



## Vermont State Athletic Directors' Association

Notice of Meeting -- Sent Monday March 20th, 2023

**Meeting Date: Tuesday, March 28th, 2023**

11:00 AM

Location: DoubleTree by Hilton | South Burlington VT

### **AGENDA:**

11:02 AM **Call to Order - Devin Wendel**

11:05 AM **Attendance, AD Introductions**

- **In attendance:** Devin Wendel, Geri Witalec-Krupa, Sean Farrell, Paul Reif, David Marlow, Jeff Goodrich, Tim Brown, Tim Perreault, Jack Boymer, Alan Ruggles, Patrick Rainville, Dan Marlow, Randy Rathburn, Tim Messier, Jim Hubbard, Steven Keith, Ian Fraunfelder, Olu Sowunmi, Michael Jabour, Nick Bent, Connor Bean, Tammy Claussen, Michael Wolfe, Kevin Myette, Gabriela Silva, Tim Albertson, John Lumsden, Marcel Choquette, Quaron Pinckney, Mark Ellingson, Sam Jackson, Neil Brodeur, Phil Joyal, James Ingalls, Chris Wentworth, Anthony Spencer, Tyler Orton, Buddy Hayford, Peter Maneen, Patrick Whalen, John Gunn, Dave Capman, Derek Dunning, Eric Berry, Bri Barnes, Heidi Wright, Lauren Thomas, Kim Alexander, Pat Merriam.

11:10 AM:

#### **Secretary's Report**

**Devin Wendel**

- **Devin Wendel** - Linked within the agenda are the minutes from our last meeting. There are several helpful links and resources contained within the report. If anyone has any questions or comments about the minutes please let me know.

*Pat Merriam - Motion to approve the Secretary's Report, David Marlow - second. No discussion Motion Passed Unanimously.*

#### **Treasurer's Report**

**Sean Farrell**

- **Sean Farrell** - We started today at about \$30,000, after paying for the conference today we are now under \$8,000. We had several overdrawn dues this year. We had scholarship winners that went to deposit their checks and they bounced, to be frank, this is embarrassing. We need to get our dues in on time. We can't afford this, we need to be better. We don't have the ability to leverage ourselves and business offices to turn things in. Please process your paperwork and get it done. Lets be better. We are at \$7,951.00 and we will have more expenses as the rest of the year goes on. It is also imperative that you talk to your business office about the vendor. The vendor has changed - Bob Hingston still got a check for this conference and he hasn't been here for five years. Every payment should be going to Sean as the treasurer for the VSADA. Please work with your business office.

*Dan Marlow - Motion to approve the treasurer's report, John Lumsden - second.. No Discussion, motion passed unanimously.*

### VPA-SAAC Presentation

- Four members from the VPA SAAC presented on the athlete-coach relationship and how it can be improved.
- **Sean Farrell** - Do you have any advice for us as athletic directors about how we can better help student-athlete retention and interest?
- **Students** - We meet with Dan Marlow once a month in our captain's council. We talk about the good things that are happening along with the bad.
- We are growing up in a generation where a lot of students feel as though they are overwhelmed and everything is so demanding. Oftentimes school feels like a job, then we go to sports, and we are exhausted the next day. Any way to help students employ strategies to get their work done. Making it feel like sports are fun and that we aren't going to another job right after finishing our first job.

### Secretary & VP Open Positions

#### **Devin Wendel**

- Devin Wendel - Please consider applying for our two open positions. We have some incredible talent in this room and a wide range of perspectives that would be extremely beneficial to our organization. This is a great way to get involved and give back to the association and in turn our coaches and student-athletes.
- Geri Witalec-Krupa - Please know that you aren't locked into an 8 year commitment, even though we would love to have that happen. We understand that life happens.

### Executive Director's Report

#### **Jeff Goodrich**

- **Jeff Goodrich** - One of the things I have been working on is recruiting and retaining ADs in the state because it is such a vital role to our communities. The students that just presented are a great example of the work that grounds us. When we are all aligned and we are trying to do the same good work, hopefully we see a decline in phonecalls, litigations, and investigations. Your work today and time spent at this conference is a testament to your desire to grow both personally and professionally.
- I will put together a survey to help gather information about retention. There are people within our state and people outside of our state to help build our base and improve our retention. I don't believe the transition we saw last year with ADs was a one-off event, so we need to work hard to retain ADs, especially our new ADs.
- **Jeff Goodrich** - Bass Fishing - contact me if you're interested in getting involved. We have had 5 different champions across divisions. It is great fun and we would love to have you at all of the events.

### NIAAA Liaison/Section 1 Report

#### **Geri Witalec-Krupa**

- **Geri Witalec-Krupa** - The NIAAA would love to see more Vermont representation on the various NIAAA committees. Commitment on these committees could range from 2-4 years. Does require attendance at the National Conference every year. It also demonstrates the work that we bring to the table, we are small but we are mighty. If you are interested in applying, please email me and I will send you the national application.

- Soon, we are going to be launching the ‘AD Hotline’ it is going to be a portal through SportsYou that you can just ask the question you want to ask. It is very validating that we all know that we have resources around us. It can be anonymous as you want or as broad as you want. We plan to launch this relatively soon, it will be another support system for all of us. We are all experiencing the same thing across the country.
- The NIAAA Summer Institute will not be happening this summer. They were trying to find a new location, they had a few leads but those options fell through. For those of you who have attended, that conference set a high bar and they wanted to ensure they find a suitable replacement for the Ocean’s Edge. Hopefully resuming next summer.
- **Geri Witalec-Krupa** - Over the next two weeks, both of our scholar athletes will be passed on to the National level. The last section one winner was Dave Miceli’s son. With the amount of turnover that we have, the student-athlete scholarship nominations are sought annually. We award these at the leadership conference every year, we select 10 applications every year. I am happy to help with this, we are looking to get a robust applicant pool started each year.

### **LTI/State Coordinator Report**

**David Marlow**

- [CAA/CMAA Certification Guide](#)
- **David Marlow** - We taught four different classes at this year’s conference, three of which were taught by Vermont ADs. We had some classes that were closest to 20 students for the first time in a while. It is a testament to the desire to learn within our organization and we thank you for that.
- Geri, Chris, Jake, - Thank you for presenting. We have some very intellectual Athletic Directors within our organization that do a tremendous job with presentations. We are always looking for more instructors, if you’re interested in becoming an instructor, you need to take LTC 790 and if we have interest, we can teach the class here in the future. There is now a practice test that you can take prior to taking your CAA. There are currently 24 active ADs that have their CAA, there are 7 current ADs that have their CMAA Certification. We have in our shared resource folder all of our [past projects linked](#) within the VSADA [shared resource folder](#). If anyone is looking for ideas related to pursuing their CMAA this is a great thing to check out. Thank you all for your work with LTIs and your work to get better.
- **Devin Wendel** - Dave, you can now take all the prerequisites online to sit for the CAA exam correct? ([NIAAA Webinar/Online Course Link](#))
- **David Marlow** - Yes
- **Jeff Goodrich** - How many Licensed administrators are in the room? (show of hands) - 6. These certifications can be very helpful in the event that litigation becomes part of your daily work. Being certified by the National Organization speaks volumes if you’re ever in this situation. Because we have so few licensed administrators, this is the next most recognized level of certification that ADs should strive for.
- **Sean Farrell** - When I got my CAA, I I was able to take that to my administration and got a slight bump in my salary. I am not a licensed administrator and there is no athletic director licensure in Vermont, so this is as close as you can get. Makes renewal process easy. If you’re looking for a bargaining chip with your administration to negotiate your position, this is a great thing to have.

## **Leadership Conference**

## **Dave Miceli**

- **Dave Miceli** - In regards to the leadership conference that we run in November, I believe that we have hit on a format that we like. We want students to present to students, we feel that is a powerful thing during the conference. One of the things we want is a speaker that addresses DEI and getting our athletic leaders focused on that topic. This does add a cost to the conference that hasn't been budgeted. This costs more per student than we budget per student. I don't think we want to charge more than the \$140/student, we don't want students to not access this because of the cost. We could look for endorsements/sponsorships to help raise funds to support the conference. We are looking for someone to help with this and/or take the lead on this.
- **Jeff Goodrich** - How much do you think we would need to raise?
- **Sean Farrell** - We need approximately \$6,000-\$8,000 to take the pressure off, and to ensure we are able to support a great conference.
- **Dan Marlow** - I believe it is up to each of us to request from our own communities that we get additional funding from our local communities. If we work together, we can all make a difference instead of relying on one or two people to do the work.
- **Tim Messier** - Are we a non-profit?
- **Sean Farrell** - Not currently, but we can apply to be one.
- **Sean Farrell** - Going back to the T-Shirts - We didn't sell any t-shirts at the girls championships. The number of shirts we have at each venue has been based on what has been sold in the past. I do want to thank people that stepped up as many people stepped up and did multiple nights in multiple regions. It is also a lot of fun. We can't live on what we have for the rest of the year. I hear you that it is 'one more night' but if everyone gives up another night.
- **Jeff Goodrich** - Pair off with a friend or a buddy. This is a great way to have some fun while supporting our organization.
- **Randy Rathburn** - I brought my daughter to a game to sell 50/50 tickets and it has become a family tradition.

## **National Student Leadership Summit**

## **Dave Miceli**

- **Dave Miceli** - Every year I send out an application form. It is linked here. Please also take a moment to view the entire PowerPoint Presentation that was shared today. The NFHS Runs a 3 day summit for students from all over the country and Canada. There aren't a whole lot of students who have applied to go from Vermont. This really comes down to athletic directors to have the conversation with students to encourage them to apply. We ought to have more applicants for this summit.
- **Student-Athlete Advisory Council** info and application can be shared with students via this [link](#).
- This is the [Link](#) to apply to be an ambassador at the leadership summit for adult chaperones. We would like to see a rotation of Vermont representatives. I love going every year, but it doesn't need to be me every year. I believe it is July 27th-29th. If you'd like to take some of the best kids from Vermont to the leadership conference.
- [National Summit Flyer](#) for students. Please share this with your prospective student leaders.

### **NFHS Coach Education Report**

**Dave Miceli**

- **Dave Miceli** - We talked about legal liability. We have so much exposure to litigation, please don't put out coaches who are not properly certified. If you have questions about what certifications are required please let me know. It is March 28th - at the end of the first full week of April if coaches aren't certified I'll be sending out bills.
- **David Marlow** - Any update on 3D coaching in lieu of NFHS Fundamentals Course
- **Dave Miceli** - Yes - [This 3D Course](#) (middle tier) is now an approved alternative to the NFHS course. 4.5 hours \$149 (non-college course credit).
- **Sean Farrell** - Dave can you please share with us the difference between the two courses.
- **Dave Miceli** - The 3D course is slightly shorter than the NFHS course. I believe it is the condensed version. The course itself uses a different approach to helping coaches understand the need to coach more than just Xs and Os, but the mind, body, and spirit together to be successful.

### **[Activity Standards Report](#)**

**Heidi Wright & Jake Eaton**

- **Heidi Wright** - The report is linked in the minutes. We have heard some hardship waivers and other requests. We went over the non-binary policy and the NIL policy. These are being sent for approval. Please keep in mind that some people's interpretations of rulings can vary. The next meeting is May 12th, if you have any requests that you want to go to ASC please let us know.

### **[DEI Committee Update](#)**

**Quaron Pinckney & Mike Jabour**

- **Mike Jabour** - Our next in-person meeting is at 10:00 AM on April 6th.
- **Mike Jabour** - We are going to be bringing back the AD of the Year award. One award for the NVAC, one from the SVL. The EC will send out a survey to collect nominations.

### **VPA Report**

**Lauren Thomas**

- **Lauren Thomas** - I have never worked with a better group of people. This organization is unique, you process together, you collaborate and that is incredible. The VPA just received an award in Washington DC, so thank you for being a member and a member of this organization as well. When I was working at Grand Isle, I had never felt more isolated.
- I love the phone calls that I get where, it is 'I think I know what to do but I want your advice'. One of my norms is 'don't freeze someone in time'. Don't freeze me in time, because it has been one heck of a year, it has been crazy. I have a lot of passion right now, because we are under siege. My office staff is going into a work space that is being threatened by mass shootings. My office is being threatened and my kids are being threatened. We provide windows to the world through athletics. We are mirrors in athletics. I was raised that you don't look down on others, and if you do its to reach down and lift them up. And to what end are we going to make people feel less than. That is the stance that our executive council has taken. It has been crazy but it has been a privilege. I will stand here and say that I will fight for every kid in Vermont.
- *(Standing Ovation in support of Lauren)*

- **Sean Farrell** - We are the VPA. We encourage you to defend the VPA and let your communities know that we are them. We can then handle it at the local level.
- **Tim Brown** - Thank you for your passion, and your strengths, and that caring for kids is the most important thing. Coming from the top gives me confidence that we are doing the right thing.
- **Geri Witalec-Krupa** - I have never been more proud to be part of this organization and from Vermont. We are putting kids first, we thank you.

#### **12:15 PM: New Business/Announcements**

- Arbiter Sports Information
  - [Arbiter Information for Business Offices](#)
  - [Arbiter W9](#)
- **Sean Farrell** - Everyone needs to be on board. You just have to work through it. We need to help our assignors and everyone else to buy-in. With our dues we have been paying for league-minder for years. We want to help defray the cost of officials and assignors. It won't be at the level that we had for league minder. It is going to be a challenge, and it will take time. The more we contribute the help to it the better it will be. The SVL has done an outstanding job with LeagueMinder, but we didn't have to go to it in the north. We all now need to go to Arbiter. It is a small price to pay for them to actually get paid. Getting paid is important to officials. It costs about \$1,000 for arbiter pay which is well worth it.
- [Arbiter Sport Meeting](#) - If you're interested in attending, please be sure to join us at 10:00 AM on April 25th to learn more about the new platform.
- [Mascot Options](#) - Devin Wendel shared various mascot options that were gathered from both Vermont ADs, as well as others via a communication sent out to ADs from across the country.
- **Tim Brown** - I'd like to give a plug out to Dave Miceli - if you get the NIAAA magazine, he has an article in there about how to make an apology.

#### **Motion to Adjourn**

*Jim Hubbard - 1st, Dan Marlow 2nd. No discussion. Approved unanimously at 12:52PM.*

#### **Future Meeting Dates:**

**May 9th, 2023** - Chandler Arts Center | Randolph