

MINNESOTA INTERSCHOLASTIC ACTIVITIES

MN IAAA

ADMINISTRATORS ASSOCIATION



PRESIDENT'S MESSAGE

By Brent Schimek, President • Deer River



"ROOKIE ALL OVER AGAIN"

One thing is for sure, the last 7 months has made us all feel like first year rookies again. As Mark Kuisle stated last year, "it's like drinking out of a fire hose!"

Through it all, my impressions have been very clear. I have never been so proud of my peers and colleagues. The AD position has always been a big unknown to many in the public. This pandemic has not changed that. Many will never realize the endless hours of scheduling, on-line meetings, dealings with parents, coaches, and athletes



along with the many other things that change daily to create opportunities for our students. It definitely has not given ADs "more time at the cabin" as one of our Media Personalities proclaimed.

I have heard numerous times from experienced ADs how they feel like they are starting all over. During these times we need to reach out to each other, rookies and veterans alike, to create open communication about what is working and what is not. Even if it's just to vent about a "you wouldn't believe what just happened" moment.

As a coach for the past 32 years I tell myself often it is never as bad or as good as what it seems. Just keep an even keel and keep the boat afloat. Sometimes that is all you can do to weather the storm.

Good luck to everyone this school year and the pending upcoming seasons.



EXECUTIVE DIRECTOR'S MESSAGE

By Mike Beck, Executive Secretary

Hope you all have a boring and uneventful school year. If that happens, it would be a miracle. There have been many changes and events with the MnIAAA. The following are brief details on these.

MnIAAA spring conference was cancelled. Those registered had options of carry over of payment for the 2020-21 school year with MnIAAA/NIAAA dues being paid. Your 2021 conference cost would be the cost of dues needed for the 2021-22 school year. This would keep your coverages and other benefits current. Option two was refund of payment, minus your dues for 2020-21. Third option was total refund. Most took one, second option was next and some did the third.

Ken Hubert was hired as MnIAAA Treasurer. He retired from Faribault and was willing to work with me. We took the total amount paid to myself and Becky and used part of that for his salary. No additional cost in salary to the MnIAAA. Becky is no longer considered an employee of the MnIAAA. She still will be helping with the conference.

Section V meeting was virtual this spring. No one had to drive to Omaha. Jaime Sherwood was outstanding in its organization and leadership. We got to see the new NIAAA Strategic Plan. One major change is for at large candidate elections for the NIAAA Board. Section V is now paired against Section VIII (west coast). This election will take place at the 2021 National Conference in Denver. We ask for your support in getting Anthony (Tony) Fisher to be the Section V nominee and win the election. We will submit Tony as the Minnesota nominee at this spring Section meeting.

NIAAA formed a Diversity subcommittee to best serve under represented Administrators. They are looking at two focal groups, women and minorities. Como Park High School's Koua Vang is a member of this committee. MnIAAA has taken its own leadership in this. We also formed a committee to look at what we can do to increase inclusion. These proposed constitutional changes are in this newsletter and have been shared with Region Representatives Committee for their input.

State Conference is scheduled for March 22-24, 2021. We are keeping abreast with the MDH on what we allowed to do for indoor meetings. Registrations for you, your assistants and vendors are not open at this time. We are holding on this until we see what format we can use.



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2ND VP MESSAGE

By Jeff Boran, 2nd VP • Waterville-Elysian-Morristown



Hello from South Central Minnesota!

First of all "Wow" to 2020! However most importantly to all Activities Administrators (and Assistants), THANK YOU for what you do! During the past eight months every one of you has shown the work ethic, patience, professionalism and determination that makes you and this organization (MnIAAA) leaders in Minnesota providing "Education Based Athletic and Fine Arts Activities" in our schools, along with coaches, advisors and the MSHSL. The task is challenging with new guidelines, stoppages, re-starts, and the frustrations of students and parents. Please stay safe, persevere and continue to lead your schools... Kids are worth it!

It is yet to be determined if we will again have the great "Minnesota Get Together in St. Cloud" known as the "MnIAAA State Conference" in 2021. The determination of the Conference being in St. Cloud or virtually will be decided in late December 2020 or early January 2021. I, for one, cannot wait until we can all gather in person again and re-energize as a group and association.

The MnIAAA leadership team and directors have been working hard this past summer and fall as many challenges have come our way, and as we move forward we still need to honor our membership and those that help us all provide quality experiences!

All nomination forms can be found at mniaaa.org/awards-honors or by using the links provided below. I would like our MnIAAA membership to consider submitting names for the following awards.

Distinguished Alumni Award is awarded annually to up to five individuals. Honorees must have graduated from a Minnesota high school where they participated in extracurricular activities and must have distinguished themselves in their chosen field.

[MnIAAA DISTINGUISHED ALUMNI AWARD NOMINATION FORM](#)

Distinguished Service Award is awarded annually to up to three individuals. Honorees should have made a contribution to the local school athletic program. If you have questions contact Tom Baumann at Buffalo tbauman@bhmschools.org

MNIAAA DISTINGUISHED SERVICE NOMINATION FORM

Hall of Fame has a rich history of recognizing the accomplishments in, and a particular devotion to, Minnesota high school athletics. Its membership consists of those who believe that wholesome participation in co-curricular activities makes a significant contribution to the education of the public it serves. The inductee must be a past or current member of the MNIAAA. If you have questions, contact Nick Rathmann at Blake nrathmann@blakeschool.org

MNIAAA HALL OF FAME NOMINATION FORM

Matt Mattson, from Champlin Park H.S. is leading the work on creating another great conference for 2021! If you have any ideas or are willing to help in any way please reach out to Matt at Mathew.Mattson@ahschools.us

I hope that as we move into the "Holiday Season" you are all safe and are able to find time to relax and enjoy time with family and friends! Here's to looking forward to 2021 with hope, optimism and return to some normalcy with renewed respect for all.





NIAAA MESSAGE

By Brad O'Donnell, St. Clair • NIAAA Liaison



NIAAA this last September brought together all of the State Coordinators to a virtual summit. During this summit we continued to look at ways we can help our fellow activities administrators during these extraordinary times that we are living in. The theme was "what makes a great team?" As Don Bales stated, it takes a lot of experience, skill, perspective, vision and ambition to create a world class organization. A successful culture is defined by incredible servant leadership and a consistent mindset to extend oneself. These are qualities that we see in our organization. It's a privilege to work so closely with our ADs in the state of Minnesota. Jon Gordon once said, "Culture is not just one thing: it's everything." Culture drives expectations and beliefs. Expectations and beliefs drive behaviors. Behaviors drive habits. And, habits create the future.

