

**MINUTES OF THE  
NATIONAL FASTPITCH COACHES ASSOCIATION  
BOARD OF DIRECTORS MEETING**

*December 1, 2015*

*Atlanta Marriott Marquis*

The meeting was brought to order at 7:00pm EST. Those present were:

Carrie Austgen, Deer Park High School (TX), High School Representative  
Gary Bryce, Wayne State, University, Division II Representative  
Pat Conlan, Georgetown University, First Vice President  
Boo De Oliveira, University of Arkansas, Second Vice President  
Kathryn Gleason, Northern Kentucky University, Third Vice President  
Joanna Lane, Central Michigan University, Fourth Vice President  
Diane Miller, University of Nebraska, Assistant Coach Representative  
Patrick Murphy, University of Alabama, Past President  
*Lisa Navas, University of South Carolina, First Vice President-elect*  
Diana Pepin, Eastern Connecticut State University, Division III Representative  
Natalie Poole, University of Memphis, Division I Representative  
Tommy Ramos, Midland College, NJCAA Representative  
Rhonda Revelle, University of Nebraska, President  
Kevin Shelton, Texas Glory, Travel Ball Representative  
LeeAnn Taylor, San Diego City College, Cal JC Representative  
Hal Wynn, Faulkner University, NAIA Representative

Emily Allard, NFCA Manager of Marketing Team  
Carol Bruggeman, NFCA Interim Executive Director  
Kelley Fisher, NFCA Director of Membership Team  
Katelyn Funchess, NFCA Office Manager, Membership Team Member  
Jamie Hazel, NFCA Director of Finances Team, Events & Membership Team Member  
Dave Hines, NFCA Director of Publications Team  
Brian Stanley, NFCA Director of Media Relations Team  
Michelle Vasquez, NFCA Director or Events Team

1. Welcome. NFCA President Rhonda Revelle welcomed the group and thanked everyone for their hard work and dedication through transition.
2. Convention. NFCA Interim Executive Director Carol Bruggeman gave updates on the Atlanta Convention.
  - A. Numbers.
    1. Registered Convention attendees- 1389 (Dec. 1). *Final number: 1418*
    2. Pre-Convention Seminars. Mental Development 149, ACU 142 (Dec 1). Final numbers: Mental Development 154; ACU 144
    3. Golf -23. Group discussed providing alternate activity for Convention attendees because of consistently low golf numbers. NFCA can make better use of sponsorship dollars and NFCA staff time with new activity. NFCA will provide interested golfers with local golf course information to make own reservations.

- B. Sponsors (Convention only). Group was encouraged to attend all sponsored events. Convention sponsored events include:
1. USSSA “Lead-off Reception”
  2. Wilson “Queen of Diamonds” Party
  3. Schutt Sports Continental Breakfast
  4. Easton Victory Club Luncheon
  5. Mizuno Happy Hour
  6. NCSA Mentoring Session
  7. Diamond “Party Zone” & “Social Lounge”
  8. Head First Honor Roll Softball Camps Breakfast
  9. Sports Attack Clinic
- C. Exhibit Hall. Exhibit show was sold-out by mid-October. Thorough review of “comp” booths will be conducted prior to 2016 Convention. Exhibit show has become very important part of NFCA Convention for attendees as well as overall bottom line success. Paper applications will be replaced by on-line applications for 2016. There are 115 active companies represented in the Exhibit Hall; 15 on waiting list.
- D. Board Opportunities and Responsibilities. The Board plays a big role on-site in running the Convention. Overall duties for the week were confirmed.
- E. NFCA Committees. Group was reminded if Bylaws Package passes at Softball Summit, all committees will move to a three-year term, one term per position. This change would include Board of Directors positions.
- F. Convention Manual. Group reviewed 2015 Convention Manual. Beginning in 2016, no Convention Manual will be necessary. Entire staff planned and collaborated on “all things Convention” using a color-coded day-to-day document. Board will receive this same document prior to and during Convention.
3. Bylaws Package. Group reviewed Bylaws Package. Highlighted changes include:
- A. All committee/Board terms move to three-year term, one term per position.
  - B. 5<sup>th</sup> Vice President position to take over responsibilities of Past-President and to give Executive Board “odd number” of members for voting purposes.
  - C. Third-party audit to be completed every five years.

