# **ISWA Monthly Meeting**

April 8, 2018

#### Call to Order:

Keith Davison called the meeting to order at 12:03pm.

### Roll Call:

**Board Members**: Keith Davison, Tina Fouts, Jeff Strueder, Chris Lynch, Jim Tonte, Randy Amos, Nancy Campbell, Pat Culp, Jason DeLois, Brady Eppert, Mary Friedt, Sarah Frisz, Thomas Johnson, Michelle Kaster, Jason Miller, Mark Mundy, Jake O'Neill, Ryan Parrish, Jennifer Pierson, Thomas Pompei, Linda Robinson, Lou Silverman, Mark Stevenson, Danny Struck, Patt Van Horn, Bart Welch, Jean Whetstone

Staff: Tina Tonte, JD Minch

Consultant: Chris Pruitt

Guests: Cory Graham, Chad Fauber (River City WC), Mark Durham (Red Cobra)

# Secretary: Tina Fouts

- Presented February minutes which were sent in advance by the office, to review and provide updates
- Keith Davison asked to keep side discussions to a minimum and for the entire board to support us and the committees we have in place
- Pat Culp made a motion to accept the minutes
- Thomas Johnson seconded the motion
- No discussions
- Motion passed unanimously

# Treasurer: Jeff Strueder

- Draft Treasurer's report emailed to all board members in advance, for review
- Highlights he will break down expenses in reporting to reflect categories. This will aid in budgeting, tracking – any questions please reach out to him
- Isn't able to find a clear accounting of each tournament from last year appears net profit just over \$44,000.
- Heartland Duals is already \$6000 to the negative, not including hotels, etc.
- Tried to break down each trip hospitality, rental, hotels, referees, security, supplies, trainers, gear
- Any bills or receipts please send to Jeff ASAP
- Tina Tonte will be putting report on the website under director's tab.
- Pat Van Horn made motion to approve
- Jennifer Pierson seconded the motion
- No discussions
- Motion passed unanimously

#### **Old Business**

# Presentation - Video Streaming, Mark Durham

- Mark Durham advised the biggest benefit is for the kids.
- Showed Trackwrestling profile with videos attached
- College coaches use this to recruit. Coaches get on trackwrestling and look at the kid's profile and view their videos
- Video streaming is easy. Comes in a kit. Kit is about 1500
- Laptop runs match, tripod/camera and clip it on
- Explained the workings of the camera
- Pitch that he is making is that we have one kit, he has 4 and a guy up the road has one
- He rented for \$75 from a company
- Tiffany has 8 kits all the time, available to rent

- Discussed that a tournament that streamed all mats made money. He charged \$5 for viewing streaming, another person charged \$20 and got more subscriptions
- Helps kids get recruited
- Showed what a switch is and a wifi hub and how they work
- Works up to 250 computers with a range of ¼ mile. Showed workings of these items
- Jeff Strueder asked if we will still be pulling off school wifi to make this work
- No. Explained what we need from the schools
- Mark Mundy stated we started streaming at schoolboy duals. People were will to pay
- Jason Miller asked if the equipment we have now will be compatible
- Chris Pruitt explained that there is a huge security issue for the schools he thinks we need to discuss for future
- Do we have what we need to show up with to the tournaments
- Has concerns who owns videos once we upload to trackwrestling
- Wants us to think about what we are doing with these videos
- Jason Miller asked what we need to purchase as a board, in case the schools will not give us a line
- Tina Fouts recommended we take this to the technology committee. Pat Culp, Patt Van Horn, Bart Welch, Tina Tonte and Chris Pruitt (will head the committee)

# **Freestyle Qualifiers**

- Keith Davison asked that we spend 10 minutes discussing the rule of requiring participation in 2 local
   Freestyle tournaments to qualify to wrestle in Freestyle state
- Had emailed a ballot to all board members to change the rules currently in place and the board voted against 17 – 12
- Understands the reason around the rule and the spirit
- Changing mid-season was also a reason behind this result of the ballot
- Will not pass this for this year as it is too late now
- Danny Struck would like to hear any discussions as to who would like to see changes
- Would like to use the coaches' council to come up with a recommendation to bring back to the board for next year
- Discussions as to who should be involved committee: cadet director, junior director, Greco director, tournament director, pairings, team leader director, vice chair (Jimmy).
- Keith Davison asked if we can look at a different weekend and was discussed as to why we chose the weekend / comparing to USA Wresting
- Tina Fouts provided historical information as to how we have decided in the past on the dates for the tournament
- Keith Davison wants to see the best kids wrestle out our tournaments as a fan.
- Tina Fouts made to move this to committee and end the discussion today
- Linda Robinson seconded the motion
- The following individuals were chosen to make up a committee to review: Cadet Leader, Junior Leader, Greco Leader, Tournament Director, Pairings Director, Team Leader Director, One Vice Chair (Jimmy Tonte)

