 cancellation and 2021 room reservation opening)
- e. Communicate information on schedule and special events
- f. Communicate opening of 2021 registration for convention/clinic and Hall of Fame tickets
- g. Communicate refund policy

6. Special Award Winners

- a. Same as # 5, except remove f.

Dave reported that one of the Carey E. McDonald Citation recipients, Kevin Hoffman, is no longer with Coach and A.D. magazine and he will have to do some research to find his contact information.

7. Actions with Hotels

a. Hyatt

- i. All rooms for 2020 have been cancelled by Hyatt

Dave reported on the Hyatt Hotel and that they cancelled all of the room in the Hall of Fame bloc for 2020.

- ii. Need to complete 2021 and 2023 contract

Dave reported that the 2021 contract is finalized and signed and they are working on 2023.

- iii. Opening date for making reservations for 2021

Dave reported that no date has been set, but that he will work with the committee to establish a date.

b. All other Hotels: Darin

- i. Cancellation of rooms

Darin did not have a report at this time as it is a very fluid situation and some hotels are very difficult to communicate with at this time.

- ii. 2021 Contracts

- iii. Opening date for making hotel reservations for 2021

8. Banquets

a. NHSACA COTY and Hall of Fame:

- i. 2020 banquets have been rescheduled for 2021 on 2021 dates

Dave reported that the Hall of Fame and COTY banquets have all been rescheduled for 2021 and 2023 with the \$1,800.00 deposits for 2020 and 2021 rolling over to the new dates. The banquets in 2021 will be on July 28th and July 29th.

- ii. 2021 banquets have been rescheduled for 2023 for July 26th and 27th

The banquets in 2023 will be on July 26th and July 27th.

- b. NCA Banquets: Darin may report on these (if necessary)

No report was needed.

9. Online Clothing

- a. Dave notified Custom Sports the convention was postponed to 2021.

Dave reported that this communication has taken place.

- b. Will use same product line for 2021

It is reported that we will in all likelihood use the same product line we are using in 2020.

- c. Logo: will it remain the same other than a date change?

Darin will be meeting with the CVB at a later date to discuss this.

- d. Pricing: will need to verify pricing for 2021

10. Photographer

- a. Dave called left message, will call again

Dave reported he has tried to contact the photographer and at this time has only been able to leave a phone message.

- b. Goal: rollover same contract to 2021 and 2023

11. CVB: Darin updates on this

- a. Logo

No update is available at this time with the CVB.

12. Website/Social Media

- a. Social Media posted postponement on the evening of 4/28

Dave reported that Scott Garvis posted social media information postponing the convention on the evening of 4/28.

- b. NHSACA website posted postponement on 4/29. Deactivated all convention/clinic links

13. Dave reported that Randy Johnson posted information on the NHSACA Website postponing the convention on the evening of 4/29 and deactivated all of the links to the national convention pages.

- a. NCA Information: Darin (again, if necessary)

No report necessary at this time.

14. Cordonco

- a. Emailed CORDONCO to shut down online registration site on 4/26 and again on 4/28

Dave reported on his communications with CORDONCO.

- b. Texted Corey on 4/28 to see if it had been completed
- c. Emailed again on 5/3 to ask them to shut down the site

15. Awards Unlimited

- a. Contacted them on 4/27.
- b. Moved all awards to 2021, except for the DSA

Dave reported on the cancellation of awards.

16. State Association Sponsorships

- a. Contacted SD Past Presidents. They requested sponsorship to be rolled over to 2021

Dave contact the S.D. Past Presidents concerning their \$300.00 sponsorship and they are going to roll it over to 2021.

President Schroeder set the next meeting for June 13th and adjourned the meeting at 8:33 p.m.

NHSACA EXECUTIVE COMMITTEE MEETING

Spring 2020 – Zoom Meeting

Saturday, June 13 – 9:00 AM Start

AGENDA

- Call to Order: President Ted Schroeder
Ted called the meeting to order at 9:00 a.m.
- Appointment of recording secretary: Executive Director, Dave Dougherty
- Appointment of Parliamentarian: Tim Wallstrum
- Roll Call
- NHSACA Executive Committee members: Comments/Reports/Communications
 - President: Ted Schroeder
Ted hopes everyone's families are all doing well. He stated his appreciation for all of the time everyone has put in with the extra meetings we have had.

 - 1st Vice President: Rocky Ruhl
No Report

 - 2nd Vice President: Justin Davie
No Report

 - 3rd Vice President: Tim Wallstrum
No Report

 - Immediate Past President: Joe Cliffe
Joe stated that we made some difficult decisions, which are the right decisions and noted that support from the entire board was resounding.

 - State Executive Secretaries Representative: Darin Boysen
No Report

 - Executive Director: Dave Dougherty
Dave reported he visited with John Schumacher who will be retiring Jan 1 as the MHSCA Executive Director. John will introduce Dave to the new Executive Director and help to bring him on board.

- Additional items to be added to the agenda:
Ted added one item to agenda item 3. Justin indicated he had some items to bring up at the end of the meeting.

29) Fall 2019 NHSACA Executive Committee Minutes (emailed to committee): Dave
Rocky moved to accept the minutes of the Special Meeting of May 7th. Seconded by Justin.
The motion carried.

Joe moved to accept the minutes of last fall's meeting. Seconded by Rocky. Motion carried.

