



NHSACA EXECUTIVE COMMITTEE MEETING

Fall 2025 – Sunday November 30, 2025

12:00 p.m. CST Via Zoom

AGENDA

- Call to Order: President: [Scott Garvis](#)
- Appointment of parliamentarian: [Jim Okler](#)
- Appointment of recording secretary: [Tim](#)
- Roll Call
- NHSACA Executive Committee members: Comments/Reports/Communications
 - 1st Vice President: [Bubba Davis](#)

Lost state championship, but we were very successful because they didn't win a game last year, dry year.

- 2nd Vice President: [Henry Johnson](#)

Henry is doing well and has grown a beard. He has been working football playoff games.

- 3rd Vice President: [Bill Weber](#)

Bill has been spending time with grandchildren, and everything is going well.

He is doing OK.

- Immediate Past President: [Dan Mitchell](#)

Dan's health has been looking good.

- State Executive Secretaries Representative: [Jim Okler](#)

Staying busy with association items, but enjoying retirement.

Won Big 10 games but still tough, Girls soccer still, gymnastics, family doing well, Did not have to work all holiday. Emails for awards night. Hall of Honor

- Executive Directors of Finance and Operations:

Tim is looking forward to his upcoming retirement, Busy, Finished Season District Championship.

Additions to the Agenda:

- 1) Executive Director: [August 25th Letter](#)

There was a discussion on a letter from Scott contemplating retirement from the executive director position. He was asked to reconsider and will be addressed again at a later date.



Committee select replacement, decided to go from 1 to 2 executive directors, we can't make that decision, stay at 2, voted on more than one person, too much responsibility for one person, Scott was perfect person for that position, find someone with his passion and expertise. Another person to fit that role. Need to move organization structure to meet present day coaches. Technology forward. Staying stale at the same way we have been going.

See what association wants to do. By-Law changes.

Qualifications for the position, set out to membership, Revenue generation, we need about 150,000 to break even.

On top of convention itself,

We will need to post the job opening out to National Organization, Time Frame on it. Until filled.

Do these things, Raising with the money, will be doing anyway.

\$160,000. Scott is getting most of his Speakers for free. He is cutting costs as much as he can.

Scott is sending Tim the checking account money.

Applications list of names at the conference. Membership should know Scott has resigned. Be prepared to apply.

Compensation,

Posting position, want to stay at two.

Post job – at the conference.

Motion – communicate has resigned – members of board will have job description coming forth so we can hire a finance at summer conference. Open until filled.

IGCA,

Make the organization more effective and efficient, time commitment, be successful in the future,

We need to find a way to join without the entire state joining, a number of individual membership interest.

NFHS just sends them their plaque.

Summer meeting, join and then implement with them.

- 2) June 2025 NHSACA Executive Committee Summer Meeting Minutes: [Scott](#)
(previously emailed to committee)
- 3) June 2025 NHSACA Board of Directors Summer Meeting Minutes (emailed to committee): [Scott](#)
[Motion to accept minutes by Henry, seconded by Dan, passed Unanimously](#)
- 4) Professional Sponsorship Contracts Update:
 - a) Affinity Group
[Partnership check – do again](#)
 - b) VEO Sports Camera
 - c) 3D NHSACA Foundational Coaching Course
 - d) Good Whey – [not continuing](#)



- e) Teal Properties Group: Sponsor fell through, nothing in five years, use our numbers to push forth their agenda.
 - f) College Credit Scott
Dr. Strand -
- 5) Action-items from Summer Meetings: Tim
- a) Executive Committee Meetings:
 - i. Apparel
Shipment stayed in 165 t-shirts – sell at next conference
Willing to do it again. – Sponsor for that for merchandise
Solution from Dan, he does technology with online store.
We get for under 30 dollars. Order online have sent to you.
Dan could pick them up from Yankton.
Table selling at convention, Dan will volunteer to help run that.
Table Until next meeting.
 - ii. Utilization of Regional Directors
We need to get them to come to our conference, revisit. Future meeting.
 - iii. Kathy Holloway information placed in Program
Continue placing the history of the award in the program.
Makes sense to save money and put a Q-R Code in the program for some items.
 - iv. History of Awards in the Program
Website QR Code,
 - b) B.O.D Meetings:
Nothing new
 - c) Standing Committee Meetings:

i. By-Laws, Policies and Procedures Committee;

Continue to clarify wording and dues for membership

ii. Awards, Nominations, and Credentials Committee

The committee discussed the addition of new sports for Coach of the Year consideration. Sara reported on the numbers for the sports discussed last year; lacrosse, competitive cheer, bowling, and esports. These have not yet reached the requirements for being added as a stand-alone sport.

