



Vermont State Athletic Directors' Association

Notice of Meeting -- Tuesday, September 13th, 2022

Location: Chandler Arts Center | Randolph VT

Time: Executive Committee Meeting 9:30 AM | VSADA Meeting 10:00 AM

AGENDA:

9:30 am: Executive Committee Meeting

10:09 am: Call to Order - Kim Maniery

10:05 am Attendance, AD Introduction

In attendance: Derek Cipriano, Nick Bent, Derek Dunning, Matt Link, Kim Alexander, Jamie Bourn, Tim Perreault, Phil Joyal, Rich Saypack, Ian Fraunfelder, Heidi Wright, Eric Berry, Mike Donahughe (VPA Sports Hall of Fame), Jeff Moreno, Lauren Thomas, Pat Merriam, Joe Harrington, Buddy Hayford, David Conover, Randy Rathburn, Chris Shackett, Ricky McCollum, Tim Albertson, Quaron Pinckney, John Lumsden, Geri Witalec-Krupa, Bri Barnes, Connor Bean, Mike Jabour, Neil Brodeur, Erva Barnes, T.J. Powers, Steven Keith, Chris Langevin, Jim Hubbard, Kim Maniery, Devin Wendel, Sean Farrell.

Introduction of New ADs - Kim Maniery

Bri Barnes, Connor Bean, Ricky McCollum, Chris Shackett, David Conover, Tim Perreault, Jamie Bourn, Derek Dunning, Nick Bent, Heidi Wright.

10:15 am: **Theme for the Year** Kim Maniery

- Kim Maniery - we have come up with a theme for this year. We have three words, unity, accountability, and resiliency. We are hopeful to bring speakers and work on continuing education that aligns with these themes.
- Sean Farrell - we are trying to spread these words around our schools. Spread this message across your schools.

AD of the Year Award Kim Maniery

- We had discontinued this award due to a variety of factors. We want to poll our membership to see if this is an award that we should to continue to include or not each year.
- Geri Witalec-Krupa - We all have worked hard and acknowledged that were in the process up to this point. We are ready to own that and move forward with awareness and knowledge and hopefully move forward with a new transparent and equitable process. If we don't issue this, we'd be the only state that doesn't issue an AD of the year award. We should recognize the great work of great people. We should take the time to clean up the process and solidify the process to ensure we get people the recognition we deserve. No matter how long it takes.
- Sean Farrell - When I first came into this association, it was small school/large school award. The Executive Committee then chose to change this to divisional awards. We would send a survey out collecting nominations. We want the award to mean something. The feeling was we did all the work, got

applications, but we weren't doing the work on our end before voting for people. We need the information to be more transparent and we need to put the work in on our end to ensure it doesn't repeat itself as a selective process.

- Mike Jabour - I think it is important that we have it. I think it is important that we create a system that is fair. I am more than happy to work with the DEI Committee to ensure we can make this happen. We have also made connections with other states so we know what they do as well. This is something that we can absolutely take on as many people in this room are on this committee.
- Quaron Pinkey - It is important to recognize the work of the membership any chance we can.
- Dave Miceli - Motion to keep the AD of the year award, 2nd Geri Witalec.
- In Favor - Passed unanimously

Secretary's Report

Devin Wendel

- I hope everyone has had time to review the minutes from our last meeting. The minutes were also linked in today's agenda. If anyone has questions regarding the minutes, please let us know.
 - Motion to accept the minutes - Pat Merriam Motion, 2nd Rich Hubbard.
 - Passed Unanimously
 - [VSADA Directory](#)
 - [Shared Resource Folder](#)

Treasurer's Report

Sean Farrell

- We've collected about \$21,000 in dues, this is generally the only income we usually have. We had to transfer \$2,500 out of savings because we still owe \$7000 in dues. Collecting dues is a challenge and if we don't take this seriously. We only have \$4,900 in our savings, we are usually not this tight. We are going to continue to look for revenue opportunities to offset these costs. When the VSADA has sold 50/50 and T-Shirts at championships this is another source of income.
- Motion to accept the Treasurer's Report - Pat Merriam, 2nd Dave Miceli
- Passed unanimously

Executive Director's Report

Jeff Goodrich

- Thank you for welcoming me back to this group. I've been involved in Vermont High School athletics in one way or another for many years, primarily at Essex High School. Appreciate the warm welcome, and looking forward to working more closely with the VSADA again.

