

ISWA Monthly Meeting

December 10, 2017

Call to Order:

Keith Davison called the teleconference meeting to order at 3:05pm.

Roll Call:

Board Members: Keith Davison, Tina Fouts, Jeff Strueder, Chris Lynch, Jim Tonte, Randy Amos, Pat Culp, Jason DeLois, Sarah Frisz, Michelle Kaster, Jason Miller, Gary Myers, Jake O'Neill, Jennifer Pierson, Thomas Pompei, Linda Robinson, Danny Struck

Staff: Tina Tonte, JD Minch

Secretary: Tina Fouts

- Presented November minutes
- Michelle Kaster made a motion to accept the minutes
- Chris Lynch seconded the motion
- No discussions
- Motion passed unanimously

Treasurer: Jeff Strueder

- Had emailed his report to the office but it was not distributed, will be uploaded
- Will show as of the end of November, a negative \$13,000 that represents a substantial transfer from PayPal
- Still working through Sharon Dowden's name as owner of our PayPal account but it doesn't affect our ability to do business
- Due to the inability to actually review the report, Tina Fouts motioned to move the approval to the February board meeting
- Pat Culp seconded the motion
- Motion passed

Old Business

Review of process to replace officers

- Keith Davison reported that 3 officers' positions were replaced using undocumented protocol, used previously for these occasions
- Currently a committee is in the process of reviewing and updating our bylaws. The situation of replacing executive officers who resign mid-year will be addressed in the updated bylaws
- Discussions about the choice of replacing JD Minch's position with Jim Tonte
- We have a functional team of officers in place and will be moving forward
- Tina Fouts reported the members of the committee reviewing/updating the bylaws
 - Tina Fouts, Steve Pugliese, Pat Culp, Sharon Dowden, Rex Peckinpugh, JD Minch
- The intention is to have the proposed updated bylaws ready to distribute by the end of March for review by the board and then to present them to the full body at the annual meeting in September
- Keith Davison spoke of being an effective board and to lead positively
- Asked that we move forward as a board, asking that we all maintain the positivity and try to respond with our frustrations or disagreements in a positive manner
- Asking all board members to help with recruitment when we have a board member resign, as Tom Dolly did 2 days ago
- With regards to Tom Dolly's resignation, we need to be reactive as far as replacing him, but if we can be proactive, we can have names at the ready if someone else resigns
- Jason DeLois would like to become more involved with the board

Fund Raising

- Keith Davison asked for all to keep their ears open and bring any possibilities for fund raising to him so that he can reach out to them
- Some companies will match volunteer hours with donations

- Jennifer Pierson stated that Finish Line has a program for donations to community organizations – she isn't sure if the ISWA would qualify
- Will forward information to Keith Davison so that he can look into it
- Jake O'Neill had reached out to a steel company but wasn't successful
- Will be reaching out to Cummins soon as the wife of a local wrestling coach works there
- Jake O'Neill would like some guidance/help on the fundraising tasks
- Keith Davison stated that we will address that shortly in this meeting when we discuss replacing open positions on the board
- Pat Culp mentioned that someone might want to check with Parkview – they give great donations. She doesn't know anyone there but she knows that they are great at supporting sports state-wide
 - Thomas Pompei's wife works for Parkview. He will talk with her to see if she knows who to contact

Safe Sport Roll Call

- Individuals who have not yet complete Safe Sport need to do so ASAP
- Tina Tonte has added a link to the Safe Sport certification course on the website
- Keith Davison has a message in to Les Gutches with USA Wrestling to see if additional information on the website

Cadet Duals

- Being held in Spokane, WA
- Thomas Pompei and Cory Graham (team leader) are working on this
- Jake O'Neill reported that they have been discussing taking 1 large team of around 27 members and the athletes can wrestle both styles
- Bus is probably not going to work for transportation
- Sarah Frisz will reach out to airlines to check costs and timing
- Keith Davison asked for a committee to be formed to work out details
- Danny Struck stated that by the end of January he will have one coach assigned to each duals trip
- Keith Davison stated that United Airlines is the official airlines of USA Wrestling – Sarah Frisz will look into it