Leading up to the summit they rolled out two new LTC course...LTC 628 - Mental Health and Wellness for Student - Athletes, and LTC 621 - Basics of Synthetic Turf. Both were very good classes that might help some of us as administrators. During the summit they approved development of four new courses over the next few years.

LTC 712 - Ethical Decision Making in the Athletic Environment

LTC 716 - Partnering with Parents to build a Positive Team Culture in the 21st Century

LTC 629 - Implementing Diversity Management Practices in Athletic Operations

LTC 713 - Coping with Tragic Events within the Athletic Environment

If any of you are interested in this year's Professional Development Academy booklet so you can continue toward your CAA or CMAA, please contact my office and I will get the info out to you.

The National Conference in Tampa, FL has now been moved to a virtual conference. The Dates are December 7-14. For so many that don't get a chance to go to a National Conference this might be your opportunity to get some great resources or take some of the 50+ LTC Courses. Registration will be coming out in November.

Future National Conference are....

2021 – December 10-14 at Denver Colorado

2022 – December 9-13 at Nashville, Tennessee

2023 - December 15-19 at Orlando, Florida





NEWSLETTER EDITOR MESSAGE

By Ken Hubert, Faribault



What's the Right Answer? Getting Lost on a Canoe Trip...

"Open it up! Let the kids play! Let the spectators and parents in so the kids have support and a normal environment"

"What are you thinking of? How can we allow these kids to compete when they might bring the virus home to parents/siblings/grandparents? Close it down!"

What's the right answer? Not sure that anyone really knows, but as I've worked as an official, talked to ADs and coaches, and sat in on Zoom meetings, I've seen a lot of strength and resolve among the ADs of this state as you work through this unprecedented challenge

I try to make 2-3 trips a year to the Boundary Waters or Quetico with one of those trips many times being a solo venture and I've done this since the '70's. On one of these solo treks, I had a difficult time finding a 160+ rod portage to the lake on which I planned to camp. After searching for a bit, I finally settled on what looked to be a fairly well-used path. Unfortunately for me, it ended up leading me into a swamp as the trail fizzled out and left me in the middle of the woods, lost but with my canoe on my shoulders and my pack on my back. Putting down my canoe and pack, moving them if I needed to, but always making sure that I could see them, I spent the next few hours trying to find the portage forward or the path backwards. I had all my gear and could spend the night in the middle of the woods, if necessary, but being lost was putting a huge dent in my enjoyment of the trip. Eventually, upon finding a pool of water under a rock overhang, I sat down, filtered a container of water to drink and opened an energy bar. As I sat there, I got lucky and recognized part of the path on which I'd come into the woods. Grabbing my stuff, I backtracked to the lake from which I'd started and headed off in a different direction. Only later, after talking to another couple canoeists I

bumped into, did I find out that on newer maps there was no portage between the two lakes. The portage I had been looking for had been abandoned years before and taken off the maps. Unfortunately, my maps were old enough that they had the portage on them. Initial moral of the story...always buy new maps! But, how does that apply to the question above?

As ADs, people hope that you know where you're going, but unfortunately, the maps that you're using are old. You've never had a challenge such as this illness as a learning opportunity. There is no LTI class on dealing with a pandemic. Because of this, it's easy to get lost. You start heading in one direction only to have a bunch of logs thrown in the way making you change course. As this happens over and over, your patience and ability to lead are both tested. How many different schedules have you had to create? How many times have you contacted, arranged, and re-arranged officials, workers, maintenance crew, bus companies, etc.? Annoying, frustrating, lots of extra work, but in the end, you're always trying to provide the best opportunities you can for the kids of your school. In the end, you know you'll do whatever is necessary to get that job done...to find your way. The fall season has been challenging and there have been complaints from some parents and media about not providing all the opportunities that have been there in the past, but what you as ADs have done so far this year should be celebrated, just as I celebrated finding my path out of the woods.

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GET TO KNOW...

SHANE VAN BEEK
Triton Cobras



1. What is your educational background?

I earned a Bachelor of Science in Kinesiology from the University of Wisconsin - Eau Claire. I have also completed a Masters in Teaching and Learning and the Administrative Licensure K-12 from St. Marys University.

2. In what sports or activities were you active in high school and/or college?

In high school I participated in football, wrestling and baseball along with band. In college (Eau Claire) I participated in football and wrestling.

3. What schools have you served as a teacher, coach, director, or administrator? How many years at each?

I have been at Triton my entire teaching career spanning 15 years. I taught Physical Education for 12 of those years. The last three years I have been the Activities Director. The past two years I have also served as the middle school assistant principal. Throughout my time at Triton I was the head wrestling coach for 11 years, an assistant football coach for 14 years, and a baseball coach (including one year of head coaching) for 13 years.

4. Who were some of the role models who have influenced your career as a coach, director, or athletic administrator?

My father-in-law was a long time football, basketball, and track coach in northern Wisconsin. He has been a large influence on me throughout my coaching career. The impact that he has had on the individuals that he coached is seen on a daily basis. He is a transformational person in every sense of the phrase. In addition to him, our current Superintendent Craig Schlichting has been a mentor for me since day one at Triton. He served as my principal and I am proud to work with him in the current administrative roles that we have. Both of these individuals put students first in all that they do - which is something that I strive to achieve myself.

5. *Who are current colleagues who have made a positive impact on your work?*

I am surrounded by many outstanding people in my role as AP / AD. Luke Lutterman, our high school principal, was an AD at two previous schools. He has been a great mentor and has undoubtedly had a large impact on me professionally. In addition to Mr. Lutterman, the HVL AD group is outstanding. Doug Vaith and Tim Mcathie have been two individuals who have always taken my call and helped me out whenever I am in need.

6. *What has been your most memorable moment in interscholastic activities? What made it memorable?*

My most memorable moment in interscholastic sports was the 2014 state wrestling tournament. We had two Cobras competing into day two, coming up a few points short on a state championship. Other memorable events include 2018 sub section baseball championship, 2006/2010 football state championships.

