

ISWA Monthly Meeting

April 5, 2020

Call to Order: Meeting called meeting to order at 12:28 pm via Zoom

Attendance:

Board Members:

Pat Culp, Tina Fouts, Jennifer Pierson, Blake Maurer, Roby Webster, Jodi Webster, Ben Nicely, Darby Nicely, Linda Robinson, Jeanne Whetstone, Ryan Parrish, Jimmy Tonte, Bart Welch, Michelle Kaster, Mark Mundy, Jason Miller, David Boone, Jeff Strueder, Brady Eppert, Thomas Pompei, Chris Pruitt, Jake O'Neill, Nancy Campbell, Danny Struck, Mary Friedt, Jason DeLois, Lou Silverman

Staff: Tina Tonte, JD Minch

Consultants: Chris Pruitt, Zach Errett

Guest: Josh Curry, Avon

Secretary: Tina Fouts

- Presented February minutes, which were sent in advance by the office, to review and provide updates
- Ryan Parrish made a motion to accept the minutes
- Jean Whetstone seconded the motion
- No discussions
- Motion passed unanimously

Treasurer: Jeff Strueder

- Report submitted to all in advance via email for review
- Reported CD balances
- 3x gear is contractually obligated to \$15,000 per year to be our vendor. The only thing they have done this year is elementary duals and they have shared that was a money loser this year. No money has come in from them yet this year. Don't know how, contractually, we can hold them to the contract since we do not have the events.
- No large donor this year. Had budgeted \$20,000. 50% through the season.
- Publication was considerably over what we budgeted but better product.
- Events – Elementary Duals was a net positive \$5,590.65.
- Middle School Team Duals showed a negative amount
- Folkstyle State is currently showing a negative
- \$2740 of Heartland Elementary income (possibly from refund checks not yet cashed). If we get complaints or calls back, some of them may not have gone through. Asked if anyone comes to the office of Jason Miller to please let him know.
- Discussed the amount that we are in the hole for Folkstyle State (awards, hotels, etc.).
- Pat Culp stated that USA wrestling sent out information for small business loans and luckily, we do not have to utilize them. There are many states that will have to go down that road. Jeff said the accounting firm has emailed him 3 times trying to get him to apply for a loan, but our financial position doesn't warrant us taking advantage of it.
- Linda Robinson asked if the publication was still less than in the past. Jeff Strueder stated he can get the information on year over year.

- Linda Robinson said we can discuss at the budget meeting.
- Financial compilation completed by the accounting firm. Will have them come to a meeting to go over what they have done, once things slow down.
- They have recommendations of processes to make sure we are doing things under the law. Not for Profits are under a lot of scrutiny, our expenses shouldn't be listed as administrative fees (salaries, mailings, etc.).
- They want things divided out to show what we are working on and where those fees are going.
- They want us to keep scholarships separate and a process as to how they are decided.
- Insurance – Linda Robinson's husband put a snapshot together as far as what we pay now and what was quoted.
- The quote we received would be able to save us \$1279 per year on insurance costs.
- Jeff Strueder asked about Workman's Compensation and is it necessary
- Linda Robinson's husband said that if we have employees, we are required to have workman's comp – it is a state regulation.

Old Business

14U Duals

- Previously discussed.
- As of right now the tournament is still on.
- Pat Culp asked Linda Robinson if we have it at Franklin, has she arranged for warmers, refrigeration, and additional items previously noted.
 - She stated because of quarantine situation, she has been unable to look into. Hopefully after 14 days is over, she will go out and look.
 - Hopefully next week or week after.
 - She will have it to report on by next tournament meeting.

Freestyle Qualifiers

- These have been waived for this year

Investments

- Discussed that this might be a good time to put the rest of the money earmarked for investments, into the market
- Pat Culp will meet with Linda Robinson and Jeff Strueder

Awards Podium

- Jason DeLois reported that the podium in the garage at the office.
- Reported that we decided not to do graphics, numbers 1-8 are on the podium.
- They are individual boxes, which are easier to move.
- J.D. Minch asked what we want to do with the old one.
- It was discussed that there might be a local club could that could use it.
- Jason Miller asked about seeing if clubs want it and come up with a way to determine who gets it.