30) Financial Report: Dave and Danell

f) Bank Statement/Financial Statement:

Sent by Dave

Danell reviewed the Financial Statement, Balance Sheet, Bank Reconciliation document, Profit and Loss

Statement and the current Bank Statement. There is a balance of \$110,563.21. There was a very good

Discussion on all of these reports. Darin moved to approve the financial report, seconded by, Joe. The motion carried.

g) Budget, YTD (2020 NHSACA Current Financial Spreadsheet)

Sent by Dave

Refer to 2a.

h) Outstanding Bills/Upcoming bills/expenses

No additional bills are owed in this section.

a. National Office Salary Owed: July 1, \$17,500.00

The next paycheck to Danell will be cut on July 1. This will cover the entire salary for the 2019-20 FY.

b. Executive Director expenses (Ted Receives documentation)

A bill for \$275.00 was presented by Dave for the \$55.00/month cell phone stipend he receives. This will cover the cell phone through the end of the FY. Darin talked about increasing the plan to include a hot spot capability. It is something that has made a very positive difference for him in NE. The cost is \$15.00. No action was taken at this time, but

we will continue to evaluate this. Dave also reported that the number of outstanding bills and reimbursements have significantly decreased as we are now using the NHSACA debit card.

c. Outstanding Bills (Work has begun on these items, payment due later)

i. Biographies:

Dave reported that Hutch completed his COTY biographies and that he was paid \$500.00 for this work. He will be paid the additional \$500.00 next year when the Hall of Fame Biographies are completed.

31) 2020 Committee Assignments: Ted, Dave

a. Review of new Committees

Ted reviewed the appointments to the standing committees. The standing committees include:

1. Awards, Nominations and Credentials Committee
2. Bylaws, Policies, and Procedures Committee
3. Professional Education Committee
4. Region Directors, Growth, and Development Committee
5. Hall of Fame Committee
6. Publications, Resolutions, and Social Media Committee

The discussion on the committees included the need to amend the bylaws to include the change in the committees.

Ted identified the members of each committee in three groups:

- a. New board members
- b. Active board members
- c. Inactive board members

Dave notified Ted and the committee there are two new at-large members on the board from Arizona. Dave Silcox the ACA president and Tim Sanford the ACA treasurer.

b. Definitions and Responsibilities of each committee

There was discussion on the difficulty of placing members in the committees. There should be an attempt to place members of the board on committees they have a passion to serve on and where their skills and passions align. It can be difficult as we need to make the committees comparable in size and as board members change their can be competing needs for the committees.

The discussion moved to the definitions and responsibilities of each committee. Following a good discussion, it was decided the Executive Committee would present each committee with requests for items we would like them to review and begin to work on as soon as possible. It

will be left to the Bylaws, Policies and Procedures Committee to work with each committee to update the Policies and Procedures manual. It was decided that the Executive Committee would “Encourage” each committee to utilize “Zoom Meetings” to carry out their work. A discussion took place on whether Dave should establish a zoom account for NHSACA in his name. No decision was made. Ted will look into the possibility of Zoom providing the NHSACA with a free Zoom account as they do for educational entities.

The following requests/suggestions below will be presented to each committee:

Bylaws, Policies, and Procedures Committee

Define the committee and its responsibilities. Identify any current items in the bylaws that are not actually being followed at this time and propose changes to rectify this. On an annual basis, review the bylaws and the needs of the association, and propose any bylaw changes that may be needed. Identify the definitions and duties of each standing committee. Contact each committee and request that they update and policies and procedures used to do the work of their committee.

Awards, Nominations and Credentials Committee

Proof Dave’s COTY slide show for the COTY banquet. Gather information from the AD for each of the COTY finalists that is unique to that finalist. Monitor the growth of girls wrestling in our member states.

Hall of Fame Committee

Create Power Point Slide show for Hall of Fame banquet. Dave will provide the template. Template will provide the school the opportunity to place their logo on the slide. Communicate with all of the Hall of Fame inductees on a continuing basis leading up to the convention. Take on the roll of Ambassadors for the inductees during the convention.

.Region Directors, Growth, and Development Committee

Continue work with single-sport associations. Work on all types of sponsorships, including corporate and school. Potential to add school logo on COTY slide for \$25.00. Look at new levels on membership to increase revenue.

Publications, Resolutions, and Social Media Committee

Develop resolution immediately to present to the Executive Committee for approval addressing current social issue(s).

Create one resolution each month to present to the Executive Committee for approval and placement on the website.

Have the Ad Hoc committee continue its work with the website.

Professional Education Committee

Continue work with current educational partners. Work to establish a partnership with Sports U. Darin and Ted will identify opportunities to establish education partnerships with new organizations.

32) Review of Sport Chairs: Joe, Tim

Dave presented the Sport Chair appointment schedule and noted that a number of sport chairs were completing their 3 year term this year. Asked what we should do with this. It was decided that all sport chairs willing to serve an additional year would be carried over to next year. Dave will contact Kristen McWilliams from Florida to see if she is interested in the GXC position when James Ford completes his term next year.