7. *How would you describe the athletic climate in your community?*

I would describe the athletic climate at Triton as optimistic. Our students and families are buying into the Why We Play and we are seeing growth in many of our programs. What historically has been a football school is slowly building many other programs that will be competitive for years to come. Strength and conditioning has become a part of all of our programs and students are beginning to reap the rewards of their labor.

8. *What part of your job might be unique compared to other ADs around the state?*

I know that there are many assistant principal / AD's across the state. However, being the building administrator for a building while juggling the role of AD proves to be difficult on some days (especially Covid times). I love my job and I am grateful to be able to have an impact on students in the classroom as well as playing fields.

9. *What is your favorite Minnesota sports venue whether high school, college, or pro? Why?*

My favorite Minnesota venue is the Excel Energy Center. Saturday night, state wrestling championships - it gets no better.

10. *What are some of your spare time interests?*

In my spare time I enjoy traveling with my family. I am also an avid reader and try to exercise as much as possible.

11. *Married? Children? If so, how are they involved because of your role as an administrator?*

I have been married since 2003 and have two beautiful daughters who are in the 4th and 6th grade. My wife and children are at as many events as possible and may be the biggest Cobra fans out there.



GET TO KNOW...

PAUL SZYMANSKI
Watertown-Mayer Royals



1. What is your educational background?

My undergraduate degree is in secondary education with a concentration in social studies and a coaching minor from the University of North Dakota, a masters in educational leadership from Southwest Minnesota State, and my principals license from St. Mary's.

2. In what sports or activities were you active in high school and/or college?

I was fortunate enough to participate in four sports at East Grand Forks Senior High. Football, basketball, track and Legion baseball in the summer.

3. What schools have you served as a teacher, coach, director, or administrator? How many years at each?

I began my educational career in 1993 as a social studies teacher/basketball coach in Wyndmere, North Dakota for six years. From there I was a social studies teacher at Montgomery-Lonsdale schools for one year when I transitioned into the AD/Dean of Students position for my remaining five years there. In 2005 I became the Activities Director at Hutchinson High School for ten years and now I'm in my fourth year at Watertown-Mayer High School.

4. Who were some of the role models who have influenced your career as a coach, director, or athletic administrator?

It's really difficult for me to select one, or even a couple of, role models I've had throughout my career. Dave Swanberg, Tom Graupman and Bob Scripture are some of the really old guys that come to my mind!!

5. Who are current colleagues who have made a positive impact on your work?

I really enjoy working with the AD's of the Wright County Conference.

6. *What has been your most memorable moment in interscholastic activities? What made it memorable?*

I believe we are surviving our most memorable moment in interscholastic activities. Shutting down our entire activities programming as quick as we did and now trying to re-open things is extremely challenging. I'm busier now than I ever have been.

7. *How would you describe the athletic climate in your community?*

The Watertown-Mayer sports climate is very strong. We've had a long history of success in many activities and are in the process of significant athletic improvements including a turf stadium and a new gym floor.

8. *What part of your job might be unique compared to other ADs around the state?*

I believe the jobs are very similar across the state with the exceptions of what "other" duties are attached to it. I've been AD/Dean, just AD. Many others have additional duties like transportation or facilities. The one job I've had in all my schools has been noon-supervision!!

9. *What is your favorite Minnesota sports venue whether high school, college, or pro? Why?*

I really enjoy the events on campus at the U. I think anytime our kids can play on these courts/fields it's special since it's not an every year experience.

10. *What are some of your spare time interests?*

In my spare time I enjoy biking on our many trails across the state.

11. *Married? Children? If so, how are they involved because of your role as an administrator?*

Wife Sharon of 30 years. Thomas 26, London 24 & new husband Nick, Ireland 23, Tyler 17. I think what the kids liked the best was getting out of school and going with Dad to State events!



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GET TO KNOW...

JERRY PETTINGER
Benilde-St. Margaret Red Knights



1. What is your educational background?

BA University of Wisconsin Madison. Masters in Education Admin from Northeastern Illinois University

2. *In what sports or activities were you active in high school and/or college?*

Played High School Basketball

3. *What schools have you served as a teacher, coach, director, or administrator? How many years at each?*

25 Years asst AD at BSM, 10 Years at Fenwick High School in Oak Park Il. Health Teacher, Basketball Coach, Admissions Director and Guidance Counselor

4. *Who were some of the role models who have influenced your career as a coach, director, or athletic administrator?*

Father Jack Pettinger was head swim coach at UW-Madison so grew up around UW coaches. Played High School Basketball for Joel Maturi who went on to be AD at U of M. Was a great role model. John Quinn Illinois High School Basketball Coaches Hall of Fame member, worked on his staff at Fenwick and show me how to run a program from top to bottom. Gary Rusvold, former AD at Holy Angels was very good to me when I got the job at BSM as 31 year old AD, I thought I knew it all and really knew nothing.

5. *Who are current colleagues who have made a positive impact on your work?*

Current Colleagues, I am really lucky to work with or have worked with a great administration at BSM. President Dr. Adam Ehrmantraut and Principal Dr. Susan Skinner. Great coaches, John Moore who recently retired as boys basketball coach at BSM, Bob Lyons who recently retired as Head Girls Basketball Coach at BSM and Ken Pauly our head boys hockey coach. Really good coaches. Metro West Conference AD's who I work with almost every day in the environment we are in now, they are just fantastic. Very smart group and they let me steal all their good ideas.

6. *What has been your most memorable moment in interscholastic activities? What made it memorable?*

Moments watching my son play for BSM. As a 2012 graduate he was very fortunate to have great coaches and teammates and was on multiple state championship teams. Car rides home after games. Not sure why but the AD's kid is always the last one out of the locker room every night so a bit of waiting around. Miss those days.

7. *How would you describe the athletic climate in your community?*

The BSM community is very supportive of Athletic and Activity programs. While we don't always agree on how to get there, the students, parents, coaches, teachers, staff and administration all want the students to have a great experience.

8. *What part of your job might be unique compared to other ADs around the state?*

Private School Admin work can be more unique. Of course, we are our own community so my office oversees all of the summer program as well as Middle School sports including traveling basketball which is not typically run through the school.

