

## NWCA Full Board Meeting Minutes

August 5, 2010

Delray Beach, FL

Attendance: Mike Moyer, Pat Tocci, Jim Beichner, Brian Smith, Rob Koll, Bob Colgate, Darrell Randall, Bob DeHaven, Jack Childs, Joe McFarland, Jay Weiss, Steve Garland, Jim Zalesky, Pat Pecora, Brian Anderson, Shawn Kelley, Dave Kemmey, Roger Crebs, Paul White, Rich Bender, John Cook, Dan Zottarelli, Dan Hinkel, Jay Hammond, Randy Steward and Joe Geiger

### **I. Opening of Meeting:**

President Jim Beichner opens the meeting at 1:30pm. Jim makes some welcoming comments and there is a roll call and introduction of board members and NWCA Staff. Jim makes mention that his term is expiring at the end of this meeting and Brian Smith will be taking over duties as president.

Jim introduces Joe Geiger to the Board to review the new format for the NWCA Board Meeting.

Joe reviews some of the main points of the responsibility of the board which include:

- Hire, supervise and fire the executive director
- Approve and monitor the budget
- Planning forward
- Pass policy-Guide staff to govern
- Look out for the health of the organization
- Serve as ambassadors for the organization

The board meeting will focus only governance items in relation to the NWCA. The process for the board meeting will be to have the action items which require a board vote completed first followed by the discussion topics. At the end, we will review any new business.

Jim B. reiterated that in the future we will not accept any voting items if they are turned in on deadline time. We did not have any issues that were late additions.

### **II. Action Items**

#### **A. Approve the minutes**

Jim B. asks the board to review the board minutes. Jack Childs makes a motion to approve the 2009 Board meeting minutes and 2<sup>nd</sup> by Dave Pacheco.

*No discussion.*

\*On a motion by **Jack Childs** and seconded by **Dave Pacheco**, the 2009 Board Meeting minutes was approved unanimously by those present.

## **B. Strategic Plans and Goals:**

Jim B. makes mention that in the past we have not voted on the strategic plan but moving forward a voting item will be to have the board vote and pass the strategic plan and goals for the organization for the fiscal year. Jim B.

Jim defers to Mike to give an overview of the strategic plan and goals. Mike said we have been working hard on developing products and services and now we must deliver them. The crucial areas we will be working on will be in coaching development and live scoring. Mike reiterates that we are focusing primarily in three core areas: Coaching Development, Student-Athlete Welfare and Promotion of Wrestling. Everything that we do tries to focus in those three core areas.

Steve Garland makes a motion to approve the strategic plan and goals and 2<sup>nd</sup> by Pat Pecora.

Discussion: LeeRoy Smith asks about the NCAA survey and if it has been distributed to the public yet. Pat mentions that has not.

Mike mentions that the moving of the season has been put on hold. Three key points to the strategic plan include:

- More importance on the outcome of dual meets
- Media friendly through stats and results
- Communicate directly the community

Question was asked about the role of the AAU. Mike mentions that the AAU is looking at using our recruitment and retention / liability course as a requirement to coach on the floor of an AAU event. It would not be a membership partnership. Mike mentions that will partner with any group that wants to use our coaching development tools.

\*On a motion by **Steve Garland** and seconded by **Pat Pecora**, the 2010-11 NWCA strategic plan and goals were approved unanimously by those present.

## **C. President-Elect**

Pat T. mentions that we have received a nomination for Rob Koll to be president-elect. Pat gives some background on Rob.

A motion was brought forth by Dan Zottarelli to nominate Rob Koll as president-elect and 2<sup>nd</sup> by Jack Childs.

*Discussion:* Jim B. mentions that Rob has agreed to serve this role if he is elected. Everyone in room believes that he will be strong for the organization.

\*On a motion by **Dan Zottarelli** and seconded by **Jack Childs**, to name Rob Koll as president-elect was approved unanimously by those present.

#### **D. Scholastic Term Suspension**

Pat T. mentions that we have found ourselves in a situation where we have all four scholastic board members ending their scholastic terms at the same time. Pat mentioned that we are looking to suspend the scholastic term limits in our by-laws until 2012 until we can complete a transition of our scholastic board members. We would rotate the scholastic members off over the course of the next two years so that we can keep continuity. Joe Geiger adds that since we are not following our by-law in regards to term limits we need to do a vote to suspend the terms for the appropriate time period.

Motion to suspend the term limits is made by Joe McFarland and 2<sup>nd</sup> by Rich Bender.

