

NWCA Full Board Meeting
Thursday, August 4, 2011
Fort Lauderdale, FL

Attendance: Joe Geiger, Mike Moyer, Dave Pacheco, Rich Bender, Chris Ayres, Brian Anderson, Tim Flannery, Bob Colgate, Paul White, Tom Miller (Guest), John Cook, Dan Zottarelli, Ron Mirikitani, Stan Zeamer (guest), Jason Valek, Pat Pecora, Steve Garland, Jim Zalesky, Jack Childs, Craig Hanson, Joe McFarland, LeeRoy Smith, Jeff Jarnecke, Jason Bryant, Dave Kemmy, John Gordon (Guest), Shawn Kelley, Don Shelly, Pat Tocci, Darrel Randall, Rob Koll

Meeting is opened at 1:15pm.

Rob Koll opens the meetings

I. Opening of Meeting:

Rob Koll opens the meeting as the president-elect. He informs the board that President Brian Smith had a tragedy on his team and had to leave and go back to Missouri. Rob will serve in the role of the president of the meeting. Rob asks Pat Tocci to confirm we have a quorum which we do.

Rob introduces Joe Geiger to review the responsibilities of the board.

Joe Reviews the 3 duties applied to the board:

- Care – decisions of organization same as family
- Loyalty – act on behalf of best interest of NWCA fiduciary responsibilities
- Obedience – make decisions consistent with mission of organization

The Executive Director is Ambassador for NWCA in the community – takes care of staff, planning, etc. The Responsibility of the Board – Job is to Govern and Lead.

Rob Koll reviews the agenda of the board meeting. Joe Geiger adds that the agenda – reflects the responsibility of the Board

- Discussion items give direction to staff
- The Agenda has 5 items with a facilitator for each
- Discussion items – look for opportunities and for threats
- Rules of Engagement for Discussion
 - Be Respectful. Ex. No Sidebars
 - Everyone participates (No repetition)
 - Make and informed position
- Protocol for Voting Items/Passing Policy (which will follow discussion)
 - There are five different voting items
 - Elect new Board members

- By-law amendment
 - How Motion works: Motion -> Second -> Questions/Discussion
 - For Budget: voting item, treasurer on phone
- Will go over Old Business from last Board meeting
 - New Business: Stan Zeamer will have time to address the board on new business.

There were no questions in regards to the agenda and opening statements.

II. Discussion Items:

- A. Discussion Topic #1:** Review NWCA Core Competencies/Focus – Dave Kemmy serves as the facilitator.

Dave Kemmy reviews the NWCA core competencies as outlined in the board manual. These core competencies had been established in early board meeting which include:

- Coaching Development
- Student-wrestler welfare
- Promotion / Advocacy

The NWCA is look for direction in three key questions as outlined in the manual.

The consensus of the board is that the leadership academy is outstanding and a move in the right direction. All the feedback is very positive and the comments are phenomenal. Rich Bender makes a suggestion of looking at how we might be able to partner with the USOC on the leadership academy. How can this become a model for others to use and have a broader impact.

This would help absorb the costs of the program as leadership academy is all cost.

Jack Childs suggest we look at how this can also be implemented at the high school level.

The board feels good about the NWCA continuing to make sure that developing proficient coaches is a priority of the NWCA.

The board looked and discussed the NWCA's role in saving programs.

There is a feel that sometimes saving programs becomes a knee jerk reaction. This ties back to building and developing proficient coaches. Darrell Randall mentioned that we must make the investment in the coach and building a better structure.

This method is a more broad approach but should build a better result in the long term.

Shawn Kelly mentioned that we need to be more aware of what programs we invest in. He felt that the NAIA should be consulted on which NAIA programs get funding for the leadership academy. It was a concern that there were programs that got investment that should not have.

Mike Moyer reviewed that it is tough at the Division I level to get new programs started. We are fighting to save what we currently have.

Rob Koll mentions that we need to empower Mike to make decisions in regards to dropped programs. Mike needs to be empowered also to where to make invest resources (staff time, etc).

The board discussed the best ways could be involved and also help to entrench programs. There was discussion based around the ability to analyze the programs. The program assessment survey is one way we can look at programs to see if they are vulnerable.

The NWCA has also been actively involved in the hiring of new coaches. The leadership academy has also been very positive to hiring of new hires.

B. Discussion Topic #2: Readiness for Coaching Certification – Mike Moyer

Mike Moyer reviewed the information outlined in tab 8 of the board manual in regards to coaching development. Mike reviewed the courses the NWCA currently offers to help develop more proficient coaches at the high school and youth level.

Currently, there is no licensing requirement for coaches but there is a strong need for the development of proficient coaches.

Mike introduced Tim Flannery from the National High School Federation who will be reviewing the need for a strong coaching development program.

Tim reviewed that there is currently over 750,000 high school coaching positions with 25-30,000 of them being wrestling coaches.