9. *What is your favorite Minnesota sports venue whether high school, college, or pro? Why?*

Williams Arena is my favorite venue.

10. *What are some of your spare time interests?*

Not sure if much spare time exists as an AD but as an empty nester, whatever my wife wants to do is fine with me when I do get an opportunity to get home.

11. *Married? Children? If so, how are they involved because of your role as an administrator?*

Wife Nancy is very supportive and never makes me feel guilty for the many long hours. Can't do this without her support. Son, Joe Pettinger graduated from BSM in 2012, attended Marquette University and currently lives in Chicago.

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GET TO KNOW...

AARON FORSYTHE
Mahtomedi Zephyrs



1. What is your educational background?

- BS in Social Studies from MN State Mankato
- Masters in Education from the College of St. Scholastica
- Principal License from MN State Mankato

2. In what sports or activities were you active in high school and/or college?

- I played hockey in high school and college and spent one year as a minor league suitcase before getting into education.

3. What schools have you served as a teacher, coach, director, or administrator? How many years at each?

- Taught Social Studies and was Head Boys Hockey Coach, Asst. Girls Golf Coach at Forest Lake High School for 7 years
- Activities Coordinator for Forest Lake Area Schools for 1 year
- Activities Director at Forest Lake High School for 4 years
- Activities Director at Mahtomedi High School since July of 2018

4. Who were some of the role models who have influenced your career as a coach, director, or athletic administrator?

- My father, Dan, was an educator and head coach. His approach to school and focus on the student experience revolved around growth and having fun. I wanted to go down the same career path.
- Darren Blue was a college coach of mine and great mentor, his attention to detail and focused work ethic carries over to all aspects of education, coaching, and administration.

5. Who are current colleagues who have made a positive impact on your work?

- Joel Olson, now at Northfield, has always been one of my first phone calls when difficult situations come up. Joel created a lot of opportunities for me early in my career and has always had a balanced perspective on things.
- I've leaned a lot on the ADs in the Metro East and Suburban East Conferences. It's amazing how collaborative the athletic administration community is.

6. *What has been your most memorable moment in interscholastic activities? What made it memorable?*

- I've enjoyed my work as an AD but miss coaching and the connections made throughout each season. The impact our coaches have on our student-athletes is immeasurable and thankful to have worked with so many great ones. My fondest memories revolve around the transformation we see in kids from the time they start their high school athletic careers up to their graduation and beyond.

7. *How would you describe the athletic climate in your community?*

- Mahtomedi is a very spirited community and comes out to support our student-athletes through all three seasons, this has been very evident with spectator restrictions due to COVID. Our rosters are littered with two and three sport athletes which has been crucial to the success of our teams. We don't take this for granted, and we know that a lot of the larger schools in the metro are not seeing multi-sport athletes as much as they used to.

9. *What is your favorite Minnesota sports venue whether high school, college, or pro? Why?*

- The IRA Civic Center in Grand Rapids is the best high school venue I've seen for playoff hockey. Even our kids, as visitors, appreciated the noise, energy, and passion from the home fans at those games.

10. *What are some of your spare time interests?*

- I spend as much time as possible with my family during down time. As my daughters are getting older and spending more time with their friends, I'm getting out on the golf course as much as possible.

11. *Married? Children? If so, how are they involved because of your role as an administrator?*

I met my wife, Christina, in Mankato. We've been married for 14 years and have two daughters Evelyn (9) and Nora (6). During non-COVID times my daughters attend a lot of games and know their way around Mahtomedi High School very well. Christina is great at getting the girls to and from their practices and games on nights that I'm working MHS games.





CONFERENCE SPOTLIGHT

Beginning last year, the president of the MnIAAA has been asked to write a brief piece about their conference. We have such a variety of conferences that have gone through so many different iterations it's good to see what others look like across the state. This is from Brent Schimek, Deer River, MnIAAA President.

The Iron Range Conference and Northern Lakes Conference

For the last 21 years I have been very fortunate to be able to work with some of the best AD's in several conferences in the State of Minnesota. Deer River High School geographically is able to have dual membership and participate in two conferences. The Iron Range Conference, which had its first athletic championship game in 1947 and the Northern Lakes Conference which was started in 1977.

The dual membership offers us the perspective of being one the smaller schools in the 9 school IRC conference with high school sizes from 200 – 1500 students. Compared to the 8 school NLC where we are one of the larger schools with high schools from 100-250 students.

Together these two conferences probable serve one of the largest geographic areas in the state of Minnesota. Being associated with these two conferences has awarded me the experience of working with some of the best educational leaders in activities as well as in the MnIAAA and MSHSL leadership the past 11 years.

I believe this unique situation between the two conferences really creates a culture of family and joint cooperation in not only activities but also educationally. I know of no other area of the state where schools collaborate so closely, especially after so many years as conference rivals. Things such as school calendars, transportation, staff, co-op programs, and even bell times during the day are considered so educational opportunities can be shared for students.

As an Activities Director, being blessed to work with conference peers and mentors, the sky is the limit for growth both personally and professionally. A special thanks to my peers for all their support over the years.



PURSuing THE CMAA

What's Involved Brett McNeal's Path



The CMAA, or Certified Master Athletic Administrator, is the highest certification offered by the NIAAA (National Interscholastic Athletic Administrators) to working Activities/Athletics Administrators. The CMAA is part of the NIAAA certification program. According to the NIAAA, "The NIAAA Certification Program is a voluntary professional service to athletic administrators and is based on the premises of continuing education, professional growth and program development in the vocation of interscholastic athletic administration."

To earn CMAA status, you must have a Bachelors Degree and have already qualified as a CAA (Certified Athletic Administrator). You also need to have successfully completed a minimum of 12 Leadership Training Institute (LTI) courses, seven of which are designated (#'s 501, 502, 503, 504, 506, 508, 510), a choice from level 600, a choice from level 700, and three more elective choices. Lastly, a CMAA candidate must complete an approved project.

Knowing all of this, Brett McNeal made the decision early on in his AD career to pursue the completion of this certification as quickly as possible. Brett is presently in his eighth year as an AD within the Minneapolis Public School System. He started his career at Edison serving two years, moved to South for two years, and then moved back to Edison where he is now in his fourth year with the Tommies.