4. Emeriti Position Review. Current membership rate for Emeriti members is \$60.00. Emeriti Convention rate is \$150. Any Hall of Fame member may attend the Hall of Fame banquet free of charge, if they are only attending Hall of Fame banquet and not the Convention.
5. Convention Action Items.
  - A. Board to visit all sponsored events.
  - B. Board to visit exhibit hall and thank as many vendors as possible.
  - C. Embrace Emeriti Group.
  - D. Engage in “hot topic” discussions.
6. Future Convention Contracts.
  - A. 2016. New Orleans LA: New Orleans Marriott: December 7-10, 2016.
  - B. 2017. Las Vegas NV: Bally’s: December 6-9, 2017.
  - C. 2018. Chicago IL: Sheraton Chicago Hotel and Towers: December 5-8, 2018.
  - D. 2019. Atlantic City NJ: Harrah’s Resort: December 4-7, 2019.
  - E. 2020. TBA
  - F. 2021. Las Vegas NV: Rio: December 8-11, 2021.
7. Day WON. NFCA Staff Recognition.
8. Adjournment. The meeting was adjourned at 9:45 p.m.

**MINUTES OF THE  
NATIONAL FASTPITCH COACHES ASSOCIATION  
BOARD OF DIRECTORS MEETING**

*December 6, 2015*

*Atlanta Marriott Marquis*

The meeting was brought to order at 8:00am EST. Those present were:

Carrie Austgen, Deer Park High School (TX), High School Representative  
Gary Bryce, Wayne State, University, Division II Representative  
Pat Conlan, Georgetown University, First Vice President  
Boo De Oliveira, University of Arkansas, Second Vice President  
Kathryn Gleason, Northern Kentucky University, Third Vice President  
Joanna Lane, Central Michigan University, Fourth Vice President  
Diane Miller, University of Nebraska, Assistant Coach Representative  
Patrick Murphy, University of Alabama, Past President  
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Rhonda Revelle, University of Nebraska, President  
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LeeAnn Taylor, San Diego City College, Cal JC Representative  
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Emily Allard, NFCA Manager of Marketing Team  
Carol Bruggeman, NFCA Interim Executive Director  
Kelley Fisher, NFCA Director of Membership Team  
Katelyn Funchess, NFCA Office Manager, Membership Team Member  
Jamie Hazel, NFCA Director of Finances Team, Events & Membership Team Member  
Dave Hines, NFCA Director of Publications Team  
Brian Stanley, NFCA Director of Media Relations Team  
Michelle Vasquez, NFCA Director or Events Team

Tommy Ramos, Midland College, NJCAA Representative was not in attendance.

1. Welcome. NFCA President Rhonda Revelle called the meeting to order and asked everyone to reflect on the last 100 days. She offers a thank you to Interim Executive Director Carol Bruggeman and the NFCA team.
2. Legal Advisory Services. Carol Bruggeman introduced Samantha Ekstrand, from the law firm of Ekstrand and Ekstrand.
  - A. Overview of current work with lacrosse.
    1. Advises the Board, works on contracts, and NCAA issues. Her services are a benefit to the lacrosse members. Members can call or email with any question or concern.
    2. If a coach enters into state litigation, she will help transition the coach and aid them in finding lawyer and attorney services in respective state.