Schoolboy Showcase at NCAA

- Jim Tonte stated that he was contacted by Alex Joseph and Tiffany and that he has a call into Christina Hargrove with USA Wrestling who has not gotten back with him
- Still waiting to hear back from Pete Isais as well
- Has been told that the NCAA doesn't want to allocate tickets for the kids any longer but he hasn't had that verified yet
- Waiting to hear back regarding the situation

State Tournament Vendor choice

- Keith Davison reviewed the decision to choose 3x Gear as our state tournament vendor for this year (they were our vendor last year)
- He apologized for not presenting the decision to the full board for approval
- No questions were raised

Elementary State Duals

- Chris Lynch asked Pat Culp, Tina Tonte and JD Minch what the date is for getting names to the vendor for the back of the shirts
- Pat Culp needs the names of the teams participating as well as a coach's name and email address
- Tina Tonte will make sure that she has that information
- Discussion about setting rules for next year's tournament regarding year of birth

New Business

Open communication

- Keith Davison discussed the fact that anything we are doing should be discussed with the entire board such as strategy, leads for fundraising, etc.
- Going to try and do this moving forward so that we are doing things in a more democratic fashion

Safe Sport Issue

- Had a complaint against a coach that was brought to us by the mother of an athlete

- Has been forwarded to Les Gutches with USA Wrestling for review
- Les Gutches decided that USA Wrestling should be handling the investigation
- Letter was sent to the club of the coach involved informing them that they need to cease operation until the investigation is concluded
- They can hold no practices or sanction any tournaments – temporarily suspended
- Michelle Kaster has asked that these types of incidents be communicated more openly as she was caught in the cross-fire of this investigation with questions and she knew nothing about it
- Section Director needs to be aware of situations such as this
- Keith Davison asked that Disciplinary Committee notify the Section Directors regarding investigations, suspensions, etc.

Board Structure

- Keith Davison reported that our bylaws allow for 30 board members
- We currently have 21 directors with the following positions open
 - Equipment Director
 - Women's Director
 - RTC Director
- Fundraising Development Director candidate – Nancy Campbell
 - Principal in the Floyd Central school district
 - Bringing to the board for their thoughts
 - Jennifer Pierson feels she would be a good asset to the board, has a lot of contacts and a good way of speaking and presenting things. Thinks she would do a great job
 - Jim Tonte talked about what a great asset she was at the Walker Career Center and Warren Township Schools and that she has more contacts now that she is working in the southern part of the state. He thinks she would do a great job
- Jake O'Neill mentioned someone that he thought might be interested
 - Scott Brannon with Simon Youth Foundation – wrestled at Ben Davis and Wabash College
 - Feels he would be a good candidate – this is what he does for a living
- Keith Davison said that we need to be selective in our choices and not just fill a position to be filling it
- Will reach out to Scott Bannon to determine his interest. Jim Tonte feels he would do a good job as well
- Jason Miller asked if there would be a conflict to have them both do it
- Keith Davison feels one person should be in the role for accountability
- Keith Davison is thinking of having a director and a committee to work on fundraising for the organization
- Asked the board if he could have permission for the Executive Board to do a little more due diligence and then extend an offer to the appropriate candidate
- Jason Miller made a motion for Keith's request to be approved
- Jennifer Pierson seconded the motion
- Motion passed with one dissention
- Keith will move forward with this and will have a director by next week, with a committee

IT Director (open position)

- Chris Pruitt has been doing work for us in the office and has provided a lot of help and charged us a little bit
- Tina Tonte has had a positive experience
- JD Minch has only met with him once
- Keith Davison spoke with both Pat Culp and Patt VanHorn about IT needs for tournaments
- Wants to make sure we are doing our due diligence with our choice for IT Director
- Pat Culp indicated she has talked with him a few times about what the needs would be at tournaments
 - Wi-Fi at tournaments, new computers (warranty was found)
 - Has to make sure we can get trackwrestling downloaded for streaming
 - Stated he seems nice enough but she cannot honestly give her recommendation yet as she has not really worked with him yet
- Keith Davison asked if she would like to have him involved with Elementary Duals
 - She indicated that she would like to have him help
 - Bigger issue is that she needs to have him get the new computers up and running for High School State
 - Will know more after next week
- Keith Davison stated that we are not yet ready to move forward and we need to continue to do our due diligence