*Discussion:* No further discussion

\*On a motion by **Joe McFarland** and seconded by **Rich Bender**, to suspend the scholastic terms until 2012 was approved unanimously by those present.

#### **E. New Scholastic Board Members**

Pat T. reviews that we must replace Les Combs and Bryan Smith as scholastic members of the board of directors. Nominations have been brought forth on Wayne Branstetter of California and Craig Hanson of Washington.

Motion to name Wayne Branstetter and Craig Hanson is made by Jim Zalesky and 2<sup>nd</sup> by Dan Zottarelli.

*Discussion:* No further discussion

\*On a motion by **Jim Zalesky** and seconded by **Dan Zottarelli**, to name Wayne Branstetter and Craig Hanson to the board of directors as scholastic representatives was approved unanimously by those present.

#### **F. By-law change**

Darrell Randall talks about changes to the by-laws 6.3 and 6.5. By-law 6.5 would be eliminated and combined with by-law 6.3. This would provide one committee that would oversee nominations and governance of the organization. By-law 6.3 will be re-named the governance committee. The governance committee will be chaired by the secretary.

Motion to change by-laws 6.3 and 6.5 is made by Shawn Kelly and 2<sup>nd</sup> by Dave Pacheco.

*Discussion:* Jack Childs inquires on who assigns the committees. He is told that the president assigns the committees. There was no further discussion.

\*On a motion by **Shawn Kelley** and seconded by **Dave Pacheco**, a change to by-law 6.3 and 6.5 was approved unanimously by those present.

## **G. Budget**

Bob DeHaven gives the current financial report and proposed 2010-11 budget. Bob highlights the following areas on the 2010 Fiscal year end. He reminds everyone that we have a 10-month budget for this fiscal year. Highlights:

- After capitalization we project to be approximately 50K surplus for the fiscal year.
- The tech budget went over budget. This was due to new enhancements and the new live scoring tool.
- Mike Moyer brought in new donors to help off-set the additional expenses for technology and donations areas where we fell short.
- Still have a large receivable from LSV out there. We have been assured that this will be paid.
- Reiterates that we must stop looking for donations and support ourselves with revenue.

Bob reviews the 2011 budget highlighting the following areas:

- Now that products and services are developed we must start cashing in on those. This budget relies on staff making significant numbers on products and services
- The budget has the cost for the two new additional employees who are expected to work full time on promoting products and services.
- Tech expenses should be much more under control and on budget.
- No money for TV, we need to find a sponsor our events to be on TV.
- One challenge will be to find a general sponsor to sponsor the weight management program
- We would like to find the funding for a marketing consultant. This is not in the current budget.
- The budget is about a break-even budget for the year.

Motion to approve budget is made by Bob Dehaven and 2<sup>nd</sup> by Shawn Kelley.

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*Full Board meeting minutes are not official until approved by the NWCA Board of Directors at the 2011 Board Meeting*

*Discussion:* Rich Bender asks if the marketing consultant was in the budget. He was told that the marketing consultant is not in the budget but that Mike is looking for the funds to be able to bring this person on board. This person will on be brought on board if we find additional funding.

\*On a motion by **Bob DeHaven** and seconded by **Shawn Kelley**, the 2010-11 budget was approved unanimously by those present.

#### **H. Executive Committee to select site locations**

Pat T. gives an overview of the rationale for having the executive committee to select the site locations for the convention and all-star classic. The executive committee while working with the NWCA staff is more closely aligned with the process.

Motion is made by Joe McFarland and 2<sup>nd</sup> by Rich Bender to have the executive committee select the site locations.

*Discussion:* Paul White makes mention that he would like to see the NWCA looking at moving the convention to the last week in July and believes this would help with the scholastic numbers. Paul is told that this would be taken under consideration.

\*On a motion by **Joe McFarland** and seconded by **Rich Bender**, the executive committee to select the site location for the All-Star Classic and Convention was approved unanimously by those present.

#### **I. Executive Committee to select award winners**

Pat T. asks the board to give the final voting rights for the NWCA awards to the executive committee. This will assist in streamlining the process. Pat reminds the board as part of their duties as a board member is to nominate people for the NWCA awards. Motion is made by Shawn Kelley and 2<sup>nd</sup> by Dave Kemme to defer the selection of awards to the executive committee.

*Discussion:* No further discussion.

\*On a motion by **Shawn Kelley** and seconded by **Dave Kemmey** the executive committee to select the award recipients for the Dan Gable Needs Wrestling, Meritorious, Lifetime Honorary Member and Bob Bubb Coaching Excellence award was approved unanimously by those present.