A self-described life-long learner, when he first learned of the NIAAA certification program, he felt that it was something that he had to pursue. In his words, "When I learned of the certification, it became part of my regular mantra to try 'to be the best and achieve at the highest in any and everything that I do, so that I could better understand my craft.'"

As a basketball player, Brett shared that while on the court he tried to think like a coach and act like an assistant coach, making sure that he learned everything he could about his role on the team. As a coach he took the time to also become a high school official so that he could understand better how they performed their task which he felt would allow him to be better in his coaching. Eventually, stepping into the AD

role, he wanted to learn everything he could about being an AD. He knew that his background as a player and coach could only carry him so far. There were things to learn about every other sport, and just as importantly, there were things to learn about his administrative role.

One of the ways he accomplished this was to begin taking LTI courses. "The minute I joined the MnIAAA and NIAAA and learned about the LTI courses, I just started taking a ton of courses so I could be a better AD." Brett took courses at the national conference, the state conference and started paying for the webinars and on-line courses.

But, the big challenge ahead for the CMAA was going to be the project. CMAA projects can vary from candidate to candidate depending on desires, interests and needs. Looking at things that would be useful to his school and his district, Brett decided to work on developing his school's Emergency Action Plan. He knew that this was one of the most important plans an Activities Director would need. "Do we know what to do 'when' something happens because it's going to happen. It's just a matter of time. Someone's going to get hurt, or there's going to be a storm or fire, so I wanted to know what to do. So that became my big project and it also helped me better understand my facilities and layout...when I got done, I could actually put that project into practice."

Brett worked with District Activities Director Trent Tucker along with Dave Wicker as they needed to produce an overall district-wide EAP and then each school needed one. According to him, the document that was produced for the CMAA was basically a Master's level project. Within the document you would need to outline your project including an introduction and overview, include appropriate research and references where you obtained your data, a conclusion and eventually an evaluation so that you know that your project works. Collecting the data and doing the research would probably take the most time.

Given the extra work and the fact that there is usually no monetary reward from your school district for earning NIAAA certification, Brett stated, "I highly recommend it...and at least at minimum the CAA. It gives us credibility that we are masters at our craft. We have taken the time to understand and learn all that we can and continue to learn. By getting this schooling or taking these classes, you're adding to your expertise which brings credibility to your community and to your students and you're providing them a great service and that's why I recommend it."

His only regret??? "I wish I would have done it earlier because the classes were so helpful... most ADs are former players or coaches...'you become the AD because you know sports!'" And, so you get on the job training, but you're bound to make multiple mistakes as you go through the continual and unique challenges of the job.

As Brett said, "The classes helped put the structure around what I'm supposed to be doing as an AD. That's why you do the CAA and CMAA because that's going to be your formalized structured training."

Approaching 20 LTI classes under his belt, Brett has no intention of slowing down his learning anytime soon!

Region Representatives Meeting

Wednesday October 21, 2020

9:00 a.m.

Virtual format

1. Call to order committee not present Regions 2A, 3A and 5AA. MnIAAA representatives present; Brent Schimek, Jeff Boran, Matt Mattson, Mark Kuisle, Ken Hubert and Mike Beck
2. No minutes from last March, with Covid we did not meet.
3. Treasurers Report, Ken H. balance in reserves \$240,000. Ken explained the format he is going to use. We did save dollars on having a virtual Section V meeting this spring. We have outstanding checks in the Midwestone account. They were issued last spring. Will close the account in November. Changed to Premier Bank. They have branches in Faribault and Monticello. Motion to approve Norm. second Chad, passed UA
4. Old Business, none
5. Newsletter, we will self-publish again this issue. Past issues on the website.
6. New Business
 - a. National Conference, virtual format. Matt M.
 - b. New Administrators, had 18 attend in a virtual format. Have averaged 40 plus for the past ten years. Mike B
 - c. MnIAAA conference update, Matt
 - i. Distinguished Alumni, asking each Region to nominate at least two people. Nomination pool is low.
 - ii. Retiring, have them get their information to Jeff. They must be a member to receive a plaque.
 - iii. A and AA Administrators of the Year, information and forms to Jeff. Copy Mike on this, just to check for current membership.
 - iv. State Award of Merit info to Dan Johnson
 - v. Vendors and sponsors, if you have anyone let Ken and Mike know. For every vendor you help us get we rebate \$25 to your school. Sponsors rebate is ten percent after costs.
 - vi. Hall of Fame, nominees to Nick Rathmann, the Blake School
 - vii. Silent Auction, one item per region. Dollars raised helps off sets the eight scholarships we give high school seniors
 - viii. Conference dates are Monday March 22, to Wednesday March 24. Hotel conflict is the reason for the day of the week change.
 - ix. Administrative Assistants Monday March 22.
 - x. Next Region Representatives meeting Sunday March 21.
 - xi. Expiring terms on Region Representatives and AD Advisory are for Regions 1A, 1AA, 2A and 2AA.
7. Membership update, Mike. We have 330 members as of today. Will send you list of nonmembers in your region. Ask your help in contacting them.
8. First reading on Under represented positions. Detailed discussion on what should be the proper terms used. Discussed rational for this proposed change.

9. First reading on MnIAAA proposed constitutional changes. This would be necessary if the underrepresented changes are passed. Officers would be elected in a similar means as the MSHSL now determines theirs.
10. Minnesota High School Coaches Association; Brent, attended in September. They used a virtual format. John Schumacher has passed. Rest in peace John. Rick Ringeisen is now the Executive Director. The Hall of Fame Banquet is cancelled.
11. Strategic Plan, Brent. We will finish this prior to the state conference. Covid interrupted this.
12. Section V report, virtual meeting. We got to see the new strategic plan from the NIAAA. Major change for us is in 2021 Section V will run verses Section VIII for an at large Board seat. We will nominate Antony (Tony) Fisher as for this at the Section V meeting this spring.
13. Motion to adjourn to approve Dan second Bruce passed UA

Respectfully, Mike Beck



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TRIBUTE TO JOHN SCHUMACHER

Contributed by
Rick Ringeisen
MSHSCA Executive Director

Those who were fortunate to know John Schumacher knew that he was much more than an icon. His quote of "Livin' the Dream" exemplified how much he enjoyed serving others. He did it all with class, dignity, and respect for others. John was affectionately known as Schu and universally loved and respected in his community of Park Rapids, across Minnesota and the United States. As a family member, friend, teacher, coach, activities director, and as a leader of the MSHSCA, his contributions have left a lasting legacy of unselfish service to others. Schu fought a long and courageous battle against cancer, and regardless of how challenging the battle became, John had a positive attitude and made the most of every day. Schu did this by following his priorities of faith, family, school, activities, and service to others.