33) NHSACA Awards: Dave Dougherty

Dave reported that the DSA awards have been ordered and will be shipped to the Executive Directors for each state.

a) Distinguished Service Awards

- i. Region 3 – Kentucky: Jimmie Reed
- ii. Region 4 – Illinois: Drew Potthoff
- iii. Region 6 – North Dakota: Rod and Karen Hardie (ND will pay for one)
- iv. Region 7 – Oregon: Chris Knudsen

34) 3rd Vice President Discussion

- a) Carry over Dan Mitchell
- b) Open up additional applications

Following a long discussion reviewing the process and bylaws it was felt that when we “postponed” the 2020 convention to 2021 the only names that would appear on the ballot would be those persons who submitted their application materials by May 1, 2020. Darin made a motion stating that Dan Mitchell is the only nominee for the 3rd VP position at the 2021 convention and will be the only name to appear on the ballot. Seconded by Tim. The motion passed unanimously.

35) Updates on Sponsorships: Ted Schroeder, Darin Boysen, Dave Dougherty

These items were all tabled to the July meeting.

- a) Affinity Group: Ted
- b) Great American Media Services plus 40 Under 40: Dave
- c) 3DI Coaching: Darin and Dave
- d) Glazier Clinics: Darin and Dave

36) Additional Agenda Items

Justin Davie brought up the role of technology in NHSACA. That we should be looking at new technologies to meet our mission. Some of the technologies he brought up were Zoom, Podcasts, Audible, etc. There was a good discussion on this topic and further discussions will take place.

37) Next Executive Committee Meeting

The next meeting was set for July 21 at 7:00 p.m. through Zoom.

38) Adjournment

At 11:26, Dave moved we adjourn. President Ted adjourned the meeting.

NHSACA EXECUTIVE COMMITTEE JULY 21ST CONVENTION MEETING

WHEN: JULY 21ST
TIME: 7:00 p.m. CST
VENUE: Zoom

AGENDA

- Call to Order: President Ted Schroeder
President Schroeder called the meeting to order at 6:59.
 - Appointment of recording secretary: Executive Director, Dave Dougherty
 - Appointment of Parliamentarian: Tim Wallstrum
 - Roll Call
 - NHSACA Executive Committee members: Comments/Reports/Communications
 - President: Ted Schroeder
Ted thanked everyone for being involved in the committee meetings and all of the Zoom meetings that were held.
 - 1st Vice President: Rocky Ruhl
Rocky was glad to be with everyone again and asked if he is still the 1st VP. It was decided that he still is, until next summer's elevation of officers during the convention.
 - 2nd Vice President: Justin Davie
No Report
 - 3rd Vice President: Tim Wallstrum
Glad to see everyone.
 - Immediate Past President: Joe Cliffe
Glad to see everyone too. Commented that we have been through a lot and commended Ted for taking care of things so well.
 - State Executive Secretaries Representative: Darin Boysen
Remarked that we should actually be attending the Hall of Fame Social right now 😊
 - Executive Director: Dave Dougherty
Reported that the CHSCA announced that Joe Canzenella has been named the new CHSCA Executive Director. Joe is an A.D. at New Haven is an experienced A.D., Coach and Official. He has served n many boards and Dave and He have exchanged emails and will be talking with each other soon.
 - Additional items to be added to the agenda:
Media Award # 13: Justin Davie
- 39) Spring 2020 NHSACA Executive Committee Minutes (emailed to committee 7/17): Ted Moved by Darin to approve the minutes. Seconded by Justin. Motion Carried.

40) 2019 B.O.D. Meeting Minutes (emailed to committee 7/17): Ted

Moved by Rocky, seconded by Joe to approve the minutes. Motion carried.

41) Updates on Committee Work: Ted

The Executive Committee reviewed and discussed each committee report. Some committees had small attendance at their meetings. Ted commended the committees on their work.

Awards, Nominations, and Credentials:

- Proof Dave's COTY Slide Show when its available in the Spring
- Gather UNIQUE information from the ADs of each COTY finalist's. This is information that could be put on the slide show that makes them stand out from the other finalist. I will be providing the list of AD's phone numbers and e-mail address
- Monitor the growth of Girls Wrestling to see if it would be pertinent to include them as a separate sport.

Committee Response:

- Would you send the COTY nomination form and a scoring form, please. Do you want us to come up with a nomination form for Kathy Holloway or will the Exec. Committee? Specific criteria/ guidelines for the form. We are willing to contact States to make sure they are nominating for all sports.
- We have visited with several of the States. Some were unaware that boys could be nominated for girls' sports and vice versa. Some single sport states did not know that they were eligible. One State had a nominee and the head coach of that school would not support it. Long story short, we have to do better as a committee to continue to get information out. One State nominee never filled out the form. As a group, we feel that it is worth keeping both Assistant Coach awards. We will continue to follow up and promote so that we have enough nominees.
- Items requested by the Executive Committee
 - No mention of proofing slide show
 - No mention of gathering unique information for finalist
 - No mention of monitoring Girls Wrestling

There was discussion on items in number one of the report with Dave and Ted reporting that two years ago they worked to make sure the application information matched up with the scoring rubrics to make scoring more efficient so this has been accomplished. It was also decided that over the years Dave has built up a positive working relationship with the state executive directors for the COTY program and that communications with the executive directors should continue to pass through Dave so that the state executive directors have a consistent message and go to person. There was a good discussion on the nomination form and scoring rubrics reviewing the history of the development of the scoring rubrics and edits to the nomination form.