## **J. Ethnics**

As a follow up to the 2009 board meeting, Dan Gould came back to the full board with an ethics document that the NWCA would like to adopt. The goal was to look for three items from the ethics piece:

- Approval as written
- Approval to use in the leadership academy
- Requirement to be a member

Dan reports that the ethics piece was developed out of two years of the coaching academy. The code of ethics has eight principals. The eight principals each have case studies tied to them to give examples.

A motion was made by Dave Kemmy and Steve Garland to approve the NWCA Coaching Ethics and its three components.

*Discussion:* The discussion of the motion centers around the requirement of having a member sign off on the code of ethics and the adjudication of violations.

Rich Bender brought up the concern about could we deny membership. Joe G. felt that we could have the coaches affirm to the code of ethics.

Mike Moyer also brought up the concern about high school coaches and how we would get them to sign off on this when many of them become members by default through the weight management program.

Mike Moyer felt that we must educate as much as possible the ramifications of unethical behavior of coaches.

Darrell Randall asks the questions is that we aspire to be? Do we aspire to have coaches policing other coaches.

Darrell also feels that this could be the standard to follow and over time evolve as a code of membership and adjudication.

The concern that for the ethics code to have 'bite' it must have some adjudication to it.

Rich Bender suggest we re-look at the motion.

Dave Kemmy removes his original motion to rephrases it to not include as a requirement of membership. Steve Garland again 2nds the motion.

*Discussion:* Dan Gould will create a task force to review the steps on making the ethics piece as part of a requirement to be a member of the NWCA. He will report back at the next board meeting on his recommendations.

\*On a motion by **Dave Kemmy** and seconded by **Steve Garland**, the NWCA Coaching Code of Ethics and making it part of the College Coaches Leadership Academy was approved by those in attendance. **Bob Colgate of the NFHS** abstained from the vote.

## **K. National Duals Re-Format**

Mike Moyer speaks to the board about seeking an approval position on the national dual meet championships. Mike mentions that the national duals is in big trouble if the top teams do not support the event. The host will be out of money along with the NWCA sponsorships of the event would be in danger. We need the coaches to either support the event unanimously in its current format or in the reformat version or we should look at cancelling the event. The current structure of the national duals is not sustainable. This year we are still a few teams short of rounding out the field.

Mike explains the challenges of getting top teams there.

Darrell Randall brings up the fact that the event does bring in some revenue for the NWCA. Mike adds that it also has brought in main stream companies such as Hershey, Marine Corps and Hibiclens.

Motion is made by Brian Smith and 2<sup>nd</sup> by Jim Zalesky to accept the NWCA position statement on the National Duals.

*Discussion:* Rich Bender asks the question to Mike what does Mike need to make this happen.

Mike needs the boards support on this statement so that we can present this to the entire Division I wrestling base. We need them to understand the ramifications of not supporting one of these formats. At the NWCA convention there will be a forum on this (Saturday, August 7) to discuss. Rob Koll brings up the fact that many of the top teams we need to support this event will not be in attendance. Mike mentions that they will be calling or at least supposed too.

Darrell reiterates that if we lose the national duals this is additional funding we will need to find for the NWCA which is what is used to help save programs.

Jim Beichner and Mike Moyer both stress the importance of this event as it relates to dual meets. Mike believes that without dual meets we cannot build our spectator base.

Lee Roy asks about the timing of the reformat national duals. Mike mentions that this would take place a few weeks before the post-season tournaments.

Jim Beichner also mentions that we can turn this into a NCAA event if we can show its viable.

Mike reiterates what Jim said by saying we have been in discussion with the NCAA about them taking over this event. They will not take it over however if we cannot show it is supported and it's not viable.

No further discussion.

\*On a motion by **Brian Smith** and seconded by **Jim Zalesky** to accept the NWCA position of securing the support of the top Division I programs for a reformatted national duals and eliminating the National Duals in its current format at the completion of the 2011 event if the Division I coaches don't support the reformation was approved by those in attendance. **Bob Colgate** and **Dave Pacheco** abstained from the vote.

### **III. Discussion Topics**

#### **A. Dependency on donations versus sustainable program revenue:**

Mike leads the discussion on the NWCA need to stop having to rely on donations each year to meet our budget each year. For the years we have been relying on the need of approximately 250K to meet our shortfalls. We have to decrease this dependency. The board can help us do this by actively promoting our products and services.

The NWCA has developed a nationally standardized scoring system that can be used to provide real time results. The benefits of the system are three fold:

- Makes wrestling a more media friendly sport
- Automatic requirement of entering data
- Captures statistical data of wrestlers

The cost of the system is 199 the first year and then 99 each subsequent year. The goal would be if we could get just 2000 of our 10,000 coaches using the system it would bring in 400,000 revenue next year.