Schu was a master at building personal relationships. He enjoyed being an Activities Director and did the job with style and grace. This is amazing because being an Activities director is one of the most challenging jobs in a school district. The hours are long, emails and voicemails are endless, budgets are tight, complaints arrive from all directions, and it is almost impossible to get out of the office and connect with the community. Somehow Schu was able to do it all and earn the love and respect of his community. The poem below was written by Kelli Schweigart, a former student-athlete at Park Rapids. While the poem is for Schu, every coach and Activities Director will appreciate the deep meaning.

A Poem For Schu
by Kelli Schweigart

You were larger than life, big, strong, and tall.
I can still hear your laughter echoing down the halls.

A teddy bear heart and a twinkle in your eyes
You were the best of the best, the truest, goodest guy.

You were dedicated, faithful, and true to your life's call—Stern, yet empathetic, a teacher to us all.

You were a coach and a leader, and most certain our biggest fan. At times you were the only one a kid had in the stands.

You had ears that were there to listen, and wisdom you freely gave away. Standing in front of the office to greet us every day.

Fair and impartial, encouraging us to always be our best. Whether it was out on the playing field or in the classroom taking a test.

You were a fighter and a warrior; you truly fought the good fight. It's always the hardest to lose the best, the ones who always were the light.

I'll cherish every memory and know that my life was very blessed. To have someone like you in this life who always saw in us the best.

You had many roles, husband, father, grandpa, and friend. You fulfilled them all until the very end.

You played the cards in hand, as unfair as they may have seemed. Choosing joy and happiness, always "Livin' the dream."

So we say, we'll see ya later, as in life sometimes we have to do. We will miss you, and we love you, see you on the other side Schu.

Schu was an exceptional servant leader who was generous with his talent and time. His passion was coaching. Schu did it all. He was a Physical Education Teacher, football coach, basketball coach, gymnastics coach, track coach, Aquatics Director, Activities Director, Dean of Students, and the Assistant Principal. Schu supported education-based activities through his membership in the MSHSL, MnIAAA, NOCAD, and NHSCA, in which he often held leadership positions. Schu was also active in his community belonging to St. Peter's Catholic Church, Knights of Columbus, and the Sons of the American Legion. Before becoming the Activities Director, Schu was also a member of the Becker County Dive & Rescue team and the Hubbard County First Responders.

Schu did not see obstacles. He saw opportunities. When faced with an issue, Schu would pull the team together and work out a solution. John greeted people with a genuine smile and a firm handshake. When he said goodbye, he liked to give hugs. No matter how tough things became in life or his fight against cancer, when asked how he was doing, John would reply by telling people he was "livin' the dream." John truly loved high school activities and enjoyed every moment of dedicating his life to making it possible for student-athletes to live their dream.



Constitution of the Minnesota Interscholastic Activities Administrators Association

Below are the proposed changes to the MnIAAA Constitution. The proposed changes are in red and were reviewed at the October Region Reps meeting. They will be up for a vote at the state conference this spring. Please review and if you have questions or comments, share them with your region rep.

ARTICLE I – Name

SECTION ONE: The name of this association shall be the Minnesota Interscholastic Activities Administrators Association.

ARTICLE II – Purpose

SECTION ONE: The purpose of this association shall be:

1. To promote high standards of achievement and ethics in interscholastic and extracurricular activities.
2. To promote better public relations and sportsmanship between schools.
3. To provide for an exchange of ideas and a better understanding of the administration of high school activities.
4. To promote good will and fellowship among the activities administrators of the state.
5. To cooperate with and promote all functions of the Minnesota State High School Coaches Association.
6. To cooperate with and promote all activities of the Minnesota State High School League.
7. To increase membership, inclusion, involvement and leadership roles for our under represented (women, LBGQT+ and people of color).

ARTICLE III – Membership

SECTION ONE: The MnIAAA state association membership shall be open to all Middle School, Junior High, High School and District Wide Athletic/Activities Administrators or Coordinators who are currently employed by a school district and are also members of the Minnesota State High School League.

SECTION TWO: Each member shall be entitled to one vote.

SECTION THREE: To allow invitations to non-voting membership to certain persons whose presence could be of interest and benefit to the association. (Example: college athletic directors)

ARTICLE IV – Officers

SECTION ONE: The elected officers of the (Executive Board) of this association shall be a president, first vice-president, second vice-president, the immediate past president, executive director and associate treasurer, (Two At Large - Underrepresented, Person of color and Female). The office of the vice-president will be elected by the Executive Board immediately after the state conference.

1. The candidate must be a current high school activities director or district wide activities director.

2. District wide activity directors can only represent the administrative region in which a majority of their schools are placed.
3. Must have at least one year of experience on the Executive Board to be the vice president.

SECTION TWO: The (Region Committee) is the sixteen (16) regional representatives, eight (8) from Class A schools, eight (8) from Class AA schools.)

SECTION THREE: The terms of the elected officers of the Executive Board shall be for one year and will end immediately following the annual conference. The president shall become the Past-President, The first vice-president shall become president. The second vice-president shall become first vice-president. The second vice-president shall be elected. The office of the vice-president will be elected by the Executive Board immediately after the state conference. The Vice-President must have at least one year of experience on the Executive Board to be the vice president. The executive director and associate treasurer shall remain in that capacity by a majority vote of the Executive Committee.

1. The regional representative whose terms expire shall be voted upon by the association for the position of the new second vice-president's vacancy at the annual State Activities Administrators Conference each spring. If the regional representative does not choose to run, an open election may be held.

1. The Executive Board open position of a Region Representative shall follow the rotation below.

Each Region shall select one candidate to present to the membership body and a vote will be conducted at the State Conference.

The Under-represented shall follow the rotation below. The Region Representatives will collect candidates and narrow the pool down to two individuals for the membership body and a vote will be conducted at the State Conference.