### **Heartland Duals**

- Ryan Parrish advised gear is all in and sorted
- Wrestle this weekend 2 middle school, 2 elementary teams all full
- Held a practice this year for the first time and had good turnout. 40 kids showed up kind of a mini training camp.
- Has received a ton of emails for parents wanting a second practice. Treated it as an open practice/not mandatory. Worked well.

### Schoolboy Duals / UWW trials

- Added an additional coach for an exhibition team Provides options for injuries, etc.
- Thomas Johnson discussion to make the cost lower for schoolboy ex
- Chris lynch pricing is for gear as we do not charge entry fee in the pricing for the kids
- Jason Miller said that there were parents who said they would not pay the fee if they weren't guaranteed to get wrestling mat time
- Discussions as to how to communicate this to the masses
- Tina Tonte has a lot of documents that Steve Livingston put together on the website
- Can possibly use those forms for cadet and junior duals as well
- Chris Lynch stated that our cost is \$50 per kid starting out (through athlete assistance).

#### **Cadet Duals**

- Sarah Frisz reported we have to have names for plane tickets 5 days after freestyle state
- Must have ticketing in by May 12<sup>th</sup>
- We get one free change per ticket up to 48 hours in advance of trip
- She chose American Airlines because their flexibility was best policy
- Thomas Johnson asked if we can just take our finals results and give airlines the names and then work on finalizing the trip since we have up until 48 hours in advance to provide name changes
- Chris Lynch asked that we provide the information to athletes in advance that they need to come prepared to put a deposit down and complete the paperwork - \$150 deposit – let them know we have 5 days after state.

#### **Junior Duals**

- Josh Holden has stepped up to be team leader for Junior Duals coaching staff is set.
- For Fargo Brady Eppert still in discussion about Sunday practices (for duals too)
- Camp is set for the 7th-8th at UIndy
- Discussions with Steven Bradley about possible Sunday practices
- Recommendation to not limit it to duals only If an athlete is on a Team Indiana duals trip, they can come.
- Fargo list of coaches have been provided
- Both Ulndy and Purdue were approached about hosting our camps for Fargo
- 2 days \$4339.72 for Ulndy and \$4830.38 Purdue
- Chose UIndy for cost/central location
- Jake O'Neill advised Brady Eppert is putting coaching staff together, will narrow down soon
- Budget was \$600 for Juniors and \$600 for cadets for camp per Chris Lynch
- Keith Davison stated that fundraising that has already occurred would help with the fact that we are going with a higher cost camp
- Reminder that women's duals are not at Fargo this year
- Brady Eppert asked if we have only 4 female athletes, are we going to take them to the women's duals
- Jason DeLois said we can push the trip but in the past we have had to fill an extra team because we only had a few girls at Fargo
- Jason DeLois and Brady Eppert think that we should continue to build a Fargo team and then when we
  are able to get that built, we can work on building the duals team
- Jason DeLois agreed to no female's duals team this year
- Chris Lynch suggested they call tournament director to see if filling in on a team is an option

# **Consultant & Staff Reports**

- Law & Legislation Steve Pugliese
  - o Not present. Reported previously in meeting
- Sports Medicine Nicole Moss
  - Not present no report
- Technology Chris Pruitt
  - o Present No report
- Membership Staff JD Minch
  - o 8,197 athletes, 1,288 coaches, 124 officials, 189 clubs, 122 sanctioned events
  - New reporting available for certifications
  - 712 copper, 302 bronze, 5 silver, 1 gold coach for 1,020 coaches that are certified at USA level
  - We are shooting for 8300 athletes.