Professional Education:

Asked of Committee:

- Continue work with current educational partners
- Work to establish partnership with Sport You App
- Establish education partnerships with new organizations

Committee

Response:

Item #1 - Discussion took place about the existing educational partners:

- Partnership with hosting State Association for college credit
- Coach and AD Magazine - provides discounts to their magazine but the magazine seems to be going more towards ADs. Everyone would welcome a stronger relationship with Glazier.
- Glazier - kind of in limbo not really doing anything in Illinois and Florida.
- 3 D coaching - has gone a complete different route by contacting AD's instead of coaches

Item #2 - Work to establish partnership with "Sports You"

- Darin explained Sports You ...similar to "Remind" ...as a way to communicate with coaches, parents, and athletes. Completely free of charge. Make it available to member states, with training. Darin will talk to Sports You about possibilities for the use of Sports You on the National Level

Item #3 - Establish education Partnerships with new organizations

- Darin talked about Athletic TV. Dr. Jim Peterson was with Coaches Choice and has started a new business (Athletic TV) that provide 60 days of free clinic videos (over 1500 videos) for 60 days. After that they have to pay \$49.99 a year. The committee request Darin to pursue more information for a promotion for NHSACA member states.

There was some discussion about a long term goal of investing in a education program that would be available to all member states free of charge to those states. Gelaine suggested we put 5 or 6 educational organizations under the microscope to see what would be the best for the masses, and then move forward to roll out a true educational program for all coaches.

Darin reported that there were only 4 committee members in the Zoom meeting. Discussion took place and it was reported that we only have 4 state associations that are currently participating in the Coach and A.D. magazine offer. Glazier has been silent with the NHSACA for the past two years and 3D Coaching has moved away from working with us now and is working more closely with A.D.'s and not state coaching associations.

Hall of Fame Committee

Asked of Committee:

Create a Power Point Slide show for the Hall of Fame Banquet. Dave will provide the template, you just have to drop in the names and hopefully something unique about them.

- Communicate with all of the Hall of Fame inductees on a continuing basis leading up to the convention
- Take on the role of Ambassadors for the inductees during the convention.

Response from Committee:

- Do not feel comfortable doing the slide show – felt that was Dave’s job
 1. The Hall of Fame Committee is working on a sponsor for that national event. We will send you more information if that is successful.
 2. The Hall of Fame Committee will try to communicate early in each month to just keep abreast of anything that might have come up.
 3. Once the list of Hall of Fame inductees is out and their biographies have been received, one of the co-chairs (Hutch at this point) will send names of 4-5 inductees to each member of the committee. That committee member will then contact the inductee with a letter, a phone call, and an email. The committee member will serve as a liaison between the National Executive board and the Hall of Fame Inductee. The committee member will encourage attendance by the inductee, answer questions that the inductee might have, and will seek to meet the inductee prior to the induction ceremony to welcome them to the national convention.
 4. We will also feel free to contact any inductee other than those we have been assigned to contact if we so wish.
 5. We will try to procure additional information that might make the biography especially unique if necessary.

Dave reported that he had a discussion with members of the Hall of Fame Committee prior to the past presidents’ Zoom meeting and that they are very supportive of our requests and will continue to provide support to the Hall of Fame Inductees.

By-laws, Policies, and Procedures

Asked of Committee:

- Identify the definitions and duties of each standing committee. (I’m attaching the current Bylaws definitions with possible strikethroughs, and the red highlights with possible additions)
- Identify any current items in the bylaws that are not actually being followed at this time and propose changes to rectify them
- Review the bylaws and the needs of the association on an annual basis and propose any changes
- Communicate with the remaining committee and divide responsibilities of work

Response from Committee:

I emailed a document to Wayne, Joe and Tim yesterday. I included you and Dave in the e-mail. I included Tim in the e-mail since he is on our committee and also a member of the NHSACA Executive Board. I have heard back from Joe. He is going to look at the document and get back to me. Tim will also be looking at it. I have not heard from Wayne. Once I hear back from them, we hope to set up a Zoom meeting with our entire committee to discuss. Personally, I think we could do it via e-mail. I believe we may have a

hard time coordinating times for a Zoom meeting with the committee members. We will work on it. I do not believe we will have this meeting before NHSACA Executive Board meeting on July 21st. I know I am swamped trying to deal with items from the cancellation. We wanted to wait until the last minute and we did.

(The document Randy sent to the committee members focused on verbiage about the new committees and their responsibilities)

Joe reported that he and Randy sent the documents to their committee. They will meet via Zoom soon,

Regional Directors, Growth and Development

Asked of Committee:

- Continue the work of attracting Single-Sport Associations
- Work on Creating sponsorships, including, corporate, schools, and individuals
- Investigate the potential of adding school logos on the COTY slide for a \$25 fee. I will provide a list of finalist and their AD's e-mail addresses.
- Investigate any new levels of membership to increase revenues.