Middle School State

- Pat Culp reported that the inaugural event was a huge success.
- We had a wait list for participants.
- Carmel was a good place to hold it but need more bleachers.
- They were amazing at helping with the tournament.
- Ryan Parrish thought it went well.

- We took 16 teams and had 5 on wait list.
 - Will definitely grow this event in the future.
 - Center Grove won the tournament.
 - Thinks we will keep working to grow and hold year after year.
- Josh Curry ask if there has been any talk about changing the date.
- Pat Culp explained that we discuss tournaments in the June board meeting when we set our calendar.
- Also looking at Folkstyle State being held on Big 10 weekend and if we need to change.
- Ryan Parrish explained that this year, we used the only date available
- Discussions around the expenses at Middle School State.

Folkstyle State

- Pat Culp reported this was discussed in the tournament committee meeting and will be reported by the committee

Heartland Duals

- They are looking at maybe holding this later in the summer. It has been postponed at this time.
- Pat Culp reported this was discussed on USA Wrestling call.

Scales – purchasing 4

- Pat Culp reminded the board that we currently have one scale missing, possibly from a trip.
- We are looking at scales from track wrestling. Justin Tritz sent 4 scales that will automatically upload the weights by scanning bar code on athlete card.
 - Comes up red or green. If they don't make weight, it will not allow you to move on until we change the weight class.
 - Price will be provided soon.
 - They are also coming up with an adapter that we can use on our current scales.
- Scanners can also be used for attendance through USA membership.
- Jennifer Pierson asked if that will save time (checking books after weigh-ins are finished).
- Pat Culp confirmed we will no longer need to do that and will eliminate the need for a 3rd person at each scale.

Towel Tappers

- J.D. Minch is looking up prices, they will be about \$15 per tapper.
- 30-50 are needed between ISWA and the Coaches' Association
- J.D. Minch reported they will give us a 20% discount if we order a certain number.
- Our current towel tappers haven't been washed for several years.
- These can be washed and sterilized per J.D. Minch
- He thinks now is a good time to get them with 16U's coming up.
- The board took a vote and voted to purchase.
- Talked about needing to personalize. This will help identify they are ours if someone runs off with one.
- Bart Welch asked if we should get extras.
- Pat Culp asked to have 30 ordered
- Discussed blue or black because of darker color.
- Personalize with ISWA

Committee Reporting

Coaches' Council

- Jimmy Tonte reported that he sent a text to coaches and directors – brainstorming about picking teams and if we had to use a delayed State tournament or Central Regionals or recommendations from a committee.
- Would like to finalize based on if these things will happen. Still in progress.
- Thinks stories for the social media
 - Would be nice to report on any wrestlers helping during the crisis
 - Would be great to add to social media.
- He would like all people that report to him to send 2 or 3 things that they would like to see developed in their area.

Disciplinary Committee

- Pat Culp said we have had a couple of emails come in.
- Needs to make sure we get Steve Pugliese involved as he needs to.
- Brady Eppert will send his opinion to the remaining committee members.
- Pat Culp stated a leader in 2018 was having practices at a venue that was not sanctioned.
 - Was not a club, was just a facility he was using for practices
 - The lawsuit is going on, we were made aware about 2 weeks ago and it is going to governing body (USA) and ISWA is not being brought into the lawsuit.

Scholarship committee

- Meeting after today's board meeting.
- They have everything they need.
- 23 applications. All submitted online.
- Jodi Webster said that the application only allows 150 characters and some need more than that.
- She will work with Chris Pruitt and Tina Tonte to update these fields to have no maximum.
- Pat Culp stated that we waived current year membership due to the pandemic.
- Will review previous years' memberships because we didn't think it was fair to make them get a membership just to apply for the scholarship.
- Mark Galka unable to attend committee meeting, but sent his thoughts to Linda Robinson.