Other sports were discussed; boys volleyball, girls flag football, and girls wrestling. These sports should be watched as they are growing. There was also discussion about how many years the sports need to have been running before they could be added. 5 years was suggested as a good number so these coaches could start



getting involved in the NHSACA. The committee will continue to monitor these sports so they can be added when appropriate.

iii. NHSACA Media Resolutions & Publications Committee

1. Re-engage Committee Members

- Send a personalized email **recapping expectations** and requesting availability for a **virtual** follow-up meeting before the next scheduled conference.

2. Establish a Standing Agenda

- Draft and circulate a **quarterly agenda** with action items, timelines, and publication deadlines. This will create accountability and provide structure for future collaboration.

3. Digital Asset Oversight

- Evaluate the NHSACA's **media platforms** (website, newsletter, social channels) to align content with organizational priorities. Solicit committee member contributions for future articles, highlights, or spotlight pieces.

4. Resolutions Process Review

- Work with the Executive Board to **determine if resolutions should continue** under this committee's purview or be reassigned for better alignment with current organizational structure and participation.

Not going to do anything not doing with action, to doing with action,

Motion no longer resolution, actually do something. Review annual resolution process for the board.

Friday night should only be highschools,



Resolutions must be presented with action to be taken, and financial support must not tie us to financial obligations.

Henry motioned, Bill second, Passed unanimously.

iv. Region Directors, Growth and Development

They suggested sending videos out to the state executive directors, having conventions in non-member states to attract new people, and perhaps having a convention co-sponsored by NHSACA and NOCAD.

Different locations – Awards convention. Still have football finalists, Shoot the shit and pass information.

Limit Hall of Fame to two. More than that one association. Assist for each state. Education from other associations. Webinars that we put out. How many people will get on those and don't know if that is enough anymore. That is more prevalent to have more individual associations. Florida has 6 State associations.

iv. Professional Education

Ted Schroeder said they have some leads to find additional instructors. Jim Okler will investigate newsletter publication. Podcasts have good feedback. Send in suggestions for topics. Rick Ringeisen talked about a book by Hugh McCutcheon called Championship Behaviors. They have a way to provide books at cost for the states. Contact him if interested.

Working with Scott on that.

Scott is working on interviewing finalists with prepared Questions for podcasts.

6) 2025 IRS 990 Filing: Scott

Filed Taxes – Tim and Scott pay their own taxes, and it does not go through the association, so we received a check for 6 thousand dollars back for taxes.

We should have about \$175,000 when all checks come in.

7) Financial Report: November 1, 2025 – Present: Scott

a) Bank Statement (Current): Scott

b) Financial Statements (Current): Scott



c) Budget, (Current): Scott

d) Upcoming bills/expenses

a. Executive Director expenses

i. Office Expenses

ii. Insurance Payment

iii. Florida Filing Service – \$595.00

Financial Report: move to accept by Bubba, second by Dan, motion passed

8) 2025 NHSACA Dual State Paid Memberships: Scott

Only 12 states paid so far, Scott will reimburse SD this week.

In future conventions, we need to be able to keep state and national books separate, so we are more sure of which ones are state. We need to have the state there checking members before they go to the national registration.

Motion to have Scott pay the SD bill.

Motion Jim, Bubba second, motion passed.

9) 2025-2026 NHSACA Board of Directors Members Spreadsheet: Tim 1

The spreadsheet was discussed.

10) Review of Regional Representatives: Scott, Henry 2

The terms and members of the Region Representatives were discussed.

11) Review of Sport Chairs: Bubba, Bill 3

i. Special Sports Chair Position:

Georgia Adolph 4-5

Bill made a motion to approve, Henry seconded, motion passed.
Congratulations Georgia



12) Website Update: [Scott](#)

I. Updated Convention Documents - [Bound](#)

Information has been updated.

II. Updated Layout

Discussed

13) NHSACA Awards: [Tim](#)

a) Distinguished Service Awards

- I. Group A: MSHSCA – Minnesota State High School Coaches Association
- II. Group B: MHSCA – Michigan High School Coaches Association
- III. Group C: OACA – [Oregon Athletic Coaches Association](#)
- IV. Group D: LHSAA – Louisiana High School Coaches Association
- V. Group E: GACA – [Georgia Athletic Coaches Association](#)
- VI. Host State: IGCA – Iowa Girls Coaches Association

Henry motioned to update DSA award list, Bill seconded, Motion passed.

b) Carey E. McDonald National Citation Nominees 6

I. Refer to the BOD handout with the award winners identified

Discussion held. Tabled to next meeting

c) Dwight Keith Award Suggestions 7

i. Discuss possible nominees

ii. Bring Nominees to spring meeting with supporting information

Discussion Tabled

d) Kathy Holloway Women of Inspiration Award 8

I. Review Award [Criteria](#). 8

Current Nominees: [Susan Alstrom, MN](#); [Ruthie Dugal, LA](#), [MT Candidate Maribeth Sarnacki, CT](#); [Sheryl Solberg, ND](#), [Lori Mabrey, NM](#)

Discussion Tabled



- 14) 3rd Vice-president recommendations: [Tim, Scott](#)
Refer to B.O.D. list. Potential from previous Boards?