Committee Response:

Members present:

Justin Davie, Henry Johnson, Bubba Davis, Dan Mitchell, Heath Hayes, Rich Montgomery

agenda item # 1--Attracting Single Sport Assoc

we believe that Brandon has a California single sport Assoc in the works (Soccer??) and Bubba has a contact with the Alabama Football Coaches

discussion on an idea from Justin--that we create a Service Award category to cover Media--possibly recognize these individuals from member and non member states --hoping that we could get some leading sports writers to attend our conference and then maybe they would gather info, be impressed with our association and go back to their states asking questions about why their state is not a member/involved. (Justin will address the this at the upcoming Exec Meeting)

Rich will work with Dave about a possible outreach program to the State Athletic Associations to spread the word about our Association. (maybe getting states to add our link to their homepages / possible email blasts to their coaches

agenda item # 2--Sponsorship's

discussion about possibility of "online Clinics, Classes for Credit, "Zoom NHSACA" meetings--possibly tying these Zoom Meetings in with our COTY winners/nominees--main concern--Who would organize and Who would manage??

agenda item #3--\$25 School Logo for COTY finalist to be included during their introductions

Justin brought up possibility of having this as a 2 tier program--\$25 for School Logo at the Banquet--maybe a \$40/\$50 dollar level for Banquet posting and NHSACA web site posting

Justin also had an idea about flyers/pamphlets for each COTY category where the finalist Picture/Bio and School logo could appear--concerns here--Who organizes/Proofs/and added printing costs
more discussion was held about Logo option becoming part of the COTY/Hall of Fame information packets.
Rich offered an example of what the IWCOA (Illinois Wrestling Coaches and Officials organization) does--we include information about "Happy Adds" in our mailings to our Hall of Fame and our All State Banquet participants--concerns--manpower to create, follow-ups, added printing expenses and a concern that school communities are already being asked numerous times to donate to local schools already
general thought--we like the \$25 dollar logo plan--just not sure how/who could make it work--maybe sports chairs and committee volunteers could work together

agenda item

#4--Levels of membership and increased revenues

we went over our current offerings--some discussion on the possibilities of a stair-step approach--1st yr = x, yr 2 = xx etc

maybe change the numbers (pro-rate) --currently 500 is the cut line--

Item not discussed--just me thinking--If the NHSACA has a data base of our past Hall of Fame inductees--maybe we could look into an Annual Hall of Fame Fundraiser--send out letters requesting donations--maybe tie this into helping cover the cost of some "Educational" online class offerings

Plans

Rich will work with Dave to review our marketing document--looking to get it down to one page and including all of the directors names

Heath is continuing his work with Washington, Bubba with Alabama

Heath -- has a friend that actually is looking at doing coaching interviews which is right in our direction. He will visit with her and see if that is something she may be interested in. She would have coaches from 32 associations to contact and 19 sport groups.

Rich will work with Dave/Darin and Ted to get non member spread sheet updated as well as a current member status spread sheet created

Rich will work with Dave to brainstorm ways to get our info distributed to State Athletic Associations

Rich will work with Justin about future meetings

Submitted by Rich Montgomery

Regional Directors, Growth & Development Zoom Committee Meeting

Justin reported it was an excellent meeting with very good attendance.

Publications, Resolutions, and Social Media

Asked of Committee:

- Develop some resolutions immediately to present to the Executive Committee for approval first. These resolutions should address current social issue(s). We all know there are several out there right now that the NHSACA should probably make a stand on. Then try to develop a new one each month for approval of the Executive Committee. These could be very politically sensitive, so be careful in your wording.

- Continue the work of the Ad Hoc committee assigned to develop the 3-year web site plan.

Response from Committee:

- See Agenda Report for Ad Hoc Committed
- Resolutions submitted:
 - The NHSACA actively promotes and recognizes principles of fairness, equity, and social justice in relation to, and across, intersections of race, age, color, disability, faith, religion, ancestry, national origin, citizenship, sex, sexual orientation, social class, economic class, ethnicity, gender identity, gender expression, and all other identities represented among our diverse membership.
 - By appreciating the importance of inclusion, we acknowledge that the collective and individual talents, skills, and perspectives of members, constituent groups, and partners foster a culture of belonging, collaborative practice, innovation, and mutual respect. NHSACA seeks to empower and engage coaches, and athletic administrators in actions that productively contribute to accomplishing the goals of our association.
 - Inclusion is a core value for the National High School Athletic Coaches Association (NHSACA), which fosters and supports individual and organizational diversity and inclusion to advance equity in all facets of the association. NHSACA embraces and derives value from the variety of views that diverse organizations and individuals bring to a task at hand, and creates a supportive learning environment to foster open communication of diverse perspectives.
 - As a core value, the NHSACA believes in and is committed to diversity, inclusion and gender equity among its coaches and administrators. We seek to establish and maintain an inclusive culture that fosters equitable participation for coaches and administrators from diverse backgrounds. Diversity and inclusion improve the learning environment for all student-athletes and enhance excellence within the Association.

Rocky moved to adopt the first resolution, seconded by Justin. The motion carried.

- 42) Ad Hoc Committee on Social Media Report Ted
a) **Varsity Bound (Website)**

The committee discussed the Varsity Bound proposal for the development of a new website with the benefits they would receive in exchange from the NHSACA. It was a long discussion and Dave, with the assistance of Scott G, was directed to continue the discussions with Varsity Bound and to report to the committee as soon as possible.

- 43) Financial Report: Dave and Danell

The Committee reviewed the Financial Statements, including: 2020 Balance Sheet, June Bank Statement, June Profit and Loss statement, June Reconciliation, and the June Financial Statement. The current balance is: \$103,188.50. The \$35,000.00 Executive Director contract has been paid for the 19-20 FY.

- 44) Budget Dave

It was moved by Rocky to table this item until the November Meeting. Seconded by Joe. The motion carried.