Tournament Committee

- Roby Webster reported the committee got together before the board meeting to discuss what we will do for the rest of the season.
- They will be meeting again in 2 weeks.
- We are hoping to host an Iron Man in June or July. All depending upon what goes on with the virus.
- Ben Nicely reported the end goal is to find a place we can host when the time comes up that we can host.
- Pat Culp stated we are looking around June 1st, depending upon facility, mindful that wrestling is a contact sport so we have to look at state laws at that time.
- We are looking at different places other than schools, for practicing.

Women's Advisory Council

- Jason DeLois reported no real new business.
- Was occupied with going to nationals so a meeting wasn't set.
- Will set a meeting really soon.
- Would like to talk about Junior Duals and 14U duals teams and then Fargo.
- Hasn't moved forward with much, with everything going on at this time.

Gear Committee

- David Boone reported he is keeping in contact with Rudis
 - They are going to still be able to push our gear through. They are working on it.
 - J.D. Minch reported he had 3 boxes of equipment come in on Friday.
 - David Boone said they should be labeled.
- Jason Miller asked if the gear was branded for Heartland
 - David Boone will check to see if the year was listed.

Annual Meeting Agenda Committee

- Jennifer Pierson reported they have developed a survey going out this week to all club administrators for local clubs.
- This is a quick 5 question survey that will take them about 1 minute to complete.
 - Through Survey Monkey – asking what kind of mini sessions (educational) which will be 20-30 mins in length, and who will be attending the meetings to help focus for the right participants.
 - Sending out this week and then will confirm a deadline for their participation for the survey and take the results and the committee will meet the following week to narrow down the topics and start getting them developed for the meeting.
- Also still be looking at the event – making more efficient.

Middle School Committee

- Jake O'Neill to take the lead on this committee.

New Business

Corona Virus

- Pat Culp reported we have been having meetings with USA Wrestling.
 - Everything from May 10th has been cancelled/postponed.
 - Central regionals would be next up. The coliseum still available. Should know by next week if they still want us to hold Central Regionals.
- USAW is holding weekly calls, communication has been wonderful with us.
 - They are thinking that if they do go ahead with some national events, they will address May first and then maybe look at June or July.
 - 8 weeks to get things going for elite wrestlers
 - Pete Isais thinks they will still be practicing. Thinks younger kids will need less than that because they are more flexible.
 - Discussed finding venues that will allow us to host the 14u's if it is a go (Franklin to see if they will allow us to have it). Hopefully will know next week.
 - All could change depending upon circumstances.
 - USA trying to keep up on each state. They are requiring each state to report each time the governor makes a change.
- Discussed that there are 5 steps of grieving to help explain if people get upset with us, it is part of their grieving process. Just try to remember that.
- We have been putting workout videos on our social media to help keep athletes in shape.
- Would like to put stories out on social media as well. Spoke of Angel Escobedo's story and the violence he witnessed in Gary and how wrestling turned his life around.
- Please share if you have stories that would be good to share.
- Videos should be submitted to Danny Struck, Jake O'Neill, and Ryan Parrish.

Coaches' Licensing Courses

- Copper and Bronze coaching courses will remain open for free.
- Indiana is in the top 5 of states who have had people take the courses

Officials

- Working on education videos to put out social media too.
- Danny Struck asked anyone sending videos to keep them under a minute and to not use other people in the videos.
 - He stated that anything over a minute, Instagram turns it into a story.
 - He also asked to have a caption as to what you want it to say.
 - We are in 3rd place for most coaches taking the course.
 - USAW is leaving it open indefinitely.

Team Qualifiers

- Freestyle qualifiers are waived for this year.
- Will have to work with the coaches on determining team qualifiers.
- Danny Struck, Jimmy Tonte and Pat Culp have spoken about how to pick the teams. Jimmy Tonte has shared discussions with a few individuals.
- Will have to brainstorm on how to get through this year.

Interfaces update

- Reminder that these are the devices that connect score clocks and computers. Have sent them back to the manufacturer. They are giving us free updates.