- B. How she has helped lacrosse.
1. Organization was threatened with lawsuit about All-American selections. After reviewing the process, recommended lacrosse make clearer policies and procedures.
  2. Reviews all contracts (i.e. hotel, tournaments, etc.) for outside vendors.
  3. Lacrosse Coaches Association started running their own tournaments, partnering with Corrigan. Tournaments have led to a revenue stream for the organization.
- C. Provided overview of views on NCAA legislation and recruiting process. Overall the process has been a huge challenge to navigate.
- D. Payment for services: Group discussed payment, hours, and fees for softball community. NFCA would need at least a year to fully evaluate process.
1. Has had experience outside of Division I and has helped with various strategies and contract negotiations to include helping to develop salary surveys.
  2. During six years of work with lacrosse, Sam has not had to solicit 3<sup>rd</sup> party help (i.e. an economist). However, if a 3<sup>rd</sup> party has to be involved, this would be a cost in addition to her annual fee.
  3. If NFCA decides to enter into partnership, discussion is warranted on how to generate funds to cover her fee. It was unanimously voted by the board that this benefit should be extended to the entire membership, outside of Affiliates.
  4. In addition to member service, would like to utilize Sam's expertise to help with employee contracts, event protection/cancellation policies, etc.
3. Convention Review: Below are various suggestions and comments from the Board of Directors and is a summary what they heard from the membership regarding what went well and what are some areas of opportunity moving forward.
- A. Emeriti group suggested connecting the history of our game to the present.
- B. Have the ability to track the speakers like did in travel ball curriculum; vary game specific speaker with extra speakers (i.e. legal); ensure more time for business specifics; need to do a better job finding people to serve on the committees; allow more time for round table discussions; good compliments on the hotel and ability to navigate; SID scoring webinar was great suggestion; there was confusion in the HCC; potentially do the caucus in round table format with a moderator; polling is good but need to hold people accountable for the comments and opinions.
- C. Have NFCA committees align with the NCAA committees; look to have student-athlete involvement in committees because that athlete could provide insight; more round tables because they encourage participation; more breakouts for younger coaches.

D. There seems to be a growing desire for more player development sessions in addition to drills drills drills; need to find ways to allow for more education; look to provide greater education on the history of the sport.

E. Good energy this week; enjoyed the newly implemented speaker introductions; need to build more time into schedule for additional division meetings; loved the hall of fame video and potentially implement some sort of “did you know”?

F. This convention had a different energy; there was a lot of positive feedback after Samantha Ekstrand’s presentation and a general desire to hear more about topics outside of softball but that are still applicable and related; good attendance at the HOF banquet, the mental skills pre-conference was not as good as everyone was expecting because it was dominated by one speaker; round tables were congested when speakers rotated.

G. Feedback from the exhibitors was that Emily did a good job and that they received more traffic than they did at the ABCA; exhibitors stuck in back were not happy; need key cards at hotel with our logo; need additional and more prominent signage when come into hotel; to reduce cost for some, should we look to create an a la carte option when building a convention registration; look to have an NCAA representative at convention for the duration of the convention; limit speaker notes to one page.

H. See more on history of the game; travel ball caucus at 7 am is a challenge; liked travel ball curriculum and the coaches panel; should caucus and curriculum be one event?

I. From the Emeritus group, we need to teach younger coaches the history of the game; felt in mentoring session there was not enough time to talk and ask questions; felt speakers were very well attended.

J. Mental training – pre-con was difficult to follow; need to continue to find ways to highlight the game’s history and would like to have location on the website; high school and travel ball caucus times conflict and dual coaches are unable to attend both; would like to see time on Thursday morning schedule for High School coaches already at convention to meet; the High School All-American Committee was in favor of the three year committee term proposal, but not limiting it to one three-year term and would like to see committee members be eligible to run for multiple terms; possibly combine HS and TB curriculum; build in time for veteran coaches to meet with Emeriti coaches.

K. ACU is a good place to help young coaches begin to develop a coaching philosophy; need more time at round tables to discuss; if NCAA restructures then we need to restructure; put marquee name at end of convention to possibly keep attendance high at end.

L. Convention did not feel rushed or frantic; need for increased an prominent signage; look to incorporate did you know statements around hotel and well as information on the history of the game; find innovative ways to “bridge gap” (i.e. round table dinner with champions idea where an attendee could sign-up to have a dinner with a champion at restaurant); Jon Gordon was excellent; Assistant Coach University was fantastic but did not like HumanEx in the middle; clinics where great but would like options; need to find ways to keep topics relatable for those without unlimited resources.

M. Energy was different and could be attributed to Carol’s confidence and poise, mentoring session is not really a mentoring session because it’s too directed; need to be better about pairing mentor mentees where the information is relevant and relatable; suggest putting NCAA reps in front of all divisions at one time; would like an additional caucus after the summit to discuss direct impacts; increased garbage cans onsite would be good; was difficult to see parts of AV because of set; would like a big flip board in caucus to take notes.