### • Director of Services - Staff - Tina Tonte

- o USA Wrestling has added an option for a photo to your ID card
- o Can be a discussion for next year for photo ID
- o Can be updated every year
- Was asked if we can send an email to those athletes with pending cards before Freestyle State
   yes
- o She will narrow the list for emails down to last 2 years of members
- Asked Pat Culp to make it mandatory to print card and to validate card before Avon.
- All team trips have been added under team Indiana with option to pay, code of conduct, etc.
- Livingston started a google form and she would like to keep it uniform with all teams through Sportsngn

- Waiting for team members to get back with her on forms and details on camps
- o Technical issues with desktop Chris Pruitt working on it
- Trying to communicate on FaceBook and through email to reach all board members
- Nicole asked if anyone has seen the tent as it is missing
- Working with Lou Silverman on cultural exchange on the website
- With state coming up she needs the deadline on tournament shirts for names added in order to communicate on the website
- Pat Culp doesn't have a date yet
- Championship Tshirt sponsors has one that needs to be collected from yet but the others have been collected upon
- o Has ordered wristbands and silver backpacks for state
- Should arrive May 1st with 40th anniversary logo
- o Didn't hear any feedback for trash can size. Will order the same for freestyle state
- There was a letter on the table from USA Wrestling regarding timely chartering of clubs Can
  use to assist us in drafting letter that we can use to communicate with clubs about this topic for
  next year
- Office has been in discussion about next year's publication. Has been talking to a woman about ideas for the publication for next year
- o Jason Miller has been in communication with the office on payments for trip
- All payments are in
- o Asked if we are still planning on doing a quilt raffle at Avon
- Working with Linda Robinson on communication
- Gifts AM Awards has been working with a number of items Team awards have been mailed out. Freestyle / schoolboy awards are being worked on. Jay Dowden has a gift – first come first served, to celebrate our 40th anniversary.
- o Still would like to have feedback for schoolboy welcome pack
- Asked if we have a special guest for Avon Robby Smith flying in on the 4th and leaving on the 6th. He is an Olympian – Greco guy, per Danny Struck
- o Danny Struck believes USA wrestling will send giveaways

# **Directors Reports**

**Vice Chair**— **Chris Lynch** - thanked Mike McCarthy for coming and helping us unload after Folkstyle state. Even though he is no longer on the board but still comes and helps.

### Tournament Director – Patt Van Horn

- Tournament was held prior to meeting this morning
- Thanked everyone for all the help at Folkstyle state more help than we have ever had before
- Will need help again for freestyle numbers are smaller but still the same amount of work
- We have to staff doors, etc so expect a text from her for assignments
- Working on IT issues that are going on at Avon will continue to work on that
- Asked that we all communicate with our clubs will be allowing brick challenge on championship match this year - Mark Mundy can answer questions regarding this
- Talked about the phone issue and decided to stick with no phones in weigh-ins
- Working through issues with weigh-ins plan to assign numbers when athlete registers through trackwrestling. You will get a track ID that will have a system – like 1-70 can weigh in starting at 6:05, etc (or anytime after)
- Discussions about how to identify who has what time. Working through this
- Stage for championship still working on trying to get this accomplished. Possibly has someone who can do this. Will cost around \$5,000 so we might need a sponsor. Potential for clubs to sponsor, possibly called the Tom Clark championship mat
- Nancy Campbell said at the tournament yesterday that they announced to make sure that you
  have your card printed out if you are going to state

# Tournament Staff Director – Randy Amos

Had to leave early – shirts for tournament

# Hospitality Director – Linda Robinson

Apologized for running out of food at Warren – will work out for next year

 Talked about freestyle at tournament meeting – will be ready for state and for Schoolboy Duals (on task)