45) Update on NHSACA Zoom Account Dave, Ted

Dave reported that he has established a Pro Zoom account for NHSACA. Discussion took place emphasizing the need to work as an association throughout the year so that the bulk of the work is completed prior to the convention which would allow board members to enjoy the convention more, participate in more sessions during the convention and have the ability to interact with more coaches attending the convention. The Committee would like to see the following groups utilize our Zoom account:

- i. Executive Committee
- ii. Past Presidents
- iii. Standing Committees
- iv. Sport Chair Training
- v. Outside Organizations and Individuals

46) Update on Girls ACOTY category Ted

The following communication was received from Dave Dolan:
Good Afternoon,

We have visited with several of the States. Some were unaware that boys could be nominated for girls sports and vice versa. Some single sport states did not know that they were eligible. One State had a nominee and the head coach of that school would not support it. Long story short we have to do better as a committee to continue to get information out. One State nominee never filled out the form. (Nebraska ?) As a group we feel that it is worth keeping both Assistant Coach awards. We will continue to follow up and promote so that we have enough nominees.

Thanks,
DD

The committee discussed the work that has been done and agreed that a continual push to receive nominations for Girls' Assistant COTY, along with all of the categories is needed.

47) Future Conventions Update

- a) 2021 Lincoln Ted, Darin, Dave
 - i. When can BOD members contact hotel?
 - ii. When can COTY contact hotels?
 - iii. When can Hof F contact hotels?

The committee discussed the work that needs to be done with the convention hotels and the fact that some of the hotels are not open, some have undergone staffing changes and Darin will need to start over with some of them. Dave reported that the Hyatt hotel is set for 2021 and 2023. Dates when people can begin making reservations were discussed and at this point we are unable to establish a date. Hope to have clearly information in the fall.

- b) 2022 Des Moines Justin, Dave

Work on the Des Moines convention has not progressed at this point because of the COVID pandemic. The convention site is secured and Dave and Justin will re-establish contact with Jean Berger at the girl's activities association.

- c) 2023 Lincoln Rocky, Darin, Dave

The only report was that the Great Hall for the banquets is reserved.

d) 2024 ???

Tim, Dave

Tim reported that North Dakota is willing to host this convention. Discussion followed and Dave will contact those other states that had expressed an interest. We would like to make a decision at the 2021 convention.

48) Potential new Corporate Sponsor (MS) Dave

Bubba Davis contacted Dave with a potential corporate sponsor from Mississippi. Dave is working with Bubba on this potential sponsorship. Dave will report back with more information when he can.

49) Executive Director's 2020-21 Contract Ted

The contract for the 2020-21 Executive Director position was discussed. During the discussion it was clarified that the salary was paid to Danell again this year. She is the Executive Administrative Assistant for NHSACA. The Executive Director will decide where the \$35,000 salary will be paid. By previous Executive Committee action, 50% of the salary is paid February 1st and 50% is paid on July 1st. Darin made a motion to approve the 2020-21 Executive Director contract with Dave for with the exact same conditions as the current contract. (rollover the contract). Seconded by Rocky. The motion carried.

50) Update on open Sport Chair Positions Dave

Dave reported that the following sport chairs whose term ends this August have agreed to remain on for an additional year:

Ken Bruckner, James Ford, Jeff Bellar and Dean Schaff.

Dave also reported that Herman Andrews who resigned his position following the 2019 convention volunteered to do the work of the Wrestling sport chair outside of the convention this year and would certainly assist again during the upcoming year. He cannot attend the convention. We need to fill the Girls' Assistant Coach position and Justin will work on this with a coach from Iowa. Joe said he would visit with some wrestling coaches in Illinois to see if anyone would be interested in the Wrestling Sport Chair position.

51) Media Award

Justin

Justin present an idea for NHSACA to establish a "Media" award to recognize members of the media who support high school athletics. During the discussion it was brought up that this could encourage growth in NHSACA as award winners from nonmember states could return to their states with strong positive feelings about NHSACA and share them with coaches. After a long discussion, Ted asked Justin to develop this idea further and bring it back to the November meeting.

52) Update on edits to COTY Scoring Forms Ted, Dave

It was reported that Ted and Dave identified cells in the current automatic scoring rubrics that had lost their protection and fixed these issues.

53) Hall of Fame: NM and LA Nominees Dave

Dave reported that at the time we postponed the convention, New Mexico and Louisiana had not sent in their Hall of Fame Nominees and asked permission to allow them to do so for 2021. It was agreed this was a good idea.

54) NHSACA Insurance Update

Dave

a) \$1,600.00

Dave reported that the NJSACA liability insurance policy is due in September. It will run a little under \$1,600.00.

55) Fall Meeting

Ted

The fall meeting will be on November 1st through Zoom at 1:00 pm cst.

Darin moved to the meeting adjourn. Joe seconded the motion. The motion carried.

Award, Nominations, and Credentials Committee

Asked of Committee:

- Proof Dave's COTY Slide Show when its available in the Spring
- Gather UNIQUE information from the ADs of each COTY finalist's. This is information that could be put on the slide show that makes them stand out from the other finalist. I will be providing the list of AD's phone numbers and e-mail address
- Monitor the growth of Girls Wrestling to see if it would be pertinent to include them as a separate sport.