Discussion Tabled

- 15)
2025 COTY update: [Tim](#)

- a) Updated Documents to nominees (Review Documents on website)

Randy has updated documents on the website.

- b) Timeline for this year [9](#)

The timeline has been sent out. We have had to extend the timeline every year since covid and we may have to again this year, but we will try to get the state associations to have all their documents in on time.

- c) Bios for COTY Finalists: Hutch

John has agreed to do the bios again.

- d) Missing State Rosters [Tim](#)

- a. **Arizona**
- b.
- c. **Texas -???**
- d.
- e.
- f. **Florida**
- g.
- h. **Louisiana**
- i. **Oklahoma**
- j. **New Jersey**
- k. **South Carolina – Dropped**
- l. **Wyoming**

a. State Rosters Received:

- i. **Minnesota**
- ii. **Michigan**
- iii. **Nebraska**
- iv. **Illinois**
- v. **Montana**
- vi. **North Dakota**
- vii. **South Dakota**
- viii. **Wisconsin**
- ix. **Illinois**
- x. **Iowa**
- xi. **Mississippi**
- xii. **New Mexico**



- xiii. Colorado
- xiv. Alabama
- xv. Indiana

e) State suggestions -CO, AL -

16) 2023 Hall of Fame update: Tim

a. State Rosters Received:

- i. North Dakota
- ii. Connecticut
- iii. Iowa
- iv. Nebraska
- v. Mississippi
- vi. South Dakota
- vii. Illinois
- viii. Michigan
- ix. Minnesota
- x. Texas ????
- xi. Wyoming
- xii. Wisconsin

17) 2026 Convention update: Scott

HYATT REGENCY CORALVILLE HOTEL & CONFERENCE CENTER
300 East 9th Street Coralville, IA 52241

a) Banquet Site: Same

b) Convention Date: June 29-July 1, 2026

c) Overflow Hotel: ???Homewood suites

d) Convention schedule:
Will have at least 2 General Sessions

e) Leadership classes: June 29, 2025, Incorporated

f) Meal functions

I. Hall of Fame Banquet (Tuesday, June 30)

II. COTY Awards Banquet (Wednesday, July 1)



III. NHSACA Board Outing (Sunday, June 29)

We will have the board outing at the hotel and the social afterwords.

g) Speakers:

I. General Session:

Scott has many of the speakers ready to go. Many of them are volunteering their time.

18) Online Registration

We would like to keep the registration prices the same for this year if people preregister but have a higher price if they do not preregister to encourage preregistration.

- a) Convention registration fee: \$125.00 / No Changes – May have to address in the future.
Kids meal - \$20.00

b) Merchandise Sales: Discussion

We would like to establish a store that will be open all year round.

19) 2027 Convention : Bubba, Tim 10-12

I. Site: Biloxi, Mississippi

II. Dates: June 28-30

III. Hall of Fame Banquet: Tuesday, June 29, 2027

IV. COTY Banquet: Wednesday, June 30, 2027

V. Leadership Class: Incorporated into the morning of, June 28, 2027
1 Graduate Credit (NDSU??)

VI. College Credit: Monday through Wednesday, June 28-30, 2027
1-2 Graduate Credit (NDSU??) Outside work required

VII. NHSACA Board Dinner:
Held at hotel Monday night.

20) 2028 Convention Update: Henry

I. Site: Nothing to present at this time.

21) Mid-month newsletters: Review these: Scott

Quarterly Henry wanted to try newsletters in Fall Winter Spring, Convention One.
Henry motioned to do away with monthly newsletter and go to a tri-annual letter.
Bill seconded and motion passed.

22) NHSACA newsletters: Tim 13

Instead of newsletter – quarterly newsletter -

23) Items from the floor: Dan

24) 2026 Potential Special Meetings and Spring Meeting



- i. Spring Meeting: [corresponding date](#)

Spring 2025 – Zoom Meeting

Sunday, March 16th, – 12:30 p.m. CDT Start

A special meeting to address the executive director position will be held in January.

25) Adjournment

Scott adjourned the meeting at 3:34.