N. It is unfortunate that everyone doesn’t feel comfortable going the microphone in big settings to express opinions; doesn’t feel she did sufficient research before presenting at the HCC and caucus; appreciates being a part of the process.

O. Need increased signage; overall recruiting committee participation is poor; need to implement consequences for not participating in scheduled committee events if elected; look to provide overflow room if the sessions go long there is still time to ask questions; supports ideas for education on the history of game; liked ACU and would love to see and HCU for head coaches; would like to explore the idea of no business meetings before 9am; possibly create different convention programming tracks depending on coaching level.

4. NFCA Vision Statement. Review of NFCA vision statement developed by the “Core Values Committee”. Vote is taken and vision statement approved.
5. Updates (since September 1<sup>st</sup>) from NFCA Team.
  - A. Kelley Fisher (Membership Team)- Highlights the rollout of Coaching Tools (Softball Excellence) package and the desire to move to a one-time renewal. Board is supportive of one-time renewal process and will back the staff to move process forward. At least 60 days notice should be given to the membership prior to the rollout.
  - B. Jamie Hazel (Finances Team)- Provided an overview of the statement of activity report; moved to a Paychex company for payroll, and discussed overall cost savings an efficiency of accounting moving forward.

1. NFCA moving to Republic Bank in February, 2016 as they will offer higher interest rate on money market accounts and provided sponsorship dollars for Coaches Clinic.
2. NFCA has applied for a high limit credit card.
3. Once convention bill is paid, NFCA will receive 500,000 in Marriott Rewards points to use within NFCA team for NFCA events throughout the year.

C. Brian Stanley (Media Relations Team)-Work on the new website has been a big project; work with Mightily has been good; will begin work with companies in March/April to help develop a exhibitor convention application; acquired a Vimeo account and will look to provide downloadable content instead of burning DVDs.

D. Dave Hines (Publications Team)-Ramped up social media efforts primarily on Twitter; cost and production has gone down tremendously since going to online newspaper.

E. Michelle Vasquez (Events Team)- Would like to restructure to support the events growth; database, registration, and how we collect payment at time of registration are in need of upgrade (need to require payment at the time of registration and have the ability to submit forms online); Lead Off Classics will move to Div II, NAIA in odd years, Division III and JC in even years.; Restructure coach's books for 2016 camps. Inaugural Coaches Clinic will be Jan 8-9, 2016.

F. Emily Allard (Sponsorship and Marketing Team)- Need to move to on-line exhibitor registration process; while at convention it is a challenge to build relationships while also running day to day operations; volunteers are great at registration but need help problem solving on the floor.

1. It was suggested to have board members do the meet and greet with sponsors and help assist NFCA staff while at convention.
2. Other organizations have hired external companies to run the logistics once onsite and resolve all of the problems. Is this a possibility?
3. Look at other possibilities to help increase the full-time volunteer pool (i.e. all board members bring staff member or look into local area sport management programs)



6. Hall of Fame Committee Requests.

- A. Change criteria -coach must be 55 years old or have at least 20 years of service.
- B. Need clarification from NFCA on who is eligible and if non-head coaches can be nominated (i.e. great longtime associate head coaches)
- C. Need elected Emeriti representative on the committee.
- D. Can an exception be made for a high school coach to be nominated by a non-member to help increase the number of HS coaches nominated?

7. Awards Committee Requests.

- A. Extend the player of the year to all collegiate levels and award after championships.
  - 1. Proposal- 5 days after the championships conclude, statistics are updated for all 1<sup>st</sup> team All-Americans who played in the championships and sent to head coaches of respective division to vote.
  - 2. The presentation of the award would be at the discretion of the recipient's school. Suggestion-have NFCA member go to the campus and present the award and have campus representatives coordinate local media.
- B. Create a Humanitarian award.

8. Next "in person" board meeting will be June 3, 2016 at WCWS.

9. Meeting adjourned at 11:50 a.m.