Regional Training Centers (RTC) – Open Position

- Danny Struck has been in discussions with the Coaches' Council and they have created a committee
 - Danny Struck, Jim Tonte and Leroy Vega
 - Will be working to evaluate attendance at RTCs and what direction we need to be moving
 - Working to create a job description
 - Goal is to have practice format in place and expectations of a RTC and how they should conduct themselves
 - Leroy Vega has confirmed that if he was called upon to serve that he might consider it
- Mission statement/job description will be completed in January
- Plans to re-evaluate locations for 2019 since they are already printed for 2018

Women's Director – Open Position

- Tom Dolly resigned as of this past Friday
- Jason DeLois and a few others have expressed interest in becoming involved
- Danny Struck would like the coaches' council to make the recommendations for Women's Director and RTC Director
- Tina Fouts stated that we need to make sure that the individuals who take on these roles understand that they need to help in running the state tournaments

National Teams Gear

- Keith Davison has aggregated the national teams headcount to give vendors an opportunity to bid
- Asked if there are any candidates for the Equipment Director's role – no one spoke up with recommendations
- Continuing to look for the right person to fill the role
- Asked who was on last year's committee so that we can get things rolling in the next couple of weeks
- Chris Lynch explained the tasks/duties that need to occur are as follows
 - Reviewing the vendor, description of the equipment, doing the bids, seeing what fits into the budget that was set, quality of gear, design, ordering, making sure it gets to where it needs to be
 - There is typically a committee in place that helps the director through the process
- Discussed tournaments involved that will need national gear
- Jason DeLois asked for a copy of the job description – Tina Tonte will send to him

Consultant & Staff Reports

- **Law & Legislation – Steve Pugliese**
 - Not present – no report
- **Sports Medicine – Nicole Moss**
 - Not present – no report
- **Membership Staff – JD Minch**
 - Current athletes – 4539; current coaches – 764; current officials - 79; current clubs - 147
 - Still have people who need to sign the Conflict of Interest and Whistleblower forms
- **Director of Services - Staff – Tina Tonte**
 - Processing club charters and sanctions
 - Making follow up calls for clubs who have not renewed
 - Follow up calls to clubs who have paid and applied but not listed current USAW cards (currently 7 clubs)
 - Collecting Elementary dual team forms and payments and emailing Ryan Parris updates
 - Currently 2 large teams and 3 small teams spots open
 - Updating website with new google form for officials/referees
 - Added Safe Sport policy under "About Us" tab and Policy/Bylaws link
 - Creating club pages and assisting clubs with admin access (currently 140 club pages)
 - Updating and promoting events on website & social media, created news articles with USAW updates
 - Prepared John Hurre nomination letters for JD Minch to mail
 - Labels will be created for Linda Robinson for Scholarship mailing by the end of the week
 - Updated online club charter application to stop application if club selects "yes" to practice being held at a home or residential dwelling per Steve Pugliese's request
 - Added address of practice location to the application

- Created FaceBook Directors' Group event to best communication with directors regarding Tele-meeting
- Emailed directors agenda, minutes & report to help with minute taking in a new meeting format this month
- Emailed Patt VanHorn about coaches' lanyards and Elementary Duals awards
 - Will need to order sleeves if tournament committee wants coaches cards on lanyards
- Ordered supplies needed for January tournament – preparing to pack 33 skirts
- Emailed Nicole Moss for any Sports Medicine needs – office expects shipments by the end of the month
- Checking coaches cards of those teams who submitted entry form/coaches list
 - Validated all teams thus far are chartered clubs
- Prepared Dell receipts/Dell boxes/paperwork to return computers
- Working with team to determine what is needed for the Elementary Duals as far as supplies
- Working with Jeff Strueder on office income/expenses paperwork
- Sent November newsletter, preparing December newsletter and will email with November approved minutes to all clubs and directors
- Working with Chris Pruitt on Office 365, emails, file sharing options, group lists, etc.
- Requested office copier to be looked at – not consistently working and showing malfunction problems
 - Hoosier Copy printer is also not printing consistently
 - Requested Chris Pruitt look at this before calling Jeff Stenson with Hoosier Copy
- Office is running smoothly
 - JD Minch assisting with birth verifications and tackling the publication
- Emails coming in weekly about when the books will be shipped and if it will be available online