## Pairing Officials Developmental Director – Pat Culp

- Schoolboy weight classes have been changed
- Printed card/schedule included on pre-registration
- Emails sent to freestyle tournaments directors for password and will need spreadsheets if not on trackwrestling for tracking purposes
- Justin from trackwrestling would like ISWA to sign a contract with him. Doesn't feel it is necessary. Contract would include discounts but wants us to sign a 5 year contract and wants us to commit to make all clubs run the tournament on trackwrestling. She doesn't feel we should make our clubs do this. Explained all of the requirements that trackwrestling is trying to put in place with the contract, including IHSAA events, which we don't have access to. He said he would give us free marketing...worth a potential of \$200. Wanted to bring it to the board but her opinion is that we shouldn't enter into the contract. Feels we are giving a lot more than we are getting
- Chris Pruitt feels that there is a lot of output we can get from the technology committee we can take back to trackwrestling for discussions. Would like to go back to Justin with an answer. Would like to say at this point we do not feel a contract is necessary and we are happy with trackwrestling.
- Pat Culp would like to motion that we feel a contract is not necessary with Trackwrestling (LISTEN FOR THE EXACT MOTION)
- Chris Lynch seconded
- Motion passed unanimously
- Asked Chris Pruitt where we stand on computers
- Chris Pruitt state regarding tournament machines saw pain points first hand at state
- Has recommendations to take to committee. Thinks the stuff we are using now served a
  purpose but we need to get things where we can roll them out and have a consistent experience
- Will we have enough computers to use at freestyle state? Pat Culp will bring hers again to use, if we have to. Chris Pruitt thinks we need a plan in place for moving forward
- Jeff Struder said we need committee to put forth a recommendation and as a board, we can approve or not. Technology committee would be appropriate to make this recommendation. Reconfirmed the members of the Technology Committee: Pat Culp, Patt Van Horn, Tina Tonte, Chris Pruitt, Jimmy Tonte.
- Jeff Struder mentioned that Nancy Campbell could possibly contact a technology company for sponsorship

#### Indiana Representative to National Pairings – Jean Whetstone

- Helping Pat Culp set up Freestyle State
- Helping with local tournament set-ups and volunteering at local tournaments

### Equipment Director – Thomas Johnson

- Present no official report.
- Weighed in on several discussions

# Mat Officials Developmental Director – Mark Mundy

- Provided brief explanation of challenge process for state video review by different official
- All age groups only in championship match
- Clarified that if cadet or junior does not have coach in corner they can challenge
- Has been working to get officials to tournaments locally
- Got 3 officials for Illinois for Crown Point.
- We have no officials in section 1 for Freestyle and Greco. Any suggestions, please have them contact Mark
- Trying to get state officials lined up

### Folkstyle Referees Developmental Director – Bart Welch

- Used 58 officials for 2 days at Folkstyle State
- Next year will reach out to out-of-state officials to bring in better pool of officials to the mix
- We have a wide range to fill all spots
- Asked about using single source for hotels next year, to avoid issues

- Looking into possibly using contracting systems to make the process of contracting with officials more formal
- Hopefully will help for those backing out at last minute
- 12 officials to Folkstyle Nationals
- Jim Littlejohn was head official and it was Easter weekend. Caused some problems in getting officials assigned
- Pullovers were very well received
- Heartland duals this weekend
- Sent 2 new officials to nationals this year. Little to no issues at nationals
- 5 officials going to Heartland Duals
- Elementary Duals great group of officials little to no issues

#### Section 1 – Mark Galka

- Report provided via text is at world cup today
- Continuing to promote freestyle
- Wanted to thank Mark Mundy for finding referees for Crown Point
- Need to develop more freestyle officials in northern part state
- Recommended watching USA vs Azerbjon streaming

### Section 2 – Mary Friedt

- Reminding clubs to have 2 freestyle local tournaments to qualify for Freestyle state
- Reminding clubs athletes need to bring printed card
- Asked it table help to still get points? Yes. If 2 clubs sign up, can split points
- Promoting upcoming state tournament
- Reminding clubs that August 31 is the expiration for his year's cards
- Once we determine about the lower number and she will pass it on.

### Section 3 – Jennifer Pierson

- Working with clubs reminders about requirements/USA cards/coaches have to have safe sport certification
- Sent out special email about changes in schoolboy weights with a link to the updated weight chart
- Promoting local tournaments and linked in all tournament flyers and RTC schedule and trying to get schoolboy and above to attend those
- Once clarification is received will send information about block challenge & weigh-in process.
- Been working with a club to get re-chartered

# Section 4– Mark Stevenson

- Got the truck lined up
- Asked about club splitting a table and they can split the points
- Truck will be here at the office on 3:30 on 5/4 and 6/6.
- Asked if our next neeting on June 10th? We typically have a tournament review meeting the 3rd week of June – determined meeting to be June 24

#### Section 5 – Michelle Kaster

- Repeating what everyone else said
- Reminding athletes to print cards, get birth date verifications if pending, in
- Will send out information about brick challenge

# Vice Chair – Jim Tonte

- Reported we had 9 Flow All Americans, 3 or 4 at one weight, a 2nd and 3rd place
- Scholastic Duals, Gold team took 2nd. Good weekend
- Kids wrestled well at Virginia Beach
- Trying to sell freestyle/Greco
- Recommended all go out and watch highlights.