2. The sequence for regional representatives to run for second vice-president the Executive Board shall be as follows:

A. 2019-20 school year, Regions 5 & 6 Class AA

B. 2020-21 school year, Regions 1 & 2 Class A

C. 2021-22 school year, Regions 3 & 4 Class AA

D. 2022-23 school year, Regions 5 & 6 Class A

Underrepresented: Female Region 1/2/5/6 AA (four year term)

Underrepresented: Minority Region 3/4/7/8 A (two year term)

E. 2023-24 school year, Regions 7 & 8 Class AA

F. 2024-25 school year, Regions 3 & 4 Class A

Underrepresented: Minority Region 3/4/7/8 AA (four year term)

G. 2025-26 school year, Regions 1 & 2 Class AA

H. 2026-27 school year, Regions 7 & 8 Class A

Underrepresented: Female Region 1/2/5/6 A

I. 2027-28 school year, Regions 5 & 6 Class AA

J. 2028-29 school year, Regions 1 & 2 Class A

Underrepresented: Minority Region 3/4/7/8 A

K. 2029-30 school year, Regions 3 & 4 Class AA

3. The "A" and "AA" members of the Executive Committee (Board) shall serve as representatives to the Minnesota State High School League.
4. The president will serve as the representative to the Minnesota State Coaches Association.
5. If an Executive Board member does not fulfill their term. The Executive Board will ask for candidates from the Region or the Under represented Region they represented to submit new candidates to fulfill the term. The Executive Board would then select a candidate from the pool submitted. If the Region(s) does not have a candidate the Executive Board will open the position to all Regions in the state to fulfill the position and select a candidate.

SECTION FOUR: The regional representative will be elected by the membership of the regional organization. The election shall take place during the regional caucus at the annual State Athletic Administrators Conference.

1. The sequence for electing regional representatives will be in accordance with the following Schedule:
 - A. 2019-20 school year, Regions 5 & 6 Class A & AA
 - B. 2020-21 school year, Regions 3 & 4 Class A & AA
 - C. 2021-22 school year, Regions 1 & 2 Class A & AA
 - D. 2022-23 school year, Regions 7 & 8 Class A & AA
 - E. 2023-24 school year, Regions 5 & 6 Class A & AA
 - F. 2024-25 school year, Regions 3 & 4 Class A & AA
 - G. 2025-26 school year, Regions 1 & 2 Class A & AA
 - H. 2026-27 school year, Regions 7 & 8 Class A & AA

SECTION FIVE: Job Description for Regional Representatives

1. A Region Representative is the contact person between the Executive Committee (Board) and the Activities Administrators of their Region. Their job is to pass the pertinent information along to Athletic Administrators in their respective Region.
2. Each Region shall have two meetings per year. One shall be held in October, prior to the date of the Fall Executive Committee meeting; the other shall be prior to the State Conference. Each representative shall call and conduct the meeting and shall report the findings to the Executive Committee.
3. When a member of the Executive Committee is to be elected from your Region, the Representative shall secure a candidate.
4. The Representative shall conduct a poll of the Activities Administrators in their region on possible amendments for the Representative Assembly meetings.
5. The Representative shall solicit membership to the Activities Administrator's Association.
6. The Representative shall help with the State Conference in the role of moderator, speaker, or as needed.
7. The Representative shall solicit items for the newsletter.
8. The Representative shall bring an item to give away as a door prize at the State Conference.

9. The Representative shall nominate a candidate for Activities Administrator of the Year from his/her Region. This shall be done by the date of the Fall Executive Committee meeting.
10. The Representative shall inform the Executive Committee of any retiring Activities Administrators in his/her Region, so they may be recognized at the Spring Conference.
11. The Representative shall request nomination from their Region for a candidate(s) to the Hall of Fame, Distinguished Service, Distinguished Alumni and student scholarship.
12. The Representative will seek nominations from the current membership for the "Two At Large Underrepresented" elected positions.
13. The Representative shall select "Two At Large" candidates for each of the Underrepresented offices based on the rotation. The candidates being elected to the Executive Board will be voted on by the entire membership at the state conference.

SECTION SIX: After election, each regional representative's term will be for four (4) years. They shall not be elected to a consecutive four-year term.

SECTION SEVEN: The past past president will chair an advisory committee to the Minnesota State High School League with the present past president serving as secretary. The Activities Directors Advisory Committee shall serve as a liaison between the Association and the League. The purpose shall be the same as the purpose of this Association.

1. The membership will be chosen by the Region Committees at the State Activities Administrators Conference. They will serve a four-year term. They shall not be elected to a consecutive four-year term. A person cannot serve as a member of the Advisory Committee and Region Representative Committee at the same time.
2. The rotation shall be as follows:
 - A. 2019-20 school year, Regions 5 & 6 Class A & AA
 - B. 2020-21 school year, Regions 3 & 4 Class A & AA
 - C. 2021-2022 school year, Regions 1 & 2 Class A & AA
 - D. 2022-2023 school year, Regions 7 & 8 Class A & AA
 - E. 2023-24 school year, Regions 5 & 6 Class A & AA
 - F. 2024-25 school year, Regions 3 & 4 Class A & AA
 - G. 2025-26 school year, Regions 1 & 2 Class A & AA
 - H. 2026-27 school year, Regions 7 & 8 Class A & AA

3. The region representative will attend at least two meetings a year or as called by the current president.

SECTION EIGHT: Honors granted by the Minnesota Interscholastic Athletic Administrators Association:

1. Activities Administrator of the Year Award.
 - A. Sixteen (16) activities administrators will be chosen by the region representatives from the region they represent. (One per representative)
 - B. A Class "A" activities athletic administrator will be chosen from the "A" region activities administrators of the year.