Directors Reports

Vice Chair– Chris Lynch

- **Tournament Director – Patt Van Horn**
 - Report via email
 - Continue to work on Elementary and Folkstyle State
 - Asked Ryan Parrish to work with Brandi Cash and Chris Lynch for state champion shirts and Randy Amos for the tournament worker shirts
 - Asked for information as to how she will be conducting the teleconference call for her tournament committee meeting the following Sunday at 10am
- **Tournament Staff Director – Randy Amos**
 - Design sample for volunteer shirt provided by Patt VanHorn
- **Hospitality Director – Linda Robinson**
 - Trying to get online to see when the Heartland Duals qualifier at Warren Central is being held – March 4th
 - Kandace and her gang will be at Elementary Duals
 - Snacks and beverages will be served out of the hospitality room with lunch being served out of the concession stand as it has been done in the past
- **Pairing Officials Developmental Director – Pat Culp**
 - Reaching out to clubs and setting up tournaments
- **Indiana Representative to National Pairings – Jean Whetstone**
 - Report via email
 - Has been working on local tournaments and high school tournaments as well as setting up upcoming tournaments
 - Helping Pat Culp when she needs it
- **Equipment Director – Vacant Position**
- **Mat Officials Developmental Director – Mark Mundy**
 - Report via email
 - Working to get officials renewed and schedule to work tournaments

- Travelling to cover freestyle tournaments
- **Folkstyle Referees Developmental Director – Bart Welch**
 - Report via email
 - Filling spots for all of the upcoming tournaments (next being Elementary Duals)
 - Selected to be one of the 14 officials to officiate the DIII National Tournament in Cleveland Ohio
 - This is being held the same week as ISWA Folkstyle State Finals so will not be able to help until late afternoon on Sunday
 - Will talk to a few officials to arrange setup as head officials for each gym at state and will communicate this information to the board
- **Section 1 – Mark Galka**
 - Report via email
 - 13 clubs that still need to complete their charters – they have completed one or more parts of their application
 - Several have not sent their USAW coaches/officials card number and some have not completed Safe Sport
 - Some didn't even understand they had to do this
 - 21 clubs have fulfilled their charters in section 1
 - Has reached out to all these clubs on several occasions – it's a matter of getting their paperwork completed and sent to ISWA office
 - A couple of clubs have reported that they are not renewing this season
 - Will continue to attend local club meetings and tournaments and seek out all their questions and concerns
- **Section 2– Mary Friedt**
 - Not present – no report
- **Section 3 – Jennifer Pierson**
 - 19 of 57 clubs still in process of renewing – some partially complete with a couple not planning to renew
 - There are a couple of clubs that are not in a hurry to renew and plan on doing it in January, due to high school season in process
 - Attending local tournaments – was at Beech Grove for duals and a JV tournament
 - Working with Tina Tonte on the John Hurtle nominations, due by January 1
 - Scheduling committee meeting to review nominations – award to be presented on February 18th at the banquet – needs to give the name to AM Awards
 - Will schedule a teleconference meeting after Elementary Duals and proceed from there
 - Section 3 has four tournaments remaining this month – Zionsville Beginners, Perry Elementary Duals, Warren Elementary Duals and RWF Elementary & Middle School Duals
- **Section 4– Mark Stevenson**
 - In contact with a few clubs in section 4
 - Was at Franklin Elementary duals and talked to some clubs there, checking in to see if they need anything
- **Section 5 – Michelle Kaster**
 - Has been in contact with a few of the clubs
 - Everything seems to be going ok – a few bumps but she is working with them to try to work them out
 - Asked when is a good day to come by the office to pick up labels for scholarship letters to enable her to mail her portion – Tina Tonte said the labels should be done on Thursday
 - Sending emails to clubs
- **Vice Chair – Jim Tonte**
 - **State Coaches Director – Danny Struck**
 - Things are going well
 - Coaches' council members are really excited and getting a lot of jobs done
 - Will have coaches' staff selected faster and RTCs will be run more efficiently with this council in place