Coaches today are facing many challenges including:

- Financial challenges. (Schools cutting athletic departments)
- Club Influence – find ways to coexist with clubs. Interscholastic – about participation
- Parental influence – educate parents
- Media influence – Ex. ESPN
- Professional Model
- Untrained coaches

We need to be taking a strong look at what wrestling will look like in the next 25 years.

The NWCA has partnered with the NFHS on creating the wrestling fundamentals course. The NWCA receives a royalty off the sale of these courses.

Tim offered to any board member the ability to take the course to understand it.

Tim reviewed a new model for athlete development called LTAD – Long Term Athlete Development Model. This model is currently used in Canada and consists of the following:

- ActiveStart (0-6 years)
- Fundamentals (G 6-8, B 6-9)
- Learn to Train (G 8-11, B 9-12)
- Train to Train (G 11-15, B 12-16)
- Train to Compete (G 15-21, B 16-23)
- Train to Win (G 18+, B 19+)
- Active for Life (Any Age Participant)

Competitors have 10 year life and at about age 13 most drop out.

Tim offered the following suggestions to the board:

- Take the course
- Distribute information about courses and certification to coaches at your clinics, etc.
- Become an advocate for NFHS Coach Cert. and Professional Development as a requirement for coaches

Mike Moyer proposed the following question to the board: Are we comfortable promoting the benefits of a certification program?

There was a consensus of the board that we should be promoting the benefits of coaching development.

Rich Bender mentions that USA Wrestling is already doing it.

Mike said this is important to reduce instances at any level with an untrained coach mentoring a student. We need to improve the quality of the experience.

Mike mentions that we invested about 80,000 into the fundamentals course and we charge 50 for it.

Pat Pecora makes mention of the need for non-affiliated club teams to have some certification.

C. **Discussion # 3** Spending our money here: Not enough revenue to sustain

Darrell Randall served as the facilitator for how the NWCA could develop re-occurring revenue for the NWCA. As outlined previously, the NWCA has three core primary areas:

- Coaching Development
- Student Wrestlers welfare
- Promotion advocacy

Darrell Reviewed each of our programming areas and the funding that we generate from each area minus expenses. This included:

- Coaching Development / OPC
- Save Wrestling
- Membership
- Fundraising
- Events
- G&A

The challenge that we have is that coaching development costs a lot of money. We need to find ways to develop more sustainable revenue and be less reliant on donations.

This past year we brought in almost 600,000 in some form of donations.

The challenge with coaching development products is that the coach often does not know he needs it.

We have nearly 10000 members so how do we best market them and show them the need for the products and services.

The group feels that our two best ways to bring in revenue will be the new formatted national duals and the selling of the live scoring system.

Both of these areas have a lot of upside and ability to generate a good amount of revenue.

Rich Bender brought up the idea of mandating the fundamentals course as a condition of coaching. This tied back to the second discussion item. At 50/each, this could create a nice sustainable revenue.

Joe Mcfarland echoed this sentiment and said with many coaches from outside the schools being hired. Craig Hanson felt this would also give coaches the tools needed to stay for a lifetime.

Mike Moyer also makes mention of the ability to bundle our products and services.

D. Discussion item #4: Strategic Alliances

Rob Koll served as the facilitator for review of the strategic alliances in wrestling. Rob reviewed the document in the manual that outlines the strategic alliances.

Mike Moyer gave an update on the strategic alliance that the NWCA formed with the Hall of Fame and USA Wrestling.

The question for the board is what entities should be included in the strategic alliance.

John Cook mentions that if organizations are giving back to wrestling and not putting money in their own pockets. That's not good for wrestling.

There are many wildcat groups out there such as MAWA, Jack Roller, NUWAY and AAU.

Mike Moyer mentions that he would like to see that groups that join the alliance agree to give money back to the sport and also agree to provide some level of coaching certification. This in turn would also help generate revenue.

Rob Koll asks what the current alliance does. Rich Bender responded that the three organizations share a common vision and work well together.

Lee Roy Smith adds that we are currently duplicating efforts. This would help us get away from this. Lee Roy also mentions that the goal of the alliance is not to be inclusive.

Rob Koll and Rich Bender have a discussion on NUWAY.

Rich Bender feels that alliance should have discussion before open up to let everyone in.

Darrell Randall feels that the alliance must have an ability to advocate peoples voice and hold accountable – build a forum (online) – take claims and accountability

Mike Moyer wrapped up the discussion that we must minimize duplicating of services, have a more coordinated approach, and hold groups accountable. Some organizations can help, some can't build foundation

E. **Discussion #5** – NWCA’s position on MMA

Darrell Randall facilitated this discussion.

Darrell Randall reviewed the challenge the NWCA currently has in respect to MMA. The MMA is currently growing very rapidly in popularity. There is also a very strong alignment between MMA and wrestling as many of the top MMA fighters are also wrestlers.