We will be working to provide the live scoring for each of the state championships next year along with the NCAA post-season events.

Dan Mayo's primary responsibility with the NWCA is to promote and sell the scorebook across the country.

We are also working on a paperless scoring system for tournaments that we hope to have next year to pilot.

Mike also speaks about the NWCA online technique library which has over 800 clips. The cost of this is only 35/per year.

Mike answers questions on the system and the strength of the system.

Shawn Kelley brings up the idea that maybe we should have checks made to another group for the tool. The administrators see how much they already pay to the NWCA. Board asks questions about the future of the system and how to tie into iphone apps and etc. Pat mentions that we have already been meeting about these ideas.

Members of the board believe the tool is a good idea and will help to promote when able. Rich Bender asks about the due structure and if we have different dues for each membership category. Mike Moyer mentions that we do have this in place.

Mike mentions that John Licata will be overseeing the deployment of the live scoring. We also look to possibly have computers donated from Hershey.

#### **B. PR to Save Programs:**

Brian Smith led discussion on the NWCA's efforts to save college wrestling programs. The NWCA has grown to be looked at as the leader in trying to save college programs. This has also caused the NWCA to have fingers pointed at it when it has a program dropped and is not able to be saved. The NWCA needs the board to be more pro-active in promoting many of the things we are doing to help college wrestling.

We need to promote the NWCA three buckets of Coaching Development, Student-Wrestler Welfare and PR.

We need to do better job of making sure the board is on the same page and speaking on the same issues.

The NWCA needs to do a better job of promoting the leadership academy and how that helps college wrestling.

Rob Koll mentions the use of social media in promoting the NWCA and its initiatives.

#### **C. Evaluation Standards for Coaches:**

Dan Gould presented on the need to have standards for coaches. As we are investing money into the leadership academy, we need to make sure that the coaches are following through on the requirements for the class. John Licata will

be working with the mentors and academy participants. Questions that we need to be looking at include:

- How aggressive do we get with our weakest programs?
- Do we have certified programs?
- Academy certified programs?
- Does Mike Moyer get involved with supervisors?

We need to make sure the academy participants really have good follow up after the sessions. John Licata will working very hard on this. We should work with administrators on looking at how coaches are evaluated. We can then apply this to the mentor program.

We need to make sure that all coaches return their program assessment surveys.

Jack Childs makes a suggestion that we do not pay the whole academy fee until they complete all sections and return the following year for the convention. This will help keep coaches more accountable.

Everyone agrees that we need to have standards in place for the academy.

#### **D. Administrative Section of the Website:**

Pat T. gives an overview of the administrative section of the website. Pat reviews the area for the board to use for reviewing board information. Included in this area is all the board materials.

### **IV. Old Business**

#### **A. CSC Funding:**

Mike Moyer reviews the CSC previous year funding request of 25K a year for three years to help the CSC. The CSC was asked to provide a detailed report on funding. We still have not received this report from them. We would still like to help them but would like to see who else is contributing from the sports coalition. The board feels that we should continue to have dialogue with the CSC and try to work towards a solution on how we can support them.

#### **B. Board Re-Structure Document:**

Pat T. gives an update on the board re-structure document. Pat reminds the board that following last year's board meeting the executive committee would take a closer look at this document and look at how the board is re-structured. The

executive committee has tabled this for another year. They will give this task to the newly formed governance committee to review and research.  
Rich Bender makes mention that Greg Strobel is currently doing this process with USA Wrestling. Darrell Randall suggests contacting USAW to see how they are doing their re-structure of the board.  
The governance committee will come back with a report for next year's board meeting on the structure of the board.

**V. New Business:**

**A. Push Out rule:**

Rich Bender asks the NWCA support on the push-out rule for high school and college wrestling. USAW believes that the push-out rule eliminates the edge of mat wrestling and safe haven for going out of bounds.

Jim B suggests forming a task force of coaches to look at the push out rule and others. Jim will put together the committee.

Jim Z and Steve G. both make mention that the rules committee looked at this two years ago.

Bob Colgate makes mention that the high school out of bounds rules are different than the college. They have no interest in looking at this right now.

**VI. Adjourned**

No further business was conducted. The board meeting closed at 4:48 with Jim Beichner completing his term as president.

**The minutes from the August 5, 2010 NWCA Full Board Meeting have been reviewed and approved by the NWCA Board of Directors.**

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NWCA Secretary

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Date