Committee Response:

- Would you send the COTY nomination form and a scoring form, please. Do you want us to come up with a nomination form for Kathy Holloway or will the Exec. Committee? Specific criteria/ guidelines for the form. We are willing to contact States to make sure they are nominating for all sports.
- We have visited with several of the States. Some were unaware that boys could be nominated for girls sports and vice versa. Some single sport states did not know that they were eligible. One State had a nominee and the head coach of that school would not support it. Long story short we have to do better as a committee to continue to get information out. One State nominee never filled out the form. (Nebraska?) As a group we feel that it is worth keeping both Assistant Coach awards. We will continue to follow up and promote so that we have enough nominees.

Professional Education Committee

Asked of Committee:

- Continue work with current educational partners
- Work to establish partnership with Sport You App
- Establish education partnerships with new organizations

Committee Response:

Item #1 - Discussion took place about the existing educational partners:

- Partnership with hosting State Association for college credit
- Coach and AD Magazine - provides discounts to their magazine but the magazine seems to be going more towards ADs. Everyone would welcome a stronger relationship with Glazier.
- Glazier - kind of in limbo not really doing anything in Illinois and Florida.
- 3 D coaching - has gone a complete different route by contacting AD's instead of coaches

Item #2 - Work to establish partnership with "Sports You"

- Darin explained Sports You ...similar to “Remind” ...as a way to communicate with coaches, parents, and athletes. Completely free of charge. Make it available to member states, with training. Darin will talk to Sports You about possibilities for the use of Sports You on the National Level

Item #3 - Establish education Partnerships with new organizations

- Darin talked about Athletic TV. Dr. Jim Peterson was with Coaches Choice and has started a new business (Athletic TV) that provide 60 days of free clinic videos (over 1500 videos) for 60 days. After that they have to pay \$49.99 a year. The committee request Darin to pursue more information for a promotion for NHSACA member states.

There was some discussion about a long term goal of investing in a education program that would be available to all member states free of charge to those states. Gelaine suggested we put 5 or 6 educational organizations under the microscope to see what would the best for the masses, and then move forward to roll out a true educational program for all coaches.

Respectfully Submitted
Ted Schroeder

Hall of Fame Committee

Asked of Committee:

- Create a Power Point Slide show for the Hall of Fame Banquet. Dave will provide the template, you just have to drop in the names and hopefully something unique about them.
- Communicate with all of the Hall of Fame inductees on a continuing basis leading up to the convention
- Take on the role of Ambassadors for the inductees during the convention.

Response from Committee:

- Do not feel comfortable doing the slide show – felt that was Dave’s job
 1. The Hall of Fame Committee is working on a sponsor for that national event. We will send you more information if that is successful.
 2. The Hall of Fame Committee will try to communicate early in each month to just keep abreast of anything that might have come up.
 3. Once the list of Hall of Fame inductees is out and their biographies have been received, one of the co-chairs (Hutch at this point) will send names of 4-5 inductees to each member of the committee. That committee member will then contact the inductee with a letter,

a phone call, and an email. The committee member will serve as a liaison between the National Executive board and the Hall of Fame Inductee. The committee member will encourage attendance by the inductee, answer questions that the inductee might have, and will seek to meet the inductee prior to the induction ceremony to welcome them to the national convention.

4. We will also feel free to contact any inductee other than those we have been assigned to contact if we so wish.

5. We will try to procure additional information that might make the biography especially unique if necessary.

Bylaws Policies and Procedures Committee

Asked of Committee:

- Identify the definitions and duties of each standing committee. (I'm attaching the current Bylaws definitions with possible strikethroughs, and the red highlights with possible additions)
- Identify any current items in the bylaws that are not actually being followed at this time and propose changes to rectify them
- Review the bylaws and the needs of the association on an annual basis and propose any changes
- Communicate with the remaining committee and divide responsibilities of work

Response from Committee:

I emailed a document to Wayne, Joe and Tim yesterday. I included you and Dave in the e-mail. I included Tim in the e-mail since he is on our committee and also a member of the NHSACA Executive Board. I have heard back from Joe. He is going to look at the document and get back to me. Tim will also be looking at it. I have not heard from Wayne. Once I hear back from them, we hope to set up a Zoom meeting with our entire committee to discuss. Personally, I think we could do it via e-mail. I believe we may have a hard time coordinating times for a Zoom meeting with the committee members. We will work on it. I do not believe we will have this meeting before NHSACA Executive Board meeting on July 21st. I know I am swamped trying to deal with items from the cancellation. We wanted to wait until the last minute and we did.

(The document Randy sent to the committee members focused on verbiage about the new committees and their responsibilities)

Regional Directors, Growth, and Development Committee

Asked of Committee:

- Continue the work of attracting Single-Sport Associations
- Work on Creating sponsorships, including, corporate, schools, and individuals
- Investigate the potential of adding school logos on the COTY slide for a \$25 fee. I will provide a list of finalist and their AD's e-mail addresses.
- Investigate any new levels of membership to increase revenues.