The challenge that the NWCA faces is that wrestling is partnered with education.

The question falling back to the board is should the NWCA be working with the MMA and if so how so.

Rich Bender makes mention of the popularity of wrestling and how it does bring wrestling into positive light. There is much more talk about wrestling now because of the MMA.

Dan Zottarelli brings up the ‘barbaric’ nature of the sport. What about the safety of the athletes.

Joe McFarland and Steve Garland also make known the concerns about partnering with the MMA.

Rob Kolls feels that we need to capitalize on it. Ron Mirikitani reiterated the same comments.

Bob Colgate makes mention that the NFHS would not like the partnership. It goes against the educational values.

Rob Koll wants to get a consensus of the board on how we should proceed.

Bob Colgate, Jeff Jarnecke and Joe Geiger were against moving forward with an affiliation with MMA.

This concluded the discussion items.

III. Action Items:

Joe Geiger explains that we can take four of the five voting items and bundle them together in one vote.

A. The four action items to be voted on included:

- Approval of the 2010 board meeting minutes
- Approval of the 2011-12 strategic plan and goals

NWCA Full Board Meeting Minutes – August 4, 2011

Page 7 of 10

The 2011 NWCA Full Board Meeting minutes are not official until approved at the 2012 NWCA Board Meeting

- Approval of by-law amendment 4.2.7
- Approval of new board members
 - NCAA Division I – District I – Chris Ayres (Princeton)
 - NCAA Division I – District II – Mike Rogers (F&M)
 - NCAA Division I – District IV – Drew Pariano (Northwestern)
 - NCAA Division I – District V – Mark Cody
 - NCAA Division II – Jason Valek (Newberry)
 - NJCAA: Dan Loprieno (Harper)
 - At-Large: Ron Mirikitani
 - Scholastic: Dave Crowell (PA)

Motion is made by Dave Kemmy and seconded by Dan Zottarelli to have the four above items approved by the board.

Discussion: Bob Colgate updates the board on why the need for the change to by-law 4.2.7. Mike Moyer also makes mention that Drew Pariano might not be able to accept the board seat. Dave Pacheco and Brian Anderson were also given an exception to stay on the board.

On a motion by **Dave Kemmy** and seconded by **Dan Zottarelli**, the board meeting minutes, 2011-12 strategic plan and goals, new board members and by-law 4.2.7 was approved unanimously by the board.

B. Budget Approval:

Bob DeHaven gives an updated treasurer and budget report. Bob starts out by informing the board that we had to write an allowance for a 90,000 receivable for Live Sports Video. This allowance will impact the previous year financial report. In addition, the NWCA also had to write off additional receivables due to non-payment.

Bob gives an updated report that we have over 530,000 in equity. We are doing a preliminary year-end report which predicts at a slight loss for the year. However, we still must go through the audit process.

We continue to have large technology expenses. It is sometimes hard to manage what the exact technology expenses will be. Staff must continue to forecast better in this area.

Bob then reviews the 2012 budget. We are showing a balanced budget for the 2012 fiscal year.

Challenges for the budget will include:

- Finding weight management sponsor
- New formatted national duals revenue
- Managing technology expenses
- 35,000 for marketing is contingent upon grant from the NCAA
- Revenue share from Track Wrestling
- Challenges of continuing to raise large amounts of money through fundraising

Motion to approve budget by Bob DeHaven and seconded by Darryl Randall.

Discussion: No further discussion

Motion to approve budget is made by **Bob DeHaven** and **seconded** by Darrell Randall is approved by unanimously.

IV. Old Business

A. Code of Ethics

- Mike gives an update on the code of ethics. The NWCA will continue embracing an 'educationally based' ethics position. It is recommended this position to be reviewed every two years.

B. New DI National Dual meet format

- Mike Moyer reviews the new formatted national duals. Iowa State, Oklahoma State, Rutgers and Cornell will be hosts. 24 teams are invited. 22 out of the top 25 teams from last year will be attending. 6 teams per region.

Event has the capability of bring in on nice amount of revenue for the NWCA.

The Non-Division I National Duals will continue. The event will be held at Springfield, IL at the Prairie Center and hosted by the National Wrestling Advancement Association in January.

V. New Business

Stan Zeamer makes a presentation to the board asking for their consideration of creating a new position to assist the Executive Director. Stan expresses concerns about the hours Mike puts in.

The idea is that this position will help bring in new money and help develop a succession plan if something happens to Mike.

The board thanks Stan for his time and says they will take it under consideration.

VI. Other

The 2012 NWCA Board Meeting will be held on August 2. Location will be announced shortly.

VII. Adjournment

Rob Koll thanks everyone for their time. The meeting is adjourned at 4:34.

The minutes from the August 4, 2011 NWCA Full Board Meeting have been reviewed and approved by the NWCA Board of Directors.

NWCA Secretary

Date: