

**NORTH CAROLINA HIGH SCHOOL ATHLETIC ASSOCIATION
BOARD OF DIRECTORS SPRING MEETING
Wednesday, December 4, 2019**

The winter meeting of the North Carolina High School Athletic Association Board of Directors was called to order by President Brad Craddock at 8:42 a.m. at the Simon F. Terrell Building in Chapel Hill. Members in attendance included Brad Craddock, Jerry Simmons, Sandy George, Ronnie Beverly, Neil Blankenship, Chris Blanton, Mark Byrd, Brian Edkins, Tim Foster, Michael Gainey, Stephen Gainey, Rob Jackson, John Luciano, Troy Lindsey, Fred Lynch, Cathy Moore, Masanori Toguchi, Joy Warner, and Bobby Wilkins.

Affiliate members included Burt Jenkins of the North Carolina Department of Public Instruction, Joe Franks of the North Carolina Coaches Association, David Brown of Piedmont Baseball Umpires Association representing Officials and Regional Supervisors, and Vernon Aldridge representing the North Carolina High School Athletic Directors Association. Wendell Hall who represents the North Carolina School Boards Association, was unable to attend.

NCHSAA staff in attendance included Commissioner Que Tucker, Karen DeHart, Mark Dreibelbis, Tra Waters, James Alverson, Brad Alford, Chiquana Dancy, and Pepper Hines.

The Board handled the following item via electronic correspondence and vote between the Spring 2019 meeting and the Winter 2019 meeting:

1. Approved revised lighting standards for NCHSAA member schools. Updates were approved unanimously in September 2019.

The minutes from the Spring 2019 Board meeting were submitted for approval; motion by Jackson to accept as presented, second by Foster. Approved 19-0.

<p>CONSENT AGENDA NORTH CAROLINA HIGH SCHOOL ATHLETIC ASSOCIATION 2019 BOARD OF DIRECTORS WINTER MEETING (Cases handled after April 3, 2019 and before November 9, 2019)</p>

NCHSAA MEMBERSHIP

1. **WEST CABARRUS:** Accepted NCHSAA membership application from West Cabarrus High School, effective 2020-21 school year.
2. **EASTERN NC SCHOOL FOR THE DEAF:** Accepted Eastern NC School for the Deaf's withdrawal from NCHSAA membership, effective October 7, 2019.
3. **SOUTH ROBESON:** Accepted notification from Public Schools of Robeson County that South Robeson High School closed and removed from NCHSAA Membership effective July 19, 2019.
4. **SOUTHERN WAKE:** Accepted NCHSAA membership application from Southern Wake Academy, effective 2020-21 school year.

CONFERENCE MEMBERSHIP

1. **WEST CABARRUS:** 3A South Piedmont Conference accepted West Cabarrus High School as a conference member, effective 2020-21 school year.

HARDSHIPS

1. **PATTON:** Denied waiver of Eight Semester Rule for Anika McClure. Documentation provided indicates that the student chose to take a year to broaden her educational and cultural experiences.
2. **SOUTH VIEW:** Approved waiver of Scholastic Requirements for Isaiah Fultz.
3. **WILLIAMS:** Denied waiver of Residence Requirements for Jaylen Rashad Brown. The NCHSAA determined that Jaylen Rashad Brown's change of school is athletic in nature.
4. **SOUTH CENTRAL:** Denied waiver of Scholastic Requirements for Reagan Grace Brown. No such documentation indicated that the student's medical status had a direct effect on academic performance.
5. **EAST RUTHERFORD:** Approved waiver of Transfer Policy for Tywon Hill.
6. **APEX:** Approved waiver of Scholastic Requirements for C.J. Hofmeister.
7. **SOUTHWEST GUILFORD:** Approved waiver of Scholastic Requirements for Brandon Negron.
8. **HOUGH:** Approved waiver of Scholastic Requirements for Caden M. Johnson.
9. **LEESVILLE ROAD:** Approved waiver of Scholastic Requirements for Abdullah Alqadi.
10. **PAGE:** Denied waiver of Scholastic Requirements for Tysean Coleman. While documents state the student went to grief counseling on two separate days, there was insufficient documentation that support the students' academic needs relative to grieving. Page High School appealed the staff decision and the Hardship Committee upheld the decision.
11. **CENTRAL ACADEMY:** Denied waiver of Scholastic Requirements for Marilynn Salas. Documentation provided stated that student was "suffering from chronic post traumatic headaches after a concussion in 10/2018" and "due to migraine related symptoms, theater school placement is not conducive to her functioning in an in-school environment due to light and sound". The student was only enrolled in one theater class.
12. **CARY:** Denied waiver of Residence Requirements for Logan McDonald. The NCHSAA determined that the student's eligibility remains with the father in Florida.
13. **CEDAR RIDGE:** Denied waiver of Residence Requirements for Jimmie Rogers. There was insufficient documentation relative to the status of the student's parents/legal custodians.

14. **SOUTHERN ALAMANCE:** Denied waiver of Residence Requirements for Elijah Peters. There was insufficient documentation relative to the status of the student's parents/legal custodians.
15. **HOUGH:** Approved waiver of Scholastic Requirements for Aiden Charles Anstead.
16. **NORTH MOORE:** Approved waiver of Scholastic Requirements for Chloe Brown.
17. **SOUTHWEST GUILFORD:** Approved waiver of Residence Requirements for Christian Balloveras.
18. **NORTH DAVIDSON:** Approved waiver of Scholastic Requirements for Caleb Hudson.
19. **STATESVILLE:** Approved waiver of Eight Semester Rule for Juan Camilo Paredes Restrepo.
20. **WESTERN ALAMANCE:** Denied waiver of Residence Requirements for Jeremiah Dayshawn Wyman. Documentation provided indicated that the parents are divorced, and the mother chose for the student to move back in with her.
21. **LEESVILLE ROAD:** Denied waiver of Scholastic Requirements for Jalen Deandre' McDonald. Documentation provided indicates that the student was a student in the Wake County Public School System.
22. **LEJEUNE:** Denied waiver of Eight Semester Rule for Marie Kristensen. Documentation provided indicates that the student has completed grades 9-12.
23. **SANDERSON:** Denied waiver of Scholastic Requirements for Ashton Chamberlain. NCHSAA Policy states that a student not academically eligible at the beginning of the semester is not eligible at any time during the semester.
24. **WILKES CENTRAL:** Denied waiver of Residence Requirements for Sam Elmore. The request lacked sufficient supporting documentation.
25. **BESSEMER CITY:** Denied waiver of Residence Requirements for Devion Colbert. The request lacked sufficient supporting documentation.
26. **WEDDINGTON:** Approved waiver of Scholastic Requirements for Luis Farfan.
27. **GRIMSLEY:** Approved waiver of Scholastic Requirements for Lauren Sells.

Foster made a motion to approve the consent agenda as submitted; second by Wilkins. Approved 19-0.

The Board then went into committee work:

REVIEW/OFFICIATING: chairperson Tim Foster, vice-chair Ronnie Beverly, Vernon Aldridge, David Brown, Brian Edkins, and Joy Warner. Staff advisor Mark Dreibelbis.

SPORTS: chairperson Masanori Toguchi, vice-chair Michael Gainey, Mark Byrd, Joe Franks, John Luciano, and Fred Lynch. Staff advisors Tra Waters and Chiquana Dancy.

POLICY: chairperson Bobby Wilkins, vice-chair Rob Jackson, Sandy George, Burt Jenkins, Troy Lindsey, and Cathy Moore. Staff advisor Brad Alford.

FINANCE/PERSONNEL: chairperson Jerry Simmons, vice-chair Brad Craddock, Neil Blankenship, Chris Blanton, Stephen Gainey and Wendell Hall (absent). Staff advisors Que Tucker and Karen DeHart.

AUDIT REPORT: Rob Lewis, Dwyer Lewis and Andrea Eason presented on behalf of Blackman & Sloop, CPAs, P.A., the NCHSAA Auditors. They highlighted required communications about the type of audit they performed and issued an unmodified opinion on the findings of the NCHSAA's 2019 audit. No significant or unusual transactions, adjustments or otherwise during the course of the audit. Noted that the Association's debt has been retired and the Association is not behind on paying bills. Noted that the Association's investment profile was pretty normal and not risky. Noted that expenses were up but nearly all attributable to distribution of gate receipts to member schools being higher this year. Highlighted the NCHSAA's financial revenue dependency distribution which excludes the investment accounts.

The Board took a short break for lunch.

The Board then heard lengthy reports and discussion relative to "in-committee" work on all agenda items. Based on the committee work, recommendations will be made on Thursday, December 5.

TOPICAL DISCUSSION: Commissioner Tucker introduced the topical discussion section of the agenda beginning with an introduction to the current status of Realignment. Updated that the Realignment Committee has met and requested a survey be drafted by staff and distributed to membership for feedback on most important factors in the Realignment process. Discussed what needs to happen to provide the Realignment Committee with the flexibility to think outside the box. Blankenship suggested that the Conference Presidents get involved in ensuring the survey is delivered and returned by the Principal through Conference President.

It was noted a request to amend the bylaws had been submitted from Onslow County Schools, with amended language to give opportunities to change number of classifications—factoring in growing number of member schools—without having to change the bylaws each time. Talked about the request and now the need to go out to membership with a vote requesting to amend the Bylaw regulating classifications. Board discussed at length the amendment request, including the suggestions from the Onslow County group, which amended their first request. Board discussed the wording to ensure understanding of what was being requested.

Motion by Foster to submit ballot to membership, seconded by George, approved 18-0.

Other facets of realignment/reclassification were discussed, such as the merits and mechanics of reclassifying every two years, and even possibility of appointing a standing Realignment Committee with rotating terms.

Commissioner asked the Board of Directors to think about the distribution of schools in the eight regions of the state. Currently a very uneven distribution. Wanted feedback on trying to balance the number of schools in each region. Also updated the Board on staff progress on Strategic Plan, especially on the communication as well as health and safety fronts.

Meeting adjourned at 4:35PM.

**NORTH CAROLINA HIGH SCHOOL ATHLETIC ASSOCIATION
BOARD OF DIRECTORS SPRING MEETING
Thursday, December 5, 2019**

The winter meeting of the North Carolina High School Athletic Association Board of Directors was called to order by President Brad Craddock at 8:35 a.m. at the Simon F. Terrell Building in Chapel Hill. Members in attendance included Brad Craddock, Jerry Simmons, Sandy George, Ronnie Beverly, Neil Blankenship, Chris Blanton, Mark Byrd, Brian Edkins, Tim Foster, Michael Gainey, Stephen Gainey, Rob Jackson, John Luciano, Troy Lindsey, Fred Lynch, Cathy Moore, Masanori Toguchi, Joy Warner, and Bobby Wilkins.

Affiliate members included Burt Jenkins of the North Carolina Department of Public Instruction, Joe Franks of the North Carolina Coaches Association, David Brown of Piedmont Baseball Umpires Association representing Officials and Regional Supervisors, and Vernon Aldridge representing the North Carolina High School Athletic Directors Association. Wendell Hall who represents the North Carolina School Boards Association was unable to attend

NCHSAA staff in attendance included Commissioner Que Tucker, Karen DeHart, Mark Dreibelbis, Tra Waters, James Alverson, Brad Alford, Chiquana Dancy, Melissa Knight, Kayla Dempsey, and Pepper Hines.

The Board welcomed members of the media in attendance. Media in attendance included Joe Sirera from *Greensboro News & Record*, Nick Stevens from *HighSchoolOT.com*, David Kehrl from *Burlington Times-News*, Jonas Pope from *Raleigh News & Observer*, and Chris Hughes from *CarolinaPreps.com*.

SAAC REPORT: ShiLi Quade, a junior at Cedar Ridge, presented on behalf of the Student Athlete Advisory Council. She noted the community service programs organized by the SAAC members at their schools. She discussed the work the SAAC has done on the Student Leadership Conference which will have theme of "Respect the Game." Mentioned many challenges with sportsmanship and rules that were raised by members of the SAAC. These issues included student athlete safety, charter/traditional school dynamics, technology's impact on sport and athletes

NC DEPARTMENT OF PUBLIC INSTRUCTION: Burt Jenkins presented on behalf of the organization. He thanked the group for their partnership, especially the staff and coaches association for helping to grow their outreach to middle school coaches and athletic directors. He covered changes to the Middle School Manual including changes to the attendance policy to match the high school athletic association. Noted the changes to post-season and season limitations for students. Updated regulations concerning skull caps for baseball and softball coaches. Emphasizing students absent for five or more days from school for illness or injury must have a doctor's note to return to practice. Also highlighted that at the middle school level hardships must begin with the school Principal. They are considering adding four days to the start of fall sports season to allow for more time for acclimation and coordination with high school coaches, particularly with smaller systems who struggle with travel.

NC COACHES ASSOCIATION: Joe Franks made the presentation on behalf of the group. Once again highlighted the great relationship with the NCHSAA and NCADA working for students. Thanked the Superintendents for their help in verifying coaches and athletic directors for verifying assistants. Highlighted the bylaws of the Coaches Association relative to who can be a member and who qualifies as an associate membership. Noted that the organization was making strides towards a new website and online directory.

NC ATHLETIC DIRECTORS ASSOCIATION: Vernon Aldridge made the presentation on behalf of the group. Noted the passing of the father of the NCADA, Jerry McGee, highlighting his contributions to education-based athletics and his large legacy. Emphasized coach certification and continuing education, particularly AIC and CIC certifications available through NFHS Learn. Highlighted Athletic Director certifications as well, including CAA, CMAA. Noted the benefits of membership for athletic directors, including dual membership in the NCADA and NIAAA, liability insurance for ADs, discounted registration fees and LTI classes towards certifications. Mentioned the NCADA Hall of Fame inductees and award winners for this year's conference. He noted efforts to build leadership capacity across the state through their LeADership Academy initiative, with the first cohort comprised of 17 athletic directors across the state. Mentioned the dates for the national AD conference and state conferences encouraging attendance.

REGIONAL SUPERVISORS AND OFFICIALS REPORT: David Brown made the presentation for the group. Mentioned the leadership of staff, particularly Mark Dreibelbis, in bringing professionalism and developing officiating. Noted efforts to move regional supervisors forward and recruit and retain new officials. Highlighted recruiting 621 new officials to programs through our own efforts and 75 from the NFHS Campaign. Discussed officiating's impact on their personal lives, thanked the Board for the raise they gave officials last year, their real people. Asked the Board to think and make his vision more than just a dream. Asked them to support recruitment and retention czar. Spotlighted a "Proactive Approach to Recruitment & Retention of Sports Officials." Highlighted conditions for officials and difficulties of real officials. Wanted to use a two-pronged approach. Recruit high school athletes and develop a semester long curriculum to develop game officials from high school students. Would involve classroom instructions and methods to train and develop officials. Recruitment without retention defies logic. What can be done to help regional supervisors develop and support new officials. Asking people on the Board to do what they do best, educate people and decide how to make it happen.

REVIEW/OFFICIATING: Tim Foster made the report on behalf of the committee:

1. Review of the comprehensive Incident and Penalty Report as presented by NCHSAA Staff. Motion to approve by Blankenship, seconded by George, approved 19-0.
2. Review of the Ejection Report with year-to-date and year-to-year comparisons.
3. Recommendation to approve additional clarification of Drone Policy, Regulation 2.2.3 (c) by adding "includes pre and post-game activities." Motion to approve by Toguchi, seconded by Jackson, approved 19-0.
4. Review of on-site and webinar State Rules Clinics for coaches. Noted the necessity of providing this opportunity for some coaches while monitoring impact on partner groups.
5. Recommendation to approve new Regional Supervisors as follows:

- a. Errol Daniels for Southeastern Softball
 - b. Mike Parnell for Southeastern Baseball
 - c. Bryan Yates for WNC Baseball and Softball
 - d. Todd Mason for Mountain West Baseball and Softball
 - e. Jimmie Massengill for Triangle Softball
 - f. Chuck Snider for Triangle Women's Lacrosse
- Motion to approve by Edkins, seconded by Beverly, approved 19-0
6. Review and update of Student Services Program. Highlighted the importance of the program and that the grant had been approved for two-years.
 7. Review of current NCHSAA Ejection Policy. Discussed number of contests missed when a student is involved in a team sport that is based on individual participation (e.g. Track & Field and Golf) as the number of season events is significantly less than a "team" sport like Basketball and Baseball.
 8. Review of officiating protocol during a fight. Discussion points: how determination of who left the bench area should be made, who writes down numbers, what happens when numbers are not provided to the NCHSAA, how is video used and what determines participation in a fight during a football game

SPORTS: Masanori Toguchi presented on behalf of the committee:

1. Review the 2020-2021 NCHSAA Sports Calendar as amended during the Wednesday work session and reflecting outcomes motions 2, 3 and 4 below. Motion to approve by Blankenship, seconded by Wilkins, approved 19-0.
2. Recommendation by the North Carolina Wrestling Coaches Association (NCWCA) to adjust the Dual Team Wrestling Calendar as follows:
 - a. Bracketing: January 28, 2020
 - b. First and Second Round: January 30, 2020
 - c. Third and Fourth Round: February 3, 2020
 - d. State Championship: February 6, 2020

Motion to approve by Foster, seconded by Lynch, approved 19-0.
3. Recommendation by the North Carolina Soccer Coaches Association (NCSCA) was tweaked by staff to change the date of playoff seeding from Monday, November 2, 2020 and May 3, 2020, to the prior Friday.
 - a. First Round – Monday following seeding
 - b. Second Round – Thursday following seeding
 - c. Third Round – second Monday following seeding
 - d. Fourth Round – second Thursday following seeding
 - e. Regional Finals – third Tuesday following seeding
 - f. State Championships – third Friday and Saturday following seeding

Motion to approve by Luciano, seconded by George, denied 4-15.
4. Recommendation by the North Carolina Soccer Coaches Association (NCSCA) proposal to seed on Saturday or Sunday for playoffs. Board had further discussion about the NCSCA proposal without tweaks and recognized that the request may not be feasible to accommodate. Requested staff survey coaches directly and athletic directors about the staff's proposal. Motion by Jackson, seconded by Blankenship, denied 19-0.
5. Recommendation by NCSCA to create an emergency weather plan that will keep teams from playing more than two (2) playoff games in the same calendar week did not emerge from committee.
6. Recommendation by NCSCA to eliminate the use of mandatory penalty kicks to decide the outcome of tied games. "If the teams are tied at the end of regulation play, they will play two (2) 10-minute overtime periods (non-sudden victory) to determine a winner. If the teams are still tied after the end of the two (2) overtime periods, the game will be officially declared a "draw." Discussed surveying all member schools and soccer coaches directly to gauge their interest, targeting the questions on the survey to know what they would like to see in tie resolution during the regular season. Motion to approve by Foster, seconded by Lindsey, denied 19-0.
7. Recommendation by the North Carolina Basketball Coaches Association (NCBCA) to allow 9th and 10th grad players only to participate in five (5) quarters of basketball games on the same day did not emerge from committee.
8. Recommendation to adopt a minimum seasonal games requirement in baseball, basketball, softball and volleyball for at-large berth consideration did not emerge from committee.
9. Recommendation to amend the process of determining state championship qualifiers in Men's Golf based upon regional competition:
 - a. "21 golfers per regional will advance to the state championship:
 - i. Top 3 teams automatically qualify with the four (4) best scores,
 - ii. Top 9 individuals not on a qualifying team,
 - iii. If a school does not finish in the top 3, but qualifies at least four (4) individuals, that school will also advance as a team to the state championship

Asked to compare data from last year to this. Motion to approve by Foster, seconded by Wilkins, approved 19-0. Board will re-evaluate this change after one year.
10. Review of a new NCHSAA Playoff Calendar Guidelines and 2021-2025 dates.

Note: At this point, Rob Jackson left the meeting due to a family matter.

POLICY: Bobby Wilkins made the presentation on behalf of the committee:

1. Recommendation to approve listing of a violation and fine for Athletic Event Medical Care Requirement(s). Motion to approve by George, seconded by Toguchi, approved 18-0.
2. Recommendation by Sports Medicine Advisory Committee (SMAC) to require "CrashCourse" Concussion Video for preseason viewing for all sports (coaches, players, parents). Motion to approve by Foster, seconded by George, approved 18-0.

3. Recommendation by SMAC to approve an update to the Pre-Participation Examination (PPE) Form. Motion to approve by Toguchi, seconded by Blanton, approved 18-0.
4. Recommendation to waive NCHSAA Rule 2.2.15 (d) (1) (v.) for track and field athletes and coaches that have qualified for the New Balance Outdoor National Championships did not emerge from committee.
5. Recommendation to require a Gameday Administrator at 7-on-7 events. Question was raised about a coach acting as a Game Day Administrator being a coach accomplishes the goal of this regulation. Question about why it was exclusive to football. SMAC was concerned about multiple teams and the number of athletes involved. Craddock noted he believed it was a step in the right direction. Toguchi asked about why it was exclusive to football. Commissioner called the question. Motion to approve by Lindsey, seconded by George, approved 11-6 with one abstention.
6. Received an update from North Carolina Department of Public Instruction (NCDPI) relative to updating scholastic requirements based on evolving educational delivery methods across the state.
7. Review penalty for using an ineligible player, particularly in situations where the ineligibility is caused by an administrative error.
8. Review the rule concerning playing the same sport during the same season at a second school relative to NCSSM, an approved transfer, or a bona fide change of residence.
9. Review information relative to updated rules on gender of a player and eligibility.
10. Review information relative to updated rules concerning home school student participation.
11. Review a recommendation to bar scheduling playoff contests on November 3, 2020 for the Presidential Election.