- C. A Class "AA" activities administrator will be chosen from the "AA" region activities administrators of the year.
 - D. The region representative or a chosen representative will compile a dossier of recommendations, personal information form, and photograph. This dossier will be submitted by December 15th of each year.
 - E. A committee will be selected by the second vice-president to choose the Activities Administrators of the Year.
 - F. Candidates must be a current member of this Association.
2. Retired Activities Administrator
- A. Must have been an activities administrator for ten (10) years to receive a plaque; less than ten (10) to receive a certificate.
 - B. Must have been an activities administrator at the time of honoring, or the past school year. Membership also required for the previous three years, prior to retirement.
 - C. Must be retiring for age limits from the education profession with the following exceptions:
 - 1) Cutbacks in budget
 - 2) Illness
 - 3) Family emergency
 - D. Must be a current member of the Association.
 - E. The cases of those persons retiring earlier than ten (10) years or as a result of unusual circumstances will be reviewed separately by the region representatives and the Executive Committee at the Fall meeting.
 - F. A committee of retired activities athletic administrators will be set up to promote our Association.
3. Distinguished Alumni Awards
- A. Not more than five (5) individuals will be honored each year by the Association.
 - 1. Qualifications:
 - A. Must have graduated from a Minnesota High School.
 - B. Must have participated in extracurricular activities.
 - C. Must have distinguished themselves in their chosen field.
4. Distinguished Service Awards
- A. A minimum of four and a maximum of seven individuals will be honored each year by this Association
 - 1. Qualifications:
 - A. The individual should have made a contribution to the local school activities program.
 - B. Three letters of nomination should be submitted.
 - C. A past president will be in charge of this program.
5. Hall of Fame
- 1. Qualifications:
 - A. Must have been a member of this Association.
 - B. Must have made significant contributions to Minnesota high school activities.

2. Method of Selection

- A. A member of this Association, chosen by the Executive Committee (Board) , will chair this selection committee.
- B. A nomination form will be distributed to all region representatives at the Fall semi-annual meeting.
- C. No more than six (6) will be inducted annually.

6. National Citation

- 1. The Executive Board committee from the membership of this Association will choose one
 - A. Recipient annually.

ARTICLE V – Executive Committee (Board)

- SECTION ONE: The Executive Committee (Board) shall consist of the president, first vice-president, second vice-president, past president, **elected Region Representative two at large underrepresented** and the executive director and associate treasurer of this Association. The liaisons from the Minnesota State High School League and the Retired Activities Administrators Association **may be** invited to attend the semi-annual meeting.
- SECTION TWO: The Executive Committee (Board) may convene at the request of the president. The region representatives may also be directed to attend executive meetings at the discretion of the president.

ARTICLE VI – Duties of Officers and Policies

- SECTION ONE: **As chief executive officer**, the president shall preside at all meetings of the Executive Committee (Board), **Region Committee** and shall appoint all standing and special committees.
- SECTION TWO: If any office is vacated, the Executive Committee (Board) shall appoint a person to fill out the term of said executive officer or region representative.
- SECTION THREE: The first vice-president shall be responsible for the State conference program and assume all duties of the president in his absence.
- SECTION FOUR: The executive director and associate treasurer shall be responsible for the following:
- A. The release of publicity concerning this Association. This publicity will be handled in part by a newsletter. **The newsletter shall be at least eight (8) pages. ???**
 - B. Keep a record of the proceedings of all meetings and report the minutes of each previous meeting to the organization.
 - C. Receive all monies of the Association, keep an accurate account, and make a financial report at all meetings. The treasurer's report shall list the individual checks written.
 - D. Receive a financial remuneration.
 - E. Will be responsible for the financial arrangements of the Spring Conference.
 - F. Shall provide a membership list to all executive committee members.
 - G. Shall compile a list of annual meeting dates and publication dates for the Executive Committee (Board).
 - H. Shall compile a book of information for the incoming second vice-president and the newly elected region representatives.

I. Will be responsible for procuring vendors to exhibit at the state conference and contract form to provide booths for this purpose.

SECTION FIVE: ~~The second vice-president shall:~~

- ~~A. Work with the region representatives in promoting membership along with the associate treasurer and the two at large representatives.~~
- ~~B. Be responsible for the awards programs and the Recognition Banquet at the Spring Conference.~~
- ~~C. Act as the secretary to the Activities Director Advisory~~

SECTION FIVE: The at large under representative or elected region representative

- A. Assist first vice-president in duties as needed
- B. Assist the associate treasurer to increase membership of the under represented
- C. Collect data on membership
- D. Mentor new activities administrators of the association
- E. Co-chair the Ad Hoc Advisory
- F. Assist with the yearly State Conference mini-sessions and guest speakers

ARTICLE VII – Meetings

SECTION ONE:

A minimum of two (2) regular meetings will be held during each year. The Fall meeting will be a regional caucus and conducted by the region representative. The State Conference meeting of the membership shall be called by the president with the approval of the Executive Committee (Board).

SECTION TWO:

Special meetings may be called by the president, subject to approval by the officers.

ARTICLE VIII – Dues

SECTION ONE:

Annual membership dues will be required, with expiration on July 1st of each year.

ARTICLE IX – Amendments

SECTION ONE:

Any member in good standing may submit amendments in writing to the executive director and associate treasurer thirty (30) days prior to a regular meeting or a special meeting called by the president. These shall be voted upon at the next regular meeting. Approval of amendments requires a two-thirds (2/3) majority vote of the members present.

ARTICLE X – MSHSL and NIAAA Appointed Positions

SECTION ONE:

Any MSHSL or NIAAA appointed positions shall be appointed by the Executive Committee Board from applications sent to the executive director and associate treasurer. Membership will be notified and asked to apply at the spring conference prior to the year of position term starting. Length of term may differ with each position. Job Description may differ with each position.

BY-LAWS

SECTION ONE:

The order of business at meetings of this Association shall be:

- A. Roll call
- B. Reading and adoption of the minutes as mailed.
- C. Reading and adoption of the treasurer's report as mailed.

- D. Report of officers.
- E. Report of committees.
- F. Unfinished business.
- G. New business.
- H. Adjournment.

SECTION TWO:

Selection process for new executive secretary-treasurer.

- A. Applications and dossiers will be mailed to the president from any member interested in the position.
- B. President will provide copies of credentials to members of the Executive Committee (Board).
- C. Executive Committee Board will determine the number of candidates to be invited for a personal interview.
- D. Interviews will be held using a predetermined list of questions.
- E. Executive Committee Board will make the final decision.

ARTICLE XI – NIAAA LIAISON

- A. Will be appointed by the executive committee (Board) from applications sent to the executive director and associate treasurer.
- B. The length of term is four years.
- C. Job Description; Represent the MnIAAA at the NIAAA Liaisons meeting each year at the National Conference. Represent the MnIAAA at the Section 5 meeting held in June. Facilitate the MnIAAA scholar/athlete scholarship selection process.

revised - October 6, 2020



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