NIAAA Liaison/Section 1

Geri Witalec-Krupa

- I would start by saying the National Conference is the best professional development opportunity we have available within our association. I encourage you to apply for the scholarship, if you are a first-time attendee we have a scholarship process available. The only caveat is that you be an AD for at least one year and that you've never been to the conference. If you have never attended, they are predicting this will be the most heavily attended conference in the history of the conference.

- I will be sending information out this week regarding our student scholarship. We offer 10 scholarships to our student-athlete leaders within the state of Vermont. I will be sending that information out this week. The due date will be sometime within the first or second week of October

NFHS Coaching ED Report Dave Miceli

- I have sent out a report to all schools. For coaches who are about to expire during the season, they need to make sure they renew before the end of the season. Look for the email please, ensure your coaches are up to date with their certifications. Tuesday of next week, I'll send an email to Lauren with a list of who's done what and which coaches aren't certified. This will include schools paying a fine for uncertified coaches. Look for the email Friday, corrections need to be done by Monday, September 19th.

Student Leadership Conference Dave Miceli

- Dan Marlow and I have been coordinating the Athletic Leadership Conference. We are going back to an overnight conference. We have athletic leadership skill development, banquet and scholarship dinner. Following that we have a cornhole tournament, Pizza, Dance, DJ, Hypnotist. The kids always have a great time and meet kids from other schools doing great things. The date is November 7th & 8th. This may impact football athletes who are still in the playoffs. \$150/student-athlete, we encourage you to send your Sophomore and Junior leaders instead of seniors to get the most bang for your buck. We ask that if you are sending more than 4 students that you also send a facilitator with them. Room cost for facilitators is \$140. We will need a count from the school by October 1st, and names by Oct. 15th.
- I believe this is one of the best things we do short of our own conference in the spring. So many ideas have come into our athletic department because of what we hear from the students and chaperones at this event.

National Conference Scholarship Kim Maniery

- I encourage you to apply if you haven't attended the national conference in the past. I would echo everything Geri mentioned previously about the national conference.

LTI Coordinator Report David Marlow (Devin Wendel)

- Devin Wendel - Discussed the importance of these courses and how there are many digital options available for taking courses, webinars, and working towards R.A.A, C.A.A, and C.M.A.A Certifications. Also encouraged anyone attending the national conference to take the instructor's course to become eligible to teach any courses that they have taken as a student.

VSADA Spring Conference Chris Langevin/David Marlow

- Chris Langevin - I will be running the spring conference and Dave Marlow will be managing the LTI. The dates are March 26th, 27th, 28th. This is a great event and we encourage everyone within the association to attend.

Activity Standards Committee Heidi Wright and Jake Eaton

- [5/20 Minutes](#)
- [8/4 & 5 Minutes](#)
- Hedi Wright - We want to get hardship waivers in a timely manner. The sooner we can get these in the better, it increases the chances of them being approved in the future.

DEI Committee Quaron Pinckney & Mike Jabour

- Mike Jabour - within the sideline email that Lauren sent out, there was a component about hate speech. If there is anything that happens during a game between the fans, players and others, there is a process for communication between the coaches, players, and officials. You as the site administrator need to make a decision with everyone involved. 9/10 times there is never going to be an admittance by the perpetrator. The biggest thing that needs to happen is the victim needs to be heard.
- Quaron Pinckney - As we know we have a huge shortage of officials across the board. We need to ensure we protect them along with our students and coaches so we don't lose them.
- We are trying to get a QR code posted to allow ADs to report concerns more easily. A lot of the work we are doing is here to protect our students, coaches, and officials.
- Kim Maniery - Regarding pre-game announcements - It means a lot more when it comes from a student-athlete instead of the AD. It needs to be read, make sure that it is read.
- Mike Jabour - it may feel ridiculous but this is where we are at within our society. If you do change it, you open yourself up for issues.
- Geri Witalec-Krupa - Post the statement on all of your signs, fields, put it on your programs, hanging up, anywhere.
- Jim Hubbard - Is the process to document it, talk with schools, then report to Lauren?
- Mike Jabour - Yes