### State Coaches Director – Danny Struck

- Clinic Ryan Parrish doing copper only clinic
- Looking at this next year to see if there is a better way to do it
- Coaches for all trips have been named
- Junior Duals/Cadet Duals coaching staff done and promoting
- Coaches are expected to promote

- Keith Davison reminded not to underestimate the power of social media
- Fargo –Reported about who will be going, will finalize at state
- Coaches for the trips should stop by awards stand at some point
- USA Wrestling gives us a clinician each year Logan Steiber will be the one this year for coaches association clinic
- Athlete appearance for Freestyle State Robby Smith
- College recruitment packet will be pulled from form to sign up for Fargo to put on the website and will have the college recruitment information to put in google docs
- Will be in a spreadsheet to send to all colleges
- Has been on the board a long time, understands the need for Roberts Rules of order to keep us in order when trying to obtain a vote. Would like to suggest everyone read through Roberts rules of order. We must have some form of order

#### Cadet Director –Jake O'Neill

- Work on Cadet Duals has been talked about previously in the meeting
- Collaborating with Danny Struck on Fargo coaches

# Junior Director –Brady Eppert

Talked about earlier items he's working on earlier in the meeting

#### Kid's Director – Jason Miller

Ready for Heartland Duals

# Folkstyle Developmental Director – Ryan Parrish

Heartland Report given earlier

# Regional Training Center Director – Leroy Vega

- Not Present
- Has been sending weekly sheets to RTC's explaining what he would like to see, what to show this week, etc. What direction he'd to see RTC go
- Camps coming up, Sunday practices coming up
- Asking for statistics as to what is going on, attendance, etc from each RTC

# Greco Director – Gary Myers

Not Present – No Report

# Team Leader Director – Thomas Pompei

- Fargo camp talking to a couple of coaches has Thursday Sunday available 6/28 7/1 right before moratorium week.
- Cost has been \$25 per night \$76 per kid including meals
- Will get flyer edited as soon as we determine dates and get to Tina Tonte

### Women's Director – Jason DeLois

- Wanted to express appreciation for everyone putting the money from the budget for the girls to go to duals
- Got 4 bouts in. Went 2 3 (counted the bye as a win)
- Went pretty well for first year
- Provided a recap of the bouts teams wrestled against and final scores
- Good time was had by all. 26 girls went on the trip. 13 went last year
- Brought home 12 All Americans 1 champ, 2 3rd places, 3 4th, 2 5ths, 2 6ths, 2 7ths
- Some girls have received offers to wrestle in college
- Named the girls that he is involved with that are currently planning to wrestle in college and where they will be going
- Women's RTC has been put in motion
- Chad Fauber has 10 12 girls coming every Monday
- Talking with other sites, is finding that girls are willing to drive 45 60 minutes to get to a spot that they can train with other girls
- Has been positive feedback
- 5 locations throughout the state Penn, River City, Wes-del, New Pal, Bloomington South
- Biggest numbers at West Del. 12-15 girls every practice.
- New Palestine's experience has been 3-8 girls per week

- Has seen number fall off after Folkstyle
- Has been calling around
- Bloomington has 3-10 girls per week on average
- Asked to have Leroy Vega give him a call regarding curriculum
- Jimmy Tonte will make sure he's added to the listing of emails
- Fargo is there a letter ready for state? Almost done
- Qualifier parents have asked about this. Confirmed they have to have 2 qualifiers to enter boys.
- Having a girls' national freestyle tournament on 4/28 and it can be considered a qualifier
- Asked about Double Crown plaque for girl's are we entertaining this year? Yes per Thomas Johnson – we will be providing a placque to girls who are Double Crown Winners
- Asked to be notified in the future of these decisions so that he is aware
- Caught a lot of flack from a lot of parents for the girls this year. Girl's state is becoming more of a side show. The feeling is that we will try to fit you in...he thinks the thing that will help in the future is if we can have a set plan as far as we are on this mat at this time and this is what is going to happen
- Discussions as to how to conduct next year guaranteed 4 bouts can be a bit long, per Danny Struck. Parents felt it was confusing and should be run like the boys tournament is run. Will cut time down
- Asked why we don't mix them in. Patt Van Horn said they have wanted it to be separated out from the boys to be their own tournament so that is what we did
- Patt Van Horn stated we can start it earlier and have a set plan
- Will have further discussions recap meeting

## Fundraising Director – Nancy Campbell

- Would like to know when we have a corporate sponsor doing something....subway, for instance, as this helps in talking to other places
- Conversation with Todd Grant, squad locker, will take very little effort on ISWA's part and give
  us a little cash. We set up logistical spot and we get a check in the mail. Squad locker, gear,
  helps us put this together. No cost to us
- Tina Fouts asked if this will in competition with 3x and she stated it will not no inventory, low maintenance
- Has had conversations with Indiana National Guard
- Their budget set in January and comes up again in July. Hopefully pulling through and giving us some money
- Will look at trips specific for sponsorship
- Talked to Marines and Navy has contacted her
- They (Navy) walked into her school and set up a kiosk and they gave her \$500 for her school
- She has opened the door to them about ISWA
- Caulicare opened up USA Wrestling sponsorship and started reaching out to them they
  make the green things for cauliflower ear and are a big sponsor and is very interested in us as
  an organization
- Information provided by Keith Davison earlier in the meeting

### Cultural Exchange Director – Lou Silverman

- Has organized trip to New Zealand, June 10 19
- Trying to fill with 10 kids \$2600 for trip
- Will be going as team leader
- Ed Pendoski will be coach
- Tina Tonte has set up on website, an online application they can complete. No one has yet to complete application
- Ed Pendoski is helping in recruit from central Indiana and Danny Struck is helping from south.
   Age group will be 9th 12th grade for next school year
- Fiver is on the website
- New Zealand changed the tournament for their north island championship to coincide
- Will be hosted by 3 separate cities
- No incoming trip this summer. Request we switch Japan to June. Put together a letter, don't think they are interested in changing from first week in August. Waiting to hear back from them

## Transportation Director – Sarah Frisz

Cadet duals arrangements are done

- Provided departure and arrival times
- She will be at the airport
- Recommends to arrive at airport around 430 am
- May need to get an uber or a lyft to get to the hotel from the airport
- Hotel is adjacent to the competition facility
- Junior duals arrangements completed
- Hotel booked directly across from the facility
- This cut the bus cost in half
- Bus driver will remain but will not be providing transportation during the week
- Schoolboy Duals Hotel Comfort Inn on Shadeland Ave
- They do not have a meeting/conference room to accommodate the officals social
- Looking for ideas
- Jimmy Tonte said that there is another hotel that has a bigger area that could do the social
- Tina Tonte asked to have a group text set up to discuss options
- Mark Mundy reminded board that the officials' social is for all workers as well
- Linda Robinson asked if we could try to get a hotel that has a separate room that we can have the social in
- Waiting on quote from Comfort Inn in Avon and also looking at Best Western on 36 if they cant give us a good quote
- Would like to get the quote in this week
- She has the list for those needing rooms and is planning on reserving 25 rooms as we have in the past and we have 23 accounted for as well for freestyle
- Fargo without women's duals timing will be a little different
- Cadet/Junior freestyle cadet freestyle finished before Jr's.
- Looking at options can have a bus come home on Tuesday and have a bus come home on Friday to save a little on bus cost
- Talked about arriving on Thursday morning to give the athletes time to acclimate
- First day of competition is the 14<sup>th</sup>
- JD asked about whether we are doing the dorms because we can only get in when they let us if we are
- Team will arrive on 13th per Brady Eppert
- Both busses to leave to here at the same time
- One bus comes home on Tuesday and one on Friday will leave around 7pm and get home on Saturday morning
- Logistics to be determined outside the board meeting
- Has priced different airlines for Cadet Duals has spreadsheet that details departure times, layovers, etc.

### **Motion to Adjourn**

- Ryan Parrish made a motion to adjourn
- Patt Van Horn seconded the motion
- Motion passed unanimously.

# Meeting Adjourned @3:23pm

# Next Board Meeting, Sunday, June 24th at 12:00 pm at the office

Respectfully submitted,

Tina Fouts ISWA Secretary