- Coaches' summer at the Olympic Training Center was a great learning time for our 5 Indiana representatives
- Over 130 coaches attended the IHSWCA clinic where we always plug ISWA
- Asked all to make sure that we are having all coaches of all trips to go through the application process – ensuring proper forms filled out which allows us to keep track of all interested parties for future trips
- **Cadet Director –Jake O'Neill**
 - Has communicated with Thomas Pompei about selecting staff for Cadet duals
 - Was informed that Corey Graham was selected for Team Leader for the trip
 - Communicated with Corey Graham about wrestlers and coaching staff for the trip
 - Was suggested that we aim for one team of 27 to go on the trip with a team leader and two coaches
 - Solicited Steel Dynamics for a sponsorship and/or donation for the Cadet Duals trip – was declined
 - Asked about the cost of sending out the publication and wondered if we could offer the printed book but they pay \$5 (or some nominal fee) for it
 - Jeff Strueder reported that we paid \$11,378 last year but unsure if that included postage
 - Determined this is a valid discussion but it will have to be for next year
 - Suggestion was made to form a committee to look into the possibility of a change in delivery for next year – additional strategy – Keith Davison wondered about instead of waiting until June, wondered if 6 months is ample time to make the decision
 - Maybe look at getting someone to do a digital book for Fargo and we could ask them to do a digital copy of our publication as well
 - Tina Tonte said that Jason Miller talked about a website – getting framework built for Fargo; Jake stated that Danny Struck has a network of emails that could be used for college recruitment guide
 - Danny Struck recommended a google doc and email
 - Keith Davison reported that there are some pretty cool pictures of Spokane that we could use through social media to try and sell the trip. Jake will work with Corey Graham and Danny Struck to pull some stuff together
- **Junior Director –Brady Eppert**
 - Report submitted via email
 - Working on what gear is needed for duals and Fargo
 - Helping to come up with camp or training for duals and Fargo
 - Helping to come up with coaches for Junior Duals and Fargo
 - Here to help in any aspect of our board
- **Kid's Director – Jason Miller**
 - Was on the call but nothing new to report
- **Folkstyle Developmental Director – Ryan Parrish**
 - Report via email
 - Continuing to work with Patt VanHorn and Tina Tonte getting ready for Elementary Duals State
 - Last count we had 15 teams in the large division registered and 5 in the small
 - Would like to get a minimum of one more small team and hopefully 3 more
 - Has reached out to several teams from last year's small division and have not had any luck filling the last three spots
 - Anyone with any other teams he could try, let him know
 - Plans to send a detailed list of rules and instruction in about a week to all coaches regarding not only a few specific things, such as turning in roster, but also conduct that will be expected
- **Regional Training Center Director – Vacant position**
- **Greco Director – Gary Myers**
 - Texted report to Jim Tonte
 - Will be sending clinic request by Friday of this week for Greco clinics this spring
- **Team Leader Director – Thomas Pompei**
 - All team leaders finalized – talking and working with Junior and Cadet Directors

- Alex Joseph is working on marketing for Junior Duals – trying to put something together to sell the trip
- Corey Graham is working with Jake O'Neill
- **Women's Director – Vacant Position**
 - Jason DeLois talked to Tom Dolly – he suggested some things that he was trying to do – reaching out to the tournaments sanctioned so far to see if they are offering a women's division
 - If we know this we can outline that in the flyer, etc.
 - Jason stated he will be more than happy to reach out to them to ask and ask if they are interested in hosting a women's division
- **Cultural Exchange Director** – Lou Silverman
 - Not present. No report
- **Transportation Director** – Sarah Frisz
 - Not much new – reserving hotels for tournaments within the next month
 - USA website doesn't have the schedule up yet for Fargo so dates are still not confirmed
 - Going to continue to look for deals for flights to Washington for Cadet Duals
 - Looked at United's website and found a phone number to call for teams and will do that soon
 - Looking for approximate cap for cost for athlete
 - Will look for a different option for hotels for Folkstyle state
 - Travel dates for Fargo will probably be the same as previously discussed

Motion to Adjourn

- Michelle Kaster made a motion to adjourn
- Jennifer Pierson seconded the motion
- Motion passed unanimously.

Meeting Adjourned @5:49pm

Next Board Meeting, Sunday, February 4th at 12:00 pm at the office

Tournament Meeting, Sunday, February 4th at 11:00 am

Respectfully submitted,

Tina Fouts

ISWA Secretary