VPA Report Lauren Thomas

- Lauren Thomas - I want to extend a sincere moment of gratitude to everyone. Bob was here for 19 years, I did a lot of cross-over with him and have been a part of committee meetings since January. A strong push to have your MS ADs to be part of the VSADA to grow the organization and knowledge-base. This will also help students, coaches, and parents transition into HS knowing/understanding policies and procedures.
- There are also some things at the front table that get mailed to us from the NFHS. There are several posters available with rule changes.
- When people call me on my cell phone, you're not bothering me. Please don't hesitate to reach out, that is what I am here for.

11:30 AM Round Table Discussions **Executive Committee**

- Dave Miceli - Shared out student leadership councils, how many have them? Would this be a good topic for the leadership conference?

- Phil Joyal - We had a small breakout group and talked about fixing things as far as coaching salaries and other items.
- Heidi Wright - talked about scoreboards, different fields, who we use.
- Joe Harrington - Different officials assigning sites. It would be nice to streamline this at some point. It is really difficult for us to all navigate. If we could figure this out it would be wonderful for everybody.
- Mike Jabour - We talked about having an assistant AD, admin assistants, having different sites for different administrators.
- Geri Witalec - When you have a high profile position that has become available. You get all kinds of unsolicited feedback for who should fill this job. How do you appreciate the feedback while also doing whats best for kids.
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12:00pm: New Business/Announcements

- After School Security Conversation - Pete Maneen (Devin Wendel)
 - Please send Pete any afterschool safety/security protocols you may have as Vergennes is looking to update theirs.
- VT Sports Hall of Fame - Mike Donahue
 - Mike Donahue- As noted I am here on behalf of the sports hall of fame. Started in 2011 to honor those within the state that have changed the landscape of Vermont Athletics.
 - We have had discussions with the Ipsigalle foundation, for them to print 800 books. We are now in the process of distributing these to every community library, along with every HS and MS in the state of Vermont. These are free. They usually go for \$35 but these are free to you. We ask that you take them back and put them in the high school of your library. If you can put your name and the school that you are willing to bring these to.
- Executive Committee Elections - Kim Maniery
- [2022-2023 Committee Meetings & Officers](#) - Kim Maniery
- Results & Discussion - [Attendance Survey](#)
 - Kim manierey - we are trying to increase our attendance at these meetings. This was to gather feedback from the association to help increase meeting attendance.
- Venmo/Electronic Payments Inquiry - Devin Wendel
 - Geri Witalec-Krupa - Square - nominal fee. For the increase in sales, it has been worth it. There are different accounts. One for project grad, basketball account.
 - Dave Miceli - Does the school have a single account or all they all separate bank accounts? Are they sending a check or giant direct deposit into one account?
 - Geri - On the back end I'm not sure how it works.
 - Dave Miceli - there are concerns with it all going into one account and then getting divvied up.

T.J. Powers - if anyone has MS soccer tournaments, we'd like to enter.

Jeff Goodrich - if anyone wants to talk Bass Fishing please see me.

Motion to Adjourn - TJ Powers, Bri Barnes 2nd

Motion passed unanimously

Meeting adjourned at 12:30 PM

- Mentors/Mentee Meeting followed the formal VSADA meeting.

Future Meeting Dates:

November 15th - Virtual - Google Meet

January 17th - Virtual - Google Meet

March 28th - Double Tree | South Burlington

May 9th - Chandler Arts Center | Randolph

Meeting Dates are in person, Except November/January Meetings Will be Via Google Meet

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