Committee Response:

Members present:

Justin Davie, Henry Johnson, Bubba Davis, Dan Mitchell, Heath Hayes, Rich Montgomery

agenda item # 1--Attracting Single Sport Assoc

we believe that Brandon has a California single sport Assoc in the works (Soccer??) and Bubba has a contact with the Alabama Football Coaches

discussion on an idea from Justin--that we create a Service Award category to cover Media--possibly recognize these individuals from member and non member states --hoping that we could get some leading sports writers to attend our conference and then maybe they would gather info, be impressed with our association and go back to their states asking questions about why their state is not a member/involved. (Justin will address the this at the upcoming Exec Meeting)

Rich will work with Dave about a possible outreach program to the State Athletic Associations to spread the word about our Association. (maybe getting states to add our link to their homepages / possible email blasts to their coaches

agenda item # 2--Sponsorship's

discussion about possibility of "online Clinics, Classes for Credit, "Zoom NHSACA" meetings--possibly tying these Zoom Meetings in with our COTY winners/nominees--main concern--Who would organize and Who would manage??

agenda item #3--\$25 School Logo for COTY finalist to be included during their introductions

Justin brought up possibility of having this as a 2 tier program--\$25 for School Logo at the Banquet--maybe a \$40/\$50 dollar level for Banquet posting and NHSACA web site posting

Justin also had an idea about flyers/pamphlets for each COTY category where the finalist Picture/Bio and School logo could appear--concerns here--Who organizes/Proofs/and added printing costs

more discussion was held about Logo option becoming part of the COTY/Hall of Fame information packets. Rich offered an example of what the IWCOA (Illinois Wrestling Coaches and Officials organization) does--we include information about "Happy Adds" in our mailings to our Hall of Fame and our All State Banquet participants--concerns--manpower to create, follow-ups, added

printing expenses and a concern that school communities are already being asked numerous times to donate to local schools already
general thought--we like the \$25 dollar logo plan--just not sure how/who could make it work--
maybe sports chairs and committee volunteers could work together

agenda item

#4--Levels of membership and increased revenues

we went over our current offerings--some discussion on the possibilities of a stair-step approach--
-1st yr = x, yr 2 = xx etc

maybe change the numbers (pro-rate) --currently 500 is the cut line--

Item not discussed--just me thinking--If the NHSACA has a data base of our past Hall of Fame inductees--maybe we could look into an Annual Hall of Fame Fundraiser--send out letters requesting donations--maybe tie this into helping cover the cost of some "Educational" online class offerings

Plans

Rich will work with Dave to review our marketing document--looking to get it down to one page and including all of the directors names

Heath is continuing his work with Washington, Bubba with Alabama

Heath -- has a friend that actually is looking at doing coaching interviews which is right in our direction. He will visit with her and see if that is something she may be interested in. She would have coaches from 32 associations to contact and 19 sport groups.

Rich will work with Dave/Darin and Ted to get non member spread sheet updated as well as a current member status spread sheet created

Rich will work with Dave to brainstorm ways to get our info distributed to State Athletic Associations

Rich will work with Justin about future meetings

Submitted by Rich Montgomery

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INCOME:	2019-20 BUDGET	2019-20 ACTUALS
Membership Dues (States)	\$18,000.00	\$17,500.00
Individual Membership	\$50.00	\$20.00
Corporate Sponsorship	\$-	\$21.11
Corporate Partnership Income	\$3,000.00	\$3,082.95
State Sponsorships	\$4,000.00	\$-
Registration/Convention/Guests	\$11,375.00	\$8,240.00
College Credit	\$3,500.00	\$265.00
Dinner & Luncheon Tickets	\$25,000.00	\$7,500.00
Convention Advertising	\$600.00	\$300.00
Donations/Memorials	\$1,500.00	\$1,261.00
Misc		\$7,310.00
NHSACA Shirt Sales	\$1,400.00	\$1,190.97
2020 Convention Donation	\$32,000.00	\$-
Total Income:	\$100,425.00	\$46,691.03
EXPENSES:	2019-20 BUDGET	2019-20 ACTUALS
Payroll	\$35,000.00	\$35,000.00
FICA Social Security	\$2,170.00	\$2,170.00
FICA Medicare	\$675.00	\$507.50
FUTA	\$150.00	\$-
Medicare Expense & Payroll Tax Expenses	\$6,700.00	\$-
Accounting	\$1,000.00	\$625.00
Biographies for Hall of Fame and COTY	\$1,000.00	\$500.00
Board of Director's Dinner	\$1,800.00	\$-
College Credit	\$1,200.00	\$-
Convention Site Inspections	\$300.00	\$-
COTY Awards	\$4,000.00	\$311.00
COTY Awards Banquet	\$10,500.00	\$-
Executive Director Expense for Ex Cm Meetings	\$600.00	\$-
Federal & State Reports	\$500.00	\$-
Hall of Fame Awards	\$2,000.00	\$-
Hall of Fame Banquet	\$5,900.00	\$-
Liability Insurance	\$1,600.00	\$-
Licenses and Permits and Fees	\$125.00	\$61.25
Miscellaneous Expense	\$14,955.00	\$561.92
Miscellaneous Hotel Charges	\$2,000.00	\$-
Office Supplies	\$500.00	\$590.00
Postage, PO Box, Shipping	\$350.00	\$223.45
Printing (Programs, Place Mats, etc.)	\$3,000.00	\$-
Registration/Convention Fees & Refunds	\$-	\$5,474.75
Shirts	\$3,400.00	\$-
Special Awards	\$300.00	\$49.30
Telephone	\$700.00	\$660.00
2021 Convention Expenses		\$1,800.00
2022 Convention Expenses		\$1,000.00
Total Expenses:	\$100,425.00	\$49,534.17