Consultant & Staff Reports

- **Law & Legislation – Steve Pugliese**
 - Not present, Pat Culp filled board in on current situations
- **Sports Medicine Consultant – Nicole Moss**
 - Not present – no report
- **Technology Consultant – Chris Pruitt**
 - Asked for anyone having problems with email-reach out to him.
 - Pat Culp asked him to put together policy for social media engagement.
 - Licenses look good. Office 365 usage, reporting to office on a weekly, monthly basis.
 - A lot of things available to us through office 365 and he will help anyone that would like to use some of these items.
 - Linda Robinson asked about a question from Jodi Webster earlier, about limitation on characters in the scholarship application – is there a way to make unlimited.
 - He said we can take it back to sports engine to determine if we can do this.
 - Tina Tonte told board members he can help with forwarding email from ISWA to personal email.
 - Tina Tonte said she can update the application to unlimited characters.
 - Jason DeLois needs to have his name changed in Office 365. Told him to get with him after the meeting.
- **Olympic Wrestling Styles Consultant – Zach Errett**
 - No update to report due to current situation, not looking good.
 - Not sure a season will happen.

- Asked from our standpoint, how are we selecting our teams? These are things we need to take a look at. They will be completely different than past years.
 - In the future, we should take a look at what successful states are doing, is there something that we can look at that they are doing and implement for our process?
 - UWW has pretty much canceled everything.
 - Looking at age group championships and whether they can hold them later in the year.
- **Membership Staff – JD Minch**
 - Membership Report
 - 8,973 athletes, (50% new athletes)
 - 1,326 wrestling leaders, up 3% (30% new leaders)
 - 192 clubs chartered, up 1% (15% new clubs)
 - 136 sanctions paid for, up 6%
 - Certified coaches
 - Gold – 1
 - Silver – 4
 - Bronze – 390
 - Copper – 684
- **Director of Services - Staff – Tina Tonte**
 - Has been in communication with USAW, Tony Black, along with most of the state chairs and state services for meetings.
 - Information that comes in, goes out with articles on ISWA.com and social media
 - Also, communication through USAW state emails. These do come from ISWA but goes to all members from USAW.
 - Officials, athletes, wrestling leaders, etc. all get this email.
 - Annual meeting, executive board nominations are going out this week, see her email.
 - Jennifer Pierson asked her to wait until they have their meeting next week.
 - Wanted to thank everyone who got onto their office emails.
 - Reminded everyone to update your password.
 - Would like to start doing all communications through ISWA emails.
 - Social media teams – discovered that twitter decks is something that they have updated so that we don't have to share passwords. Can assign an administrator but still have others post but will have their own passwords.
 - Facebook already had this established.
 - Jake O'Neill, Danny Struck, and Ryan Parrish should be able to give feedback.

Directors Reports

Vice Chair– Administration – Ben Nicely

- Worked on writing up a policy for loaning out equipment. This should help with things like missing a scale, deter from borrowing score clocks, etc.
- It is not really our policy to loan out equipment unless we are hosting.
- Due to expense, we are writing a policy that will state, basically any ISWA equipment is for ISWA-hosted or co-hosted events and an ISWA board member should be present when the equipment is out.
- Any exceptions should be approved by the executive board.
- The responsible board member will sign a waiver (borrower), understanding they will be responsible.