FINANCE/PERSONNEL: Jerry Simmons made the report on behalf of the committee:

1. Review of the 2018-19 Audit Report as presented by Blackman & Sloop. Craddock noted that the staff's execution of the vision is critical to success in these areas of the strategic plan. Motion to approve by Toguchi, seconded by Gainey, approved 18-0.
2. Review of the proposed NCHSAA Budget for 2019-2020. Simmons noted that corporate partnerships have been crucial to success in budget and revenue streams. Motion to approve by Blankenship, seconded by Toguchi, approved 18-0.
3. Recommendation to form a joint venture with Special Olympics of North Carolina (SONC) and the NCHSAA to fund a part-time Unified Track Manager position. Simmons highlighted important role that Chiquana Dancy plays in growth of Unified Track and work with SONC. Motion to approve by Edkins, seconded by Foster, approved 18-0.
4. Review of NCHSAA Investment Summaries as received from five money management companies.
5. Review of final 2018-2019 sports comparisons as provided by staff. Growth in all but three sports and highlights again the importance of corporate partnerships to free the Association from reliance on gate receipts.
6. Review 2018-2019 NCHSAA distributions of funds to the membership. Highlighted the committee is looking for ways to make the distribution even more equitable for members and would be pursuing further action in the spring.
7. Review of NCHSAA Corporate Partnerships for 2018-2019 and to-date for 2019-2020.
8. Review status of inaugural NCHSAA Education-Based Grant Program.
9. Review NCHSAA 401K Retirement Plan. Plan is now under the direction of Verity Asset Management and Empower.
10. Review of updated Lighting Standards as approved by the Board via email vote in September 2019. Will work with Musco to find ways to assess state of lighting at member schools and next steps forward.
11. Review NCHSAA Staff updates since May 2019:
 - a. Caitlin McMannen was promoted to Assistant Director of Sports & Championships effective July 1, 2019.
 - b. Melissa Knight was promoted to Assistant to the Supervisor of Officials effective July 1, 2019.
 - c. Justice Parker, former NCHSAA Intern, was hired as a part-time receptionist, effective August 5, 2019.

COMMISSIONER'S REPORT: Thanked the members of the Board for their work over the past several days, as well as new members for their input and embracing their roles in the organization; Thanked the Board for staying in a proactive mindset and challenged them to do their part to ensure the health and safety of student athletes; Gave appreciation to Board members for "having the staff's back" when difficult issues and decisions arise; Highlighted the role of the staff and how much they are appreciated; Shared the essence of a letter from Atlantic Coast Conference (ACC) Commissioner John Swofford on September 23, 2019 in response to a joint letter from the NCHSAA, Coaches Association, Athletic Directors Association and others about the impact of college football games scheduled on Friday night; Called the Board's attention to a sheet with upcoming meeting dates so they can make special provisions to be here with Board meetings; Commended David Brown for calling the Board's attention to the crisis in officiating and thanked him for the leadership of those he represents to mitigate the impact on NCHSAA programs. Challenged the Board members to make sure their schools are supporting the Student Services Program.

Noted that the staff would survey soccer coaches to determine their preferences for resolving tied games in the regular season and with post-season calendar. Also, it was noted that the staff would continually look for ways to promote health and safety

PRESIDENT'S REMARKS: Highlighted the role of the staff and the effort that staff puts in to make the Association run in an efficient and effective way, calling it a "remarkable feat." Challenged new Board members and all members to attend Championship events. Welcomed the new members of the Board and discussed the family atmosphere that this Board has. Praised the many perspectives on the Board and challenged them to continue the momentum of previous Boards towards making logical and well-measured changes for the good of the Association. Challenged each Board member to make sure their voices are heard in discussions, bringing their personality, drive and vigor to their task. Reminded the Board to thank their family and staff for allowing them to make the commitment they have to the Association. Acknowledged that people are getting antsy in realignment process and change is not always comfortable, highlighting that realignment will be a huge topic for spring. Noted he was pleased that SAAC took initiative to push forward the "Respect the Game" initiative. He wished everyone a Merry Christmas and Happy New Year!

Craddock adjourned the winter meeting at 11:11 a.m. President Craddock and Commissioner Tucker met with the assembled media afterwards