- Once the waiver is complete, will send out to all.
- Working with Mark Mundy to develop video series for social media for anyone interested in becoming officials. Laying out groundwork for that.
- **Tournament Director – Roby Webster**
 - Nothing new to add. Will have another meeting in 2 weeks.
- **Tournament Staff Director – Vacant**
- **Hospitality Director – Linda Robinson**
 - Waiting to see where we are as far as the next tournament.
 - Still looking for refrigeration, etc.
- **Pairing Officials Developmental Director – Vacant**
- **Indiana Representative to National Pairings – Jean Whetstone**
 - Working on emails with all refunds.
 - Submitted ticket and Tiffany is assisting with that.
- **Equipment Director – David Boone**
 - No additional information to report.
- **Mat Officials Developmental Director – Mark Mundy**
 - Working on videos using educational videos.
- **Folkstyle Referees Developmental Director – Bart Welch**
 - Got the other speaker in and when he can go back to the office, will install and the conference equipment will all be in place.
 - Preparing for next season.
- **Section 1 – Mark Galka**
 - Not present. Report submitted via email.
 - Rumors are that some member clubs are practicing in isolated areas.
 - Wants to know what we do if we find out clubs are practicing.
 - Bart Welch thinks we need to send a letter stating they need to abide by the Governor's stay at home policy.
 - He doesn't think there is much more we can do legally.
 - Pat Culp said she could have Steve Pugliese send a letter but she would like it verified first that it is occurring.
 - Jennifer Pierson asked if we are speaking of a club holding practice and yes, that is what we are referring to.
- **Section 2– Mary Friedt**
 - Not much happening.
 - Asked about club sanction refunds
 - Sanctions for tournaments – Freestyle / Folkstyle – Pat Culp reported that USA wrestling is looking at this. They are discussing whether they are refunding or credits.
 - Scholarship – confirmation that the athlete membership has been waived for this year and have to have been member in the past.
 - Pat Culp asked her to wait a week or so to work on table help for Central Regionals.

- Asked if there will be a weight allowance. Pat Culp reported that we have not heard yet from USA Wrestling on this topic.
- **Section 3 – Jennifer Pierson**
 - Was able to get a few tournaments in before closing down the state.
 - Has been answering questions and sending out information to keep people update as they are pushed out to us.
 - Has been fairly quiet.
 - Will pass along that USA Wrestling is reviewing tournament sanction refunds.
 - Nomination committee having meeting on Thursday.
- **Section 4– Mark Stevenson**
 - Not Present. No Report
- **Section 5 – Michelle Kaster**
 - Attended a couple of tournaments before they shut down.
 - Hasn't heard anything from clubs.
- **Vice Chair – Jim Tonte – Programs**
 - Had to leave meeting early. Gave report in coaches' council committee report.
- **State Coaches Director – Danny Struck**
 - Trying to get coaches to send workout videos of 1 minute or less for posting on social media.
 - USAW Coaches' Council has put together an app – trying to have something live for wrestling every day.
 - These are good for coaches' development – every day at noon.
 - All videos we are doing here in Indiana are going onto this app which will be going out nationwide.
 - Coaching list – duals teams were filled.
 - Fargo is the last trip that is filled, he isn't going to fill yet until we know what is happening.
 - Coaches' from the board get first shot at the trip.
 - Choosing coaches will be different this year, dependent upon what happens with athletes and who is going to Fargo to wrestle.
 - NWCA is doing 12 hours of personal renewal process for licensure – teachers could use this for renewal for teachers licensing.
- **Cadet Director –Jake O'Neill**
 - Coaches' Council meeting, discussed social media engagement.
 - Had a coach drop out – Isaac Gray going to law school early.
 - Will work on filling that position.
 - Marian University for 16U and Junior duals camp assuming we are still going.
 - Thomas Pompei will check about Fargo camp.
 - Team selections are the biggest questions we have at this point.
 - He thinks committee selection is the easiest way to go at this point.
- **Junior Director –Brady Eppert**
 - Echoed Jake O'Neill's report.

- **Olympic Styles Development Director – Blake Maurer**
 - Talked about possibly having academies train.
 - Will condense our RTC schedule and go week by week until we determine how to proceed.
- **Kid's Director – Jason Miller**
 - Heartland Duals were canceled.
 - He wondered if we can utilize the gear for next year or a different trip.
 - Reported a great job by Mr. Boone on ordering and getting gear for the trip.
 - Kids Nationals are still to be determined and is still on the schedule at this point.
 - If it does happen, it may be more popular than we thought.
- **Folkstyle Developmental Director – Ryan Parrish**
 - Wants to thank everyone that was involved in helping try to get Folkstyle State to happen.
 - Feedback is that many people still want us to try to have a Folkstyle State.
 - He thinks if we can get back to wrestling, if we can do an Iron Man, that will make people happy
- **Regional Training Center Director – Vacant**
 - Danny Struck reported there were 24 sites.
 - Was difficult to keep this spread across the state.
 - We only went about a month into it and out of the 24, we wanted them to do our practice for ½ hour.
 - Blake Maurer was heading up that.
 - The plan was to give kids in attendance, t-shirts and if they were doing it right, would be giving the sites cash for clinicians.
 - Didn't get that far.
 - Sites were asked to take attendance and only 8 took attendance at their RTC's.
 - Danny Struck would like to take it up again next year, and try to get it through a full cycle.
- **Team Leader Director – Thomas Pompei**
 - Spoke with Coaches' Council the other night – Cory Graham and Alex Johns are going along and trying to pencil in some names for teams if they happen.
- **Women's Director – Jason DeLois**
 - Heartland duals were canceled.
 - Going with one round of gear this year for the girls. Jason Miller believes that the gear is used for the remaining trips this year.
 - Ordered a set for the Heartland trip and hopefully will be able to use for Junior Duals if they happen.
 - Thinks we can build 2 teams.
 - Asked about budget items for girls' trips and wanted to add them to the bus cost.
 - Pat Culp explained that items are budgeted for at the budget meeting and not added mid-year.
 - She reminded him that we need to look at items that we need to add and discuss them at the budget meeting in August.
 - Discussed potential of sending a girls' Junior Duals team and what that cost might be.

- Camp – Jake O’Neill reminded him that they had settled on him doing something separate for girls’ camp.
 - Asked about refunds. Jeff Strueder will check and let Jason DeLois know.
 - Has \$1,000 in his account – Jeff Strueder asked him to send it back because it makes the books cleaner.
 - Was hoping for 20-25 girls to go to Fargo this year.
 - Talking to the girls about going and thinks it will get bigger and bigger each year.
 - We have some highly successful athletes and he’s excited to see how this goes.
- **Fundraising Director – Nancy Campbell**
 - There is talk around the state (from schools’ perspective) that schools are struggling with graduation, etc.
 - This is not happening in her area until August or September.
 - Possibly pushing start of school back, which will affect a lot of things.
 - Fundraising – finally got Defense Soap and they will support us
 - They were going to send donation for samples for our meeting.
 - Right now, it is a hard time to ask people for money, but will continue to reach out.
 - Local clubs in the area are trying to support families who have lost their jobs.
 - She feels that our main job right now is to reach out and let people know we are here.
 - Looking into a grant to help support events that will bring in a lot of revenue to areas.
 - They might bend a little now so she is going to look into those options as well.
- **Cultural Exchange Director – Lou Silverman**
 - Obviously, we will not be having a trip this summer.
 - Planning for next year, will have to wait until calendar is set for 2020-2021 school year and might push the cultural exchange trips back to maybe July or August.
 - Looking at Hawaii for Middle School and Budapest and Prague for High Schooler’s for 2021.
- **Logistics Director – Darby Nicely**
 - Reported this has been a crazy month, with the decision to move Folkstyle State, there were many changes.
 - Indy hotel had to charge us ½ price for one night of 30 rooms, which was in our contract.
 - Hasn’t talked to any hotels for 14U Duals or 16U Duals, but will work to get a contract that has a shorter turnaround.
 - Needs to call Freestyle/Greco hotels to cancel this week.
 - Was waiting for all clear.
 - Needs to know right away if tournament will be changed, so she can make arrangements for rooms.

Josh Curry stated that we can probably do a Greco clinic, trying to put as much on social media as possible.

Ryan Parrish motioned to adjourn the meeting.

Bart Welch seconded the motion. Motion passed unanimously.

Meeting Adjourned @ 3:00pm

Next meeting - May 3rd at noon, location to be determined

Respectfully submitted,

Tina Fouts
ISWA Secretary

A large, faint, diagonal watermark or signature across the page, possibly reading "Tina Fouts" or similar, extending from the bottom